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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 | GEN97Communicate 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 | GEN13Synthesise new knowledge into the development of your own practice"https://tools.skillsforhealth.org.uk/hfm/?show=2.1.1&" |
|  |  |  | CFAM&LAA3Develop and maintain your professional networks"https://tools.skillsforhealth.org.uk/hfm/?show=2.1.1&" |
|  | 2.1.2 | Reflect on your own practice | GEN23Monitor your own work practices"https://tools.skillsforhealth.org.uk/hfm/?show=2.1.2&" |
|  |  |  | SCDHSC0033Develop 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 | AC3Contribute 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 | IPC2.2012Perform hand hygiene to prevent the spread of infection"https://tools.skillsforhealth.org.uk/hfm/?show=3.5.1&" |
|  |  |  | PROHSS1Make sure your own actions reduce risks to health and safety"https://tools.skillsforhealth.org.uk/hfm/?show=3.5.1&" |
|  |  |  | CFAWRV1Make 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 | SCDHSC0024Support the safeguarding of individuals"https://tools.skillsforhealth.org.uk/hfm/?show=3.5.2&" |
| **4. SERVICE IMPROVEMENT** | 4.6 | Promote service improvement | CFAM&LCA1Identify 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 | GEN63Act 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 | HT4Manage 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 | SCDHSC0234Uphold the rights of individuals"https://tools.skillsforhealth.org.uk/hfm/?show=6.1&" |
|  | 6.2 | Promote equality of opportunity and diversity | SCDHSC3111Promote 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 | CHS169Comply 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 | CFABAD331Use a filing system"https://tools.skillsforhealth.org.uk/hfm/?show=D2.4&" |
| **H. MANAGEMENT & ADMINISTRATION** | H1.2.4 | Implement change | CFAM&LCA4Implement change"https://tools.skillsforhealth.org.uk/hfm/?show=H1.2.4&" |
|  | H1.3.1 | Contribute to the effectiveness of teams | SCDHSC0241Contribute to the effectiveness of teams"https://tools.skillsforhealth.org.uk/hfm/?show=H1.3.1&" |
|  | H1.3.2 | Develop relationships with individuals | CFAM&LDD1Develop 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:FSIT 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 | LSILADD08Engage 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 | CHS38Plan 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 | CHS105Agree 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 | CHS39Assess an individual's health status"https://tools.skillsforhealth.org.uk/hfm/?show=A2.3&" |
|  |  |  | CHS118Form a professional judgement of an individual's health condition"https://tools.skillsforhealth.org.uk/hfm/?show=A2.3&" |
|  |  |  | CHS168Obtain 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 | CHS178Determine 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 | CHS121Prioritise 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 | CHS120Establish 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 | CHS106Request 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 | CHS41Determine a treatment plan for an individual"https://tools.skillsforhealth.org.uk/hfm/?show=B3.1.1&" |
|  |  |  | CHS44Plan 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 | PE1Enable 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 | CHS6.2012Move and position individuals"https://tools.skillsforhealth.org.uk/hfm/?show=B3.3.3&" |
|  | B3.5.2 | Carry out actions from a discharge plan | GEN28Discharge 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 | CHS47Monitor 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 | CHS53Evaluate 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 | CHS132.2012Obtain venous blood samples"https://tools.skillsforhealth.org.uk/hfm/?show=B5.1&" |
|  | B14.1 | Co-ordinate the implementation and delivery of treatment plans | CHS88Co-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 A7Prescribe 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 | SCDHSC3112Support 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 | HI8.2010Analyse 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 | LSILADD06Manage learning and development in groups"https://tools.skillsforhealth.org.uk/hfm/?show=F2.1&" |
|  |  |  | LSILADD07Facilitate individual learning and development"https://tools.skillsforhealth.org.uk/hfm/?show=F2.1&" |
|  | F6.3 | Act on research and development findings | R&D12Present findings of research and development activities in written form"https://tools.skillsforhealth.org.uk/hfm/?show=F6.3&" |
|  |  |  | R&D13Present 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&LBB1Manage risks to your organisation"https://tools.skillsforhealth.org.uk/hfm/?show=H1.1.6&" |
|  | H1.1.8 | Market and promote the service | SCDHSC0437Promote 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 | OPTR3Deal 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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|  |  | None Assigned |  |

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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.
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| **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.
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| **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.
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| **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�.
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| **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.
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| **Be adaptable*** Carry out multiple tasks or projects.
* Be open and respond constructively to change, coping with uncertainty.
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| **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.
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