Job Title: Lead Physiotherapist

Contract: Permanent

Salary: £41,914 per annum,

Hours: 35 (Monday - Friday 9.30am – 4.30pm with ½ hour paid lunch break)

Location: Revive MS Support, Govan, Glasgow

Reports to: Clinical Lead

About Revive MS Support

Revive MS Support is the only charity in the West of Scotland providing nationwide support for people who are affected by Multiple Sclerosis. The centre was set up in 1984 by people living with MS and their families, and helps people manage the physical, emotional, social, and financial impacts that come with a diagnosis of MS. Anyone affected by MS can use Revive's services and can be referred by a health or social care professional or self-refer.

Services include an MS Specialist Nurse; MS Specialist Physiotherapy; Welfare & Benefit support; Speech and Language Therapy; Counselling; Aromatherapy & Reflexology; Podiatry; Fitness classes; Fatigue Management and Memory Matters classes; Continence Nurse service; Hyperbaric Oxygen Therapy; Support for families and friends of those with MS; social activities and a Community Café.

Revive welcomes over 1000 clients a year to its purpose-built centre in Govan, Glasgow.

We are looking for a Lead Physiotherapist to support and develop the Physiotherapy service within Revive MS Support. You will work to maintain and improve quality, working to robust professional standards, ensuring evidence-based practice, leading on workforce planning within the team and assisting with supervision and clinical leadership. You must be a highly motivated and enthusiastic individual with excellent communication skills.

Job Purpose

- To act as the lead physiotherapist, supervising other staff within the physiotherapy team, supporting the development of the service in consultation with the Clinical Lead.
- To ensure a quality and safe service is delivered within the gym classes. Working to identify and support the development of the HCSWs.
- To provide specialist physiotherapy assessment, treatment, and rehabilitation to clients with Multiple Sclerosis who attend Revive MS Support in Govan and MS Connect as required.
- To lead on the development and delivery of group classes and activities for clients attending Revive MS Support.

- To undertake occasional domiciliary visits as required.
- Through expert assessment of complex clients determine appropriate referral pathways to other services out with Revive MS Support
- To contribute to multidisciplinary teamwork within the centre to optimise the therapeutic experience for clients.
- To provide support and education to the Physiotherapy assistants and volunteers to the centre as required
- To act as an ambassador for the physio service and for Revive when required, presenting at external and internal events.

Role Description

The post holder will be based at Revive MS Support in Govan, with occasional travel to domiciliary visits as required. You will be responsible for managing your own caseload and through expert assessment, plan appropriate treatment and rehabilitation strategies for the clients.

The post holder will:

- Develop opportunities for innovative developments within the service, responding to changing demands and capacity within the team.
- Monitor the capacity and uptake of the service making recommendations for improvement.
- Ensure there are systems in place to monitor and provide a high level of quality assurance over physio services.
- Deliver specialist, evidence informed, physiotherapy assessment and management plans to all our MS clients as required and manage their own caseload of clients.
- Contribute to initiatives within the centre as part of the MDT, including fatigue management, pain management and others.
- Supervise and manage the physiotherapy team, including healthcare support workers and volunteers within the physiotherapy service.
- Develop and maintain strong internal and external professional networks, particularly with MS specialist services within NHS Greater Glasgow and Clyde and the wider healthcare community.
- Represent Revive MS Support at local and national events, meetings, forums and conferences as required, including delivering talks and presentations to promote the physiotherapy service and the wider work of the organisation.

Key Responsibilities

Patient care

- The post holder will act independently as an autonomous practitioner and will always practice within their scope of practice to meet requirements of both CSP and HCPC regulations.

