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| **Organisation Name**  *Free text/cut and paste from a word document* |  |
| **Title of Job**  *Free text or if chosen automated population from a chosen*  *transferable role template* | Orthopaedic Physiotherapist |
| **Scope of Job**  sets the context, job profile  *Free text or from automated population from chosen TRT* |  |
| **Responsible to**  *Free text* |  |
| **Accountable to**  *Free text* |  |
| **Contract type and**  **working hours**  *Free text* |  |
| **Pay Grade**  *Free text* |  |
| **Career Framework Level**  *Short descriptor from Career Framework automated population from chosen TRT* | People at level 7 of the career framework have a critical awareness of knowledge issues in the field and at the interface between different fields. They are innovative and have a responsibility for developing and changing practice and/or services in a complex and unpredictable environment. |
| **Key Areas of Responsibility**  *Free**text* |  |

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| **Level 7 Core Competences / National Occupational Standards:** |

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| **Underpinning Principle** | **Reference Function** | **Competence** |

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| **1. COMMUNICATION** | 1.2 | Communicate effectively | GEN97  Communicate effectively in a healthcare environment  "https://tools.skillsforhealth.org.uk/hfm/?show=1.2&" |
| **2. PERSONAL & PEOPLE DEVELOPMENT** | 2.1.1 | Develop your own practice | GEN13  Synthesise new knowledge into the development of your own practice  "https://tools.skillsforhealth.org.uk/hfm/?show=2.1.1&" |
|  |  |  | CFAM&LAA3  Develop and maintain your professional networks  "https://tools.skillsforhealth.org.uk/hfm/?show=2.1.1&" |
|  | 2.1.2 | Reflect on your own practice | GEN23  Monitor your own work practices  "https://tools.skillsforhealth.org.uk/hfm/?show=2.1.2&" |
|  |  |  | SCDHSC0033  Develop your practice through reflection and learning  "https://tools.skillsforhealth.org.uk/hfm/?show=2.1.2&" |
|  | 2.2.1 | Support the development of the knowledge and practice of individuals | AC3  Contribute to the development of the knowledge and practice of others  "https://tools.skillsforhealth.org.uk/hfm/?show=2.2.1&" |
| **3. HEALTH, SAFETY & SECURITY** | 3.5.1 | Ensure your own actions reduce risks to health and safety | IPC2.2012  Perform hand hygiene to prevent the spread of infection  "https://tools.skillsforhealth.org.uk/hfm/?show=3.5.1&" |
|  |  |  | PROHSS1  Make sure your own actions reduce risks to health and safety  "https://tools.skillsforhealth.org.uk/hfm/?show=3.5.1&" |
|  |  |  | CFAWRV1  Make sure your actions contribute to a positive and safe working culture  "https://tools.skillsforhealth.org.uk/hfm/?show=3.5.1&" |
|  | 3.5.2 | Protect individuals from abuse | SCDHSC0024  Support the safeguarding of individuals  "https://tools.skillsforhealth.org.uk/hfm/?show=3.5.2&" |
| **4. SERVICE IMPROVEMENT** | 4.6 | Promote service improvement | CFAM&LCA1  Identify and evaluate opportunities for innovation and improvement  "https://tools.skillsforhealth.org.uk/hfm/?show=4.6&" |
| **5. QUALITY** | 5.1.1 | Act within the limits of your competence and authority | GEN63  Act within the limits of your competence and authority  "https://tools.skillsforhealth.org.uk/hfm/?show=5.1.1&" |
|  | 5.1.2 | Manage and organise your own time and activities | HT4  Manage and organise your own time and activities  "https://tools.skillsforhealth.org.uk/hfm/?show=5.1.2&" |
| **6. EQUALITY & DIVERSITY** | 6.1 | Ensure your own actions support equality of opportunity and diversity | SCDHSC0234  Uphold the rights of individuals  "https://tools.skillsforhealth.org.uk/hfm/?show=6.1&" |
|  | 6.2 | Promote equality of opportunity and diversity | SCDHSC3111  Promote the rights and diversity of individuals  "https://tools.skillsforhealth.org.uk/hfm/?show=6.2&" |
| **B. HEALTH INTERVENTION** | B2.1 | Obtain information from individuals about their health status and needs | CHS169  Comply with legal requirements for maintaining confidentiality in healthcare  "https://tools.skillsforhealth.org.uk/hfm/?show=B2.1&" |
| **D. INFORMATION MANAGEMENT / INFORMATION AND COMMUNICATION TECHNOLOGY** | D2.4 | Maintain information / record systems | CFABAD331  Use a filing system  "https://tools.skillsforhealth.org.uk/hfm/?show=D2.4&" |
| **H. MANAGEMENT & ADMINISTRATION** | H1.2.4 | Implement change | CFAM&LCA4  Implement change  "https://tools.skillsforhealth.org.uk/hfm/?show=H1.2.4&" |
|  | H1.3.1 | Contribute to the effectiveness of teams | SCDHSC0241  Contribute to the effectiveness of teams  "https://tools.skillsforhealth.org.uk/hfm/?show=H1.3.1&" |
|  | H1.3.2 | Develop relationships with individuals | CFAM&LDD1  Develop and sustain productive working relationships with colleagues  "https://tools.skillsforhealth.org.uk/hfm/?show=H1.3.2&" |
|  | H2.6 | Receive and pass on messages and information | ICF:FS  IT communication fundamentals  "https://tools.skillsforhealth.org.uk/hfm/?show=H2.6&" |

