

NATIONAL PROFILES FOR PHYSIOTHERAPY

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* revised december 2005

December 2005

Two physiotherapy profiles have been revised as a result of monitoring – the Physiotherapist Specialist (Respiratory Problems) replaced the Highly Specialist Physiotherapist (Respiratory Problems); and the Physiotherapist Specialist Community replaces the current Community profile. The changes are to the profile label in respect of the Respiratory Problems profile and to wording only in respect of the KTE factor for both profiles. No factor levels have been changed in either profile.

Profile Label
Job Statement:

Clinical Support Worker (Physiotherapy)

- 1 Assists the physiotherapist in carrying out delegated physiotherapy duties
2 Assists in the administration and clerical duties of the department

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provide and receive routine information: barriers to understanding Exchanges information with patients & relatives using tact or persuasion; communication difficulties	3(a)
2. Knowledge, Training & Experience	Range of routine work procedures requiring job training Knowledge of procedures for the use of physiotherapy equipment, techniques, administrative procedures: acquired through training to NVQ level 2 or equivalent	2
3. Analytical & Judgemental Skills	Judgements involving facts or situations, some requiring analysis Skills for making ongoing evaluation of patient condition	2
4. Planning & Organisational Skills	Organise own day to day work tasks or activities /plan & organise straightforward activities, some ongoing Plans own workload/organises transport for patients, books and re-arranges appointments	1/2
5. Physical Skills	Physical skills obtained through practice Uses wheel chairs, hoists; driving; keyboard skills	2
6. Responsibility for Patient/Client Care	Implements care/ care packages Implements treatment within a programme of physiotherapy	4(a)
7. Responsibility for Policy/Service Development	Follow policies in own role, may be required to comment Follows departmental policies, provides comments on proposals for change	1
8. Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources/ safe use of equipment other than equipment used personally Careful use of equipment / checks mobility aids, equipment for patient use	1/ 2(b)
9. Responsibility for Human Resources	Demonstrate own activities to new or less experienced employees Demonstrates work procedures	1
10. Responsibility for Information Resources	Record personally generated information Updates patient/client records	1
11. Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work May participate in audits	1
12. Freedom to Act	Standard operating procedures, someone available for reference Follows procedures and treatment plans, may work alone, supervisor available	2
13. Physical Effort	Frequent, moderate effort for several short periods Moves, manoeuvres people, equipment	3(c)
14. Mental Effort	Frequent concentration; work pattern predictable Concentration for patient treatment	2 (a)
15. Emotional Effort	Exposure to distressing or emotional circumstances is rare/ Occasional distressing or emotional circumstances Deals with aggressive/ emotional/ mentally ill patients	1-2 (a)
16. Working Conditions	Frequent unpleasant conditions; occasional highly unpleasant conditions Odours, fleas, lice; body fluids	3(a)(b)
JE Score/Band	JE Score 187-209	Band 2

Profile Label
Job Statement:

Clinical Support Worker Higher Level (Physiotherapy)

1. Implements treatment programmes for patients/clients
2. Assists physiotherapists in implementing treatment programmes
3. Administers stock of mobility aids; orders supplies