- They will independently assess and plan appropriate treatment and management of clients attending for physiotherapy using highly developed clinical skills, knowledge, and expertise in MS.
- They will be responsible for managing their own caseload seeking support from the clinical lead and wider MDT as required.
- The post holder will be proactive in identifying and implementing evidence informed treatments for clients with MS.
- Demonstrate a proactive approach to maintaining own knowledge and skills and continuing professional development.
- The post holder will act according to the code of conduct of the Revive MS Support and HCPC and CSP
-

Service development, Education and Management

- To contribute to the development of relevant policies and procedures within Revive MS Support as part of the clinical governance team; specifically in relation to risk assessment, moving and handling, infection control and health and safety.
- To independently supervise and manage the day-to-day operation of the physiotherapy team, including training, supervision, performance management, conflict resolution and, where appropriate, disciplinary matters.
- To lead on the recruitment of Physio staff and HCSWs within the team.
- Where appropriate, be responsible for planning and organising the workload of senior and junior staff effectively with regards to patient management and best use of therapist time.
- Provide physiotherapy advice to the wider MDT.
- When required to support the placement of Physiotherapy students.
- Participate in Revive MS Support staff in continued professional development.
- To demonstrate a high standard of communication to both clients, their family and carers and visitors to the centres
- Contribute to the learning and development of the wider MDT within Revive MS Support

Systems and Equipment

- Adherence to all Professional and Organisational policies and Guidelines; specifically, HCPC and CSP
- Adhere to information governance guidelines as outlined in Revive MS Support policies and meet GDPR requirements.
- Understand and apply safe use of patient care equipment, including hoists, specialist exercise equipment, wheelchairs, walking aids etc.
- Be able to use the electronic patient record systems.
- Be actively involved and contribute to collection of data as required by the service.

- Have a working knowledge and adhere to relevant Health and Safety policies, including hand hygiene, risk assessment and moving and handling.

Communication and Relationships

To demonstrate a consistently high level of communication skills, verbal, written and electronic in accordance with professional and organisational requirements and adhering to CSP guidelines on record keeping.

Clients

- Sensitively provide and listen to complex information regarding assessment, diagnosis, prognosis, and treatment, including information which may be distressing.
- Gain valid consent for all assessment and treatment offered.
- Be able to effectively identify client expectations and agree realistic client centred goals and outcomes.
- Be able to work collaboratively with clients to enable them to self-manage their condition where possible.
- Provide education to clients on a daily basis and utilise evidence-based communication skills such as teach back to ensure client understanding.

Carers

- Provide and receive complex information.
- Provide education on a range of patient management issues as required.
- Communicate sensitively and adhere to GDPR and respecting confidentiality in the communication of information relating to clients and carers wellbeing.

Multi-disciplinary team

- Provide education to the MDT on physiotherapy specific issues relating to the management of MS and when required on specific client management recommendations.
- Contribute to the ongoing training of staff within the centre on physiotherapy related management of MS.
- Provide training and education to HCSWs and volunteers as needed.
- Demonstrate a sound knowledge of principles of adult education and learning when developing and delivering training to HCSWs and the wider MDT.

Physiotherapy and NMAHP networks

- Network with relevant colleagues to contribute to the overall management of MS clients attending the centre.

- Participate in clinical and peer groups meetings and network's at a local and national level to promote the work of the centre.

Person Specification

Criteria	Essential	Desirable
Personal traits	• Excellent interpersonal skills • A proven ability to problem solve. • Ability to work independently. • An ability to work collaboratively within teams. • Ability to manage time effectively	• Ability to work under pressure
Qualifications and training	• Diploma or degree in Physiotherapy • Registered with HCPC • 2 years postgraduate experience • Experience working in Neurology / MS	• Able to demonstrate completion of relevant post graduate CPD • Experience in neurological rehabilitation
Knowledge and experience	• Evidence of prior participation in delivering training to staff/colleagues • Ability to prioritise workload. • Experience of working with MS clients and carers	• Experience in developing or improving a service
Skills and abilities	• Ability to prioritise a workload. • The ability to carry out significant physical activity. • Ability to demonstrate a person-centred approach to client care. • Excellent verbal and written skills • Excellent time management skills • Excellent team player	• Competent IT skills