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| **Role Specific Competences / National Occupational Standards:** |

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| **Underpinning Principle** | **Reference Function** | **Competence** |

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| **2. PERSONAL & PEOPLE DEVELOPMENT** | 2.3.1 | Evaluate another's performance in the workplace | LSILADD08  Engage and support learners in the learning and development process  "https://tools.skillsforhealth.org.uk/hfm/?show=2.3.1&" |
| **A. ASSESSMENT** | A2.1 | Plan assessment of an individual's health status | CHS38  Plan assessment of an individual's health status  "https://tools.skillsforhealth.org.uk/hfm/?show=A2.1&" |
|  | A2.2 | Co-ordinate assessment of the health of individuals | CHS105  Agree the nature and purpose of investigation into an individual's health status  "https://tools.skillsforhealth.org.uk/hfm/?show=A2.2&" |
|  | A2.3 | Assess an individual with a suspected health condition | CHS39  Assess an individual's health status  "https://tools.skillsforhealth.org.uk/hfm/?show=A2.3&" |
|  |  |  | CHS118  Form a professional judgement of an individual's health condition  "https://tools.skillsforhealth.org.uk/hfm/?show=A2.3&" |
|  |  |  | CHS168  Obtain a patient/client history  "https://tools.skillsforhealth.org.uk/hfm/?show=A2.3&" |
|  | A2.4 | Assess an individual's needs arising from their health status | CHS178  Determine investigations required to meet clinical need  "https://tools.skillsforhealth.org.uk/hfm/?show=A2.4&" |
|  | A2.8 | Prioritise treatment and care for individuals according to their health status and needs | CHS121  Prioritise treatment and care for individuals according to their health status and needs  "https://tools.skillsforhealth.org.uk/hfm/?show=A2.8&" |
|  | A2.9 | Assess individual's suitability for a treatment or intervention | CHS120  Establish an individual's suitability to undergo an intervention  "https://tools.skillsforhealth.org.uk/hfm/?show=A2.9&" |
| **B. HEALTH INTERVENTION** | B2.3 | Request investigations to provide information on an individual's health status and needs | CHS106  Request imaging investigations to provide information on an individual's health status and needs  "https://tools.skillsforhealth.org.uk/hfm/?show=B2.3&" |
|  | B3.1.1 | Plan activities, interventions or treatments to achieve specified health goals | CHS41  Determine a treatment plan for an individual  "https://tools.skillsforhealth.org.uk/hfm/?show=B3.1.1&" |
|  |  |  | CHS44  Plan activities, interventions and treatments to achieve specified health goals  "https://tools.skillsforhealth.org.uk/hfm/?show=B3.1.1&" |
|  | B3.1.2 | Enable individuals to make health choices and decisions | PE1  Enable individuals to make informed health choices and decisions  "https://tools.skillsforhealth.org.uk/hfm/?show=B3.1.2&" |
|  | B3.3.3 | Move and position individuals | CHS6.2012  Move and position individuals  "https://tools.skillsforhealth.org.uk/hfm/?show=B3.3.3&" |