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provide and receive routine information: barriers to understanding Exchange information with patients & relatives using tact and persuasion; communication difficulties	3(a)
2. Knowledge, Training & Experience	Range of work procedures and practices; base level of theoretical knowledge Practical knowledge acquired through in-house training, short course and experience to NVQ3 level or equivalent	3
3. Analytical & Judgemental Skills	Judgements involving facts or situations, some requiring analysis Skills for making evaluation of patient condition	2
4. Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Plans & prioritises patient caseload	2
5. Physical Skills	Developed physical skills; manipulation of objects, people; narrow margins for error Dexterity, co-ordination & sensory skills for manual treatment of patients, accuracy important	3(a)
6. Responsibility for Patient/Client Care	Implements programmes of care/care packages Implements treatment within a physiotherapy programme of care	4(a)
7. Responsibility for Policy/Service Development	Follow policies in own role, may be required to comment Follows departmental policies, provides comments on proposals for change	1
8. Responsibility for Financial & Physical Resources	Safe use of equipment other than equipment used personally; maintains stock control Checks mobility aids & equipment for patient use; orders supplies e.g. walking aids	2(b) (c)
9. Responsibility for Human Resources	Demonstrate own activities to new or less experienced employees/provide training in own discipline May be required to demonstrate own duties to other support workers, students/ provides practical training to less experienced staff	1-2(c)
10. Responsibility for Information Resources	Record personally generated information Updates patient/client records	1
11. Responsibility for Research & Development	Undertakes surveys or audits as necessary to own work Participates in audits, R&D	1
12. Freedom to Act	Standard operating procedures, someone available for reference Follows procedures and treatment plans, may work alone, supervisor available	2
13. Physical Effort	Frequent moderate effort several short periods per shift Moves, manoeuvres patients, equipment	3(c)
14. Mental Effort	Frequent concentration; work pattern predictable Concentration for patient treatment	2(a)
15. Emotional Effort	Occasional/frequent distressing or emotional circumstances Deals with aggressive/ emotive/ mentally ill patients; care of terminally ill patients	2(a)- 3(a)
16. Working Conditions	Frequent unpleasant; occasional highly unpleasant conditions Odours, fleas, lice; body fluids	3(a)(b)
JE Score/Band	JE Score 244 - 259	Band 3

Profile Label
Job Statement:

Physiotherapist

1. Assesses & treats own caseload of patients/clients & maintains associated records
2. May supervise support workers/ students working with postholder

Factor	Relevant Job Information	JE Level
1. Communication & Relationship Skills	Provide and receive complex, sensitive information, barriers to understanding Communicates condition related information to patients & relatives, there may be barriers to understanding	4(a)
2. Knowledge, Training & Experience	Expertise within specialism, underpinned by theory Professional knowledge acquired through degree supplemented by short courses	5
3. Analytical & Judgemental Skills	Range of facts or situations requiring comparison of a range of options Skills for assessing & diagnosing patient conditions, appropriate treatment from range of options	3
4. Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Plans & prioritises own patient workload, training sessions	2
5. Physical Skills	Highly developed physical skills, high degree of precision Dexterity, co-ordination & sensory skills for assessment & manual treatment of patients	4
6. Responsibility for Patient/Client Care	Develops programmes of care/ care packages Assesses, develops & implements physiotherapy treatment	5(a)
7. Responsibility for Policy/Service Development	Follow policies in own role, may be required to comment Contributes to discussions on service, policy development, provides comments on proposals	1
8. Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources/ handle cash, valuables; safe use of equipment other than equipment used personally; maintain stock control Responsible for equipment used in course of treatment/ handles patient valuables; responsible for physiotherapy equipment used by patients & others; orders supplies e.g. walking aids	1-2(a)(b)(c)
9. Responsibility for Human Resources	Demonstrate own duties to new or less experienced employees/ day to day supervision; professional/ clinical supervision Provides advice to less experienced staff/ supervises, support workers, students	1-2(a)(b)
10. Responsibility for Information Resources	Record personally generated information Updates patient/ client records	1
11. Responsibility for Research & Development	Undertake surveys or audits as necessary to own work/ regularly undertakes R&D activity Participates in clinical audit/ undertakes research	1-2(a)
12. Freedom to Act	Clearly defined occupational policies, work is managed, rather than supervised Autonomous practitioner, works within codes of practice and professional guidelines	3
13. Physical Effort	Occasional/ frequent moderate effort, several short/long periods per shift Moves, manoeuvres patients, equipment	2(d)-3(c)-4(b)
14. Mental Effort	Frequent concentration; work pattern predictable Concentration for patient assessment, treatment	2(a)
15. Emotional Effort	Occasional/ frequent distressing or emotional circumstances Imparts unwelcome news about rehabilitation prospects	2(a)-3(a)
16. Working Conditions	Occasional/ frequent unpleasant conditions; occasional highly unpleasant conditions Odours, fleas, lice/ body fluids	2(a)-3(a)(b)
JE Score/Band	JE Score 343 – 387	Band 5

Profile Label
Job Statement:

Physiotherapist Specialist

1. Assesses & treats own specialist caseload of patients/clients & maintains associated records
2. Supervises, trains, assesses less experienced physiotherapists, assistants, students working with postholder
3. May participate in research activities

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provide and receive complex, sensitive information: barriers to understanding Communicates condition related information to patients and relatives; there may be barriers to understanding	4(a)
2. Knowledge, Training & Experience	Specialist expertise across range of procedures, underpinned by theory Professional knowledge acquired through degree supplemented by specialist training, experience in specialist field(s) to post-graduate diploma level or equivalent	6
3. Analytical & Judgemental Skills	Complex facts or situations requiring analysis, interpretation, comparison of range of options Skills for assessing & diagnosing a range of complex patient conditions, appropriate treatment from range of options	4
4. Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Plans & prioritises own patient workload, training sessions	2
5. Physical Skills	Highly developed physical skills, high degree of precision Dexterity, co-ordination & sensory skills for assessment & manual treatment of patients	4
6. Responsibility for Patient/Client Care	Develops specialist programmes of care/ care packages Assesses, develops & implements specialist physiotherapy treatments/ programmes	6(a)
7. Responsibility for Policy/Service Development	Implement policies and proposes changes to practices, procedures for own work area Proposes changes to physiotherapy policies for own area	2
8. Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources/ safe use of equipment other than equipment used personally; maintains stock control Responsible for equipment used in course of treatment/ responsible for equipment used by patients and others; orders supplies e.g. walking aids	1-2(b) (c)
9. Responsibility for Human Resources	Day to day supervision; professional/ clinical supervision; provides practical training Supervises work of less experienced physiotherapists, assistant(s), students; trains & assesses less experienced staff	2(a) (b) (c)
10. Responsibility for Information Resources	Record personally generated information Updates patient / client records	1
11. Responsibility for Research & Development	Undertake surveys or audits as necessary to own work/ regularly undertakes R&D activity Participates in clinical audit/ undertakes research	1-2(a)
12. Freedom to Act	Clearly defined occupational policies, work is managed rather than supervised/ broad occupational policies Follows professional protocols and codes of conduct and professional guidelines/ manages specialist caseload	3-4
13. Physical Effort	Occasional/frequent moderate effort, several short/long periods per shift Moves, manoeuvres patients, equipment	2(d) 3(c)- 4(b)
14. Mental Effort	Frequent concentration; work pattern predictable Concentration for patient assessment, treatment	2(a)
15. Emotional Effort	Occasional/ frequent distressing or emotional circumstances; occasional highly distressing or emotional circumstances Imparts unwelcome news about rehabilitation prospects; deaths of patients with chronic conditions	2(a)- 3(a) (b)
16. Working Conditions	Occasional/ frequent unpleasant conditions; occasional highly unpleasant conditions Odours, fleas, lice; body fluids	2(a)- 3(a)(b)
JE Score/Band	JE Score 417 – 465	Band 6

Profile Label **Physiotherapist Specialist (Experienced Rotational)**

- Job Statement:**
1. Assesses & treats own workload of patients/clients & maintains associated records
 2. As experienced practitioner, rotates between specialist areas every 6 months: (profile does not apply to Physiotherapists undertaking immediate post-registration short rotations)
 3. Supervises less experienced Physiotherapists/ Assistants/ students working with PH
 4. May participate in departmental research