|  | B3.5.2 | Carry out actions from a discharge plan | GEN28  Discharge and transfer individuals from a service or your care  "https://tools.skillsforhealth.org.uk/hfm/?show=B3.5.2&" |
|  | B3.6.1 | Monitor individuals following treatments | CHS47  Monitor and assess patients following treatments  "https://tools.skillsforhealth.org.uk/hfm/?show=B3.6.1&" |
|  | B4.2 | Evaluate the delivery of care plans to meet the needs of individuals | CHS53  Evaluate the delivery of care plans to meet the needs of individuals  "https://tools.skillsforhealth.org.uk/hfm/?show=B4.2&" |
|  | B5.1 | Obtain specimens from individuals | CHS132.2012  Obtain venous blood samples  "https://tools.skillsforhealth.org.uk/hfm/?show=B5.1&" |
|  | B14.1 | Co-ordinate the implementation and delivery of treatment plans | CHS88  Co-ordinate the implementation and delivery of treatment plans  "https://tools.skillsforhealth.org.uk/hfm/?show=B14.1&" |
|  | B15.1 | Prescribe medication and treatments for individuals | CM A7  Prescribe medication for individuals with a long term condition  "https://tools.skillsforhealth.org.uk/hfm/?show=B15.1&" |
| **C. HEALTH PROMOTION & PROTECTION** | C2.4 | Enable people to address issues relating to their health and wellbeing | SCDHSC3112  Support individuals to manage their own health and social well-being  "https://tools.skillsforhealth.org.uk/hfm/?show=C2.4&" |
| **D. INFORMATION MANAGEMENT / INFORMATION AND COMMUNICATION TECHNOLOGY** | D2.3 | Analyse data/information | HI8.2010  Analyse data and information and present outputs in a health context  "https://tools.skillsforhealth.org.uk/hfm/?show=D2.3&" |
| **F. EDUCATION, LEARNING & RESEARCH** | F2.1 | Deliver learning and development programmes | LSILADD06  Manage learning and development in groups  "https://tools.skillsforhealth.org.uk/hfm/?show=F2.1&" |
|  |  |  | LSILADD07  Facilitate individual learning and development  "https://tools.skillsforhealth.org.uk/hfm/?show=F2.1&" |
|  | F6.3 | Act on research and development findings | R&D12  Present findings of research and development activities in written form  "https://tools.skillsforhealth.org.uk/hfm/?show=F6.3&" |
|  |  |  | R&D13  Present findings of research and development activities orally  "https://tools.skillsforhealth.org.uk/hfm/?show=F6.3&" |
| **H. MANAGEMENT & ADMINISTRATION** | H1.1.6 | Manage business risk | CFAM&LBB1  Manage risks to your organisation  "https://tools.skillsforhealth.org.uk/hfm/?show=H1.1.6&" |
|  | H1.1.8 | Market and promote the service | SCDHSC0437  Promote your organisation and its services to stakeholders  "https://tools.skillsforhealth.org.uk/hfm/?show=H1.1.8&" |
|  | H1.5.4 | Monitor and address customer service problems | OPTR3  Deal with customer concerns, complaints and dissatisfactions  "https://tools.skillsforhealth.org.uk/hfm/?show=H1.5.4&" |

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| **Facets of Role (National Occupational Standards):** |

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| **Underpinning Principle** | **Reference Function** | **Competence** |

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| **Locality Specific Competences / National Occupational Standards:** |

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| **Underpinning Principle** | **Reference Function** | **Competence** |

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|  |  | None Assigned |  |

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| **Personal Specification** |

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| **Criteria** | **Essential**  (pre-requisite for job) | **Desirable** | **Evidence**  **Application and/or Selection process**  **A and /or S** |
| **Physical requirements** |  |  |  |
| **Knowledge and skills required for post**  Education/ Qualification |  |  |  |
| **Experience,** **Previous experience relevant to the post.** |  |  |  |

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| **Skills in communication, mathematics and use of IT**  **(Employability Skills Matrix, Skills for Health 2014)** |  |

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| **Communications and Customer Care**   * Listen to, understand and communicate complex information, adopting effective questioning techniques to elicit a range of views. * Respond constructively and confidently to queries and complaints, negotiating with others in a way that suits the situation. * Evaluate a range of texts, writing effectively for a range of contexts and situations, maintaining honesty, integrity and transparency. |  |  |  |
| **Mathematics**   * Select, compare and discuss information from a range of sources and use appropriate mathematical method and tools to solve identified problems and assist with clinical trials, audits or research projects as required * Manage a work area budget cost effectively and efficiently. |  |  |  |
| **Use of IT**   * Use IT to meet identified needs and plan and evaluate the work of the team effectively. |  |  |  |

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| **Team working skills and attributes**  **(Employability Skills Matrix, Skills for Health 2014)** |  |

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| **Working with Others**   * Work with others towards achieving shared goals, ensuring the team�s goals are clear and achievable. * Learn from own mistakes, accepting and giving constructive feedback. * Show interest in your work, developing with the team a clear purpose and work objectives. * Seek and value the contributions of others, managing and resolving conflict when appropriate. * Suggest alternative ways to get the job done without compromising compassionate care for service users. * Lead, support, value and motivate other members of the team, sharing information as appropriate to achieve high performance. |  |  |  |
| **Solving Problems**   * Assess the root cause of complex problems in complex and unpredictable environments * Evaluate different points of view on the basis of facts and opinions of others * Use theoretical and practical knowledge to solve problems and make decisions. * Be creative and innovative in exploring and implementing solutions. * Develop new skills in response to emerging knowledge and techniques to make recommendations or decisions * Evaluate solutions to make recommendations or inform decisions. * Seek and evaluate different points of view to inform solutions, maintaining honesty, integrity and transparency. |  |  |  |

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| **Personal: personal skills, qualities, values and behaviours**  **(Employability Skills Matrix, Skills for Health 2014)** |  |

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| **Demonstrate positive attitudes, values and behaviours**   * Demonstrate honesty, integrity care and compassion at all times * Take care of your personal health, including hygiene and appearance. * Show interest in your work and identify and suggest alternative ways of getting the job done. * Recognise and reflect on your own work and value other peoples�. |  |  |  |
| **Be responsible**   * Be responsible and accountable for your own actions and the actions of your group through effective leadership. * Manage your work/life balance, and attend work as required on time. * Understand your rights and responsibilities at work, lead on health and safety policies, practices and procedures. * Be able to promote best practice in terms of equality of opportunity and valuing diversity in the workplace. * Understand your responsibility to identify and raise any issues relating to the service with more senior staff. * Understand and respect confidentiality in relation to work. * Consistently evaluate own practice, plan and manage time and resources to achieve goals . * Assess, weigh and take steps to minimise and manage risk. |  |  |  |
| **Be adaptable**   * Carry out multiple tasks or projects. * Be open and respond constructively to change, coping with uncertainty. |  |  |  |
| **Learn continuously**   * Take responsibility for your own learning and be willing to continuously learn and grow, reflecting on own practice and encouraging others to reflect on their practice. * Actively use research to influence and change practice. * Assess personal strengths and areas for development, set own learning goals and plan and achieve your learning goals. |  |  |  |