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provide and receive complex information; barriers to understanding Communicates condition related information to e.g. post-operative, stroke patients/relatives	4(a)
2. Knowledge, Training & Experience	Specialist knowledge across range of procedures underpinned by theory Professional knowledge acquired through degree + state registration supplemented by specialist courses, CPD and experience across specialties gained from post-registration short rotations or equivalent	6
3. Analytical & Judgemental Skills	Complex facts or situations requiring analysis, interpretation, comparison of range of options Skills for assessing & diagnosing a range of patient conditions, appropriate treatment from range of options	4
4. Planning & Organisational Skills	Plan and organise straightforward activities or programmes, some ongoing Plans & prioritises own patient workload, teaching sessions	2
5. Physical Skills	Highly developed physical skills, high degree of precision Dexterity, co-ordination & sensory skills for assessment & manual treatment of patients	4
6. Responsibility for Patient/Client Care	Develop programmes of care/ care packages Assesses, develops & implements physiotherapy treatment	5(a)
7. Responsibility for Policy/Service Development	Follow policies in own role, may be required to comment; implement policies and propose changes to practices, procedures for own area Contributes to discussions on service/policy development, provides comments on proposals; proposes changes	1-2
8. Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources/ handle cash, valuables; safe use of equipment other than equipment used personally; maintain stock control Responsibility for equipment used in course of treatment; ordering supplies e.g. walking aids	1-2(a)(b)(c)
9. Responsibility for Human Resources	Demonstrate own activities to new or less experienced employees; day to day supervision; clinical/ professional supervision Supervises work of less experienced physiotherapists/ assistant(s)/ students	1-2(a)(b)
10. Responsibility for Information Resources	Record personally generated information Updates patient/ client records	1
11. Responsibility for Research & Development	Occasionally participate in; regularly undertake R&D activity Participates in clinical audit/ undertakes research	1-2(a)
12. Freedom to Act	Clearly defined occupational policies, work is managed rather than supervised Accountable for own professional actions: not directly supervised	3
13. Physical Effort	Frequent moderate effort for several short/long periods Moves, manoeuvres patients, equipment	3(c)-4(b)
14. Mental Effort	Frequent concentration, work pattern predictable Concentration on patient assessment, treatment	2(a)
15. Emotional Effort	Occasional/ frequent distressing or emotional circumstances Imparts unwelcome news re rehabilitation prospects	2(a)-3(a)
16. Working Conditions	Occasional/ frequent unpleasant conditions; occasional highly unpleasant conditions Odours, fleas, lice; body fluids	2(a)-3(a)(b)
JE Score/Band	JE Score 399 - 445	Band 6

Profile Label
Job Statement:

Physiotherapist Advanced

1. Assesses & treats own specialist caseload of patients/clients
2. Acts as clinical physiotherapy lead for specialist area of work
3. Provides specialist physiotherapy advice within the trust and to other health care professionals
4. Leads clinical audits; may undertake research

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provide and receive complex, sensitive information; barriers to understanding Communicates condition related information to patients and relatives; there may be barriers to understanding	4 (a)
2. Knowledge, Training & Experience	Highly developed specialist knowledge, underpinned by theory and experience Professional knowledge acquired through degree supplemented by specialist training, experience in specialist field to master's level or equivalent	7
3. Analytical & Judgemental Skills	Complex facts or situations requiring analysis, interpretation, comparison of range of options Skills for assessing & diagnosing a range of complex patient conditions, appropriate treatment from range of options, clinical governance issues	4
4. Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing/ plan and organise complex activities, requiring formulation, adjustment Plans specialist caseload/ organises specialist physiotherapy service, co-ordinates multi-disciplinary activities	2-3
5. Physical Skills	Highly developed physical skills, high degree of precision Dexterity, co-ordination & sensory skills for assessment & manual treatment of patients, clients	4
6. Responsibility for Patient/Client Care	Develop specialised programmes of care/ care packages Assesses, develops & implements physiotherapy treatment for specialist caseload; provides specialist advice to other professionals	6(a)
7. Responsibility for Policy/Service Development	Implement policies and proposes changes to practice, procedures for own area/ propose policy or service changes, impact beyond own area Proposes, implements specialist policies/ amends policies for own area, which impact on other professions	2- 3
8. Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources/ safe use of equipment other than equipment used personally; maintains stock control; authorised signatory, small payments Responsibility for equipment used in course of treatment/ equipment used by patients and others; orders supplies e.g. walking aids; authorises small payments	1-2(b) (c) (d)
9. Responsibility for Human Resources	Day to day supervision; professional/ clinical supervision; provide practical training Supervises work of less experienced physiotherapists, assistant(s); students; trains & appraises junior staff	2(a) (b) (c)
10. Responsibility for Information Resources	Record personally generated information Updates patient/client records	1
11. Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work/ regularly undertake R&D activity Participates in clinical audits/ undertakes complex audits, research activities	1-2(a)
12. Freedom to Act	Broad occupational policies Works within a wide range of codes of practice and broad occupational policies	4
13. Physical Effort	Frequent moderate effort, several short/long periods Moves, manoeuvres patients, equipment	3(c)- 4(b)
14. Mental Effort	Frequent concentration; work pattern predictable Concentration for patient assessment, treatment	2(a)
15. Emotional Effort	Occasional/frequent distressing or emotional circumstances Imparts unwelcome news about rehabilitation prospects	2(a)- 3(a)
16. Working Conditions	Frequent unpleasant conditions; occasional/frequent highly unpleasant conditions Odours, fleas, lice; body fluids	3(a)(b) - 4(b)
JE Score Band	JE Score 478 – 532	Band 7

Profile Label: Physiotherapist Specialist (Respiratory Problems)

- Job Statement:**
1. Takes lead role in physiotherapy assessment and treatment of acutely ill patients, mainly those with respiratory problems
 2. Teaches physiotherapists and other medical personnel

Factor	Relevant Job Information	JE Level
1. Communication & Relationship Skills	Provide and receive complex, sensitive information; persuasive, motivational, negotiating, training skills are required Communicates complex clinical information in an understandable form to seriously ill patients and requires their co-operation for treatment	4(a)
2. Knowledge, Training & Experience	Specialist knowledge across range of procedures underpinned by theory Professional/ clinical knowledge acquired through degree supplemented by specialist training, experience in specialist field(s) to post graduate diploma level or equivalent	6
3. Analytical & Judgemental Skills	Complex facts or situations requiring analysis, interpretation, comparison of a range of options Judgements on a variety of physiotherapy problems which require investigating, analysing & assessing	4
4. Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Organises speakers for in service training and external courses	2
5. Physical Skills	Highly developed physical skills, high degree of precision Performs suctioning, chest vibrations & percussion, also drives	4
6. Responsibility for Patient/ Client Care	Develop specialised programmes of care/ care packages; Assesses, implements, evaluates & re-assesses treatment plans, including non invasive ventilation; carries out diagnostic procedures & implements the results/ provides advice on specialised respiratory care and treatment	6(a) (c)
7. Responsibility for Policy/ Service Development	Propose policy or service changes, impact beyond own area Proposes policy amendments which impact on other departments e.g concerning respiratory matters	3
8. Responsibility for Financial & Physical Resources	Safe use of equipment other than equipment used personally Responsible for equipment for team	2(b)
9. Responsibility for Human Resources	Provide training in own discipline Teaches junior staff practical aspects of procedures and also teaches nursing staff re non invasive ventilators and other aspects of physiotherapy	2(c)
10. Responsibility for Information resources	Record personally generated information Updates patient/client records	1
11. Responsibility for Research & Development	Regularly undertake R & D activity Undertakes complex audits, research activities	2(a)
12. Freedom to Act	Broad occupational policies Follows general professional guidelines & standards from the Chartered Society of Physiotherapy Respiratory Clinical Practice Guidelines, Trust policies and procedures	4
13. Physical Effort	Frequent moderate effort for several short periods Frequently lifts equipment and manoeuvres people, frequent repetitive movements for percussion/ vibrations	3(c)
14. Mental Effort	Frequent concentration; work pattern predictable Concentration during ITU work (3 hours per day), analysing documents, assessing patients	2(a)
15. Emotional Effort	Frequent distressing or emotional circumstances Frequent deaths on ITU with chronic lung disease, also involved in palliative care	3(a)
16. Working Conditions	Frequent highly unpleasant conditions Obtains samples of infected sputum, also body fluids, faeces & vomit twice per day	4(b)
JE Score/ Band	JE Score 474	Band 7

Profile Label:
Job Statement:

Specialist Physiotherapist (Community)

1. Assesses, plans and develops specialist physiotherapist treatment programmes for patients/ clients with a wide variety of complex physical needs in a community setting.
2. Supervises less experienced physiotherapists/assistants/students working with post holder

Factor	Relevant Job Information	JE Level
1. Communication & Relationship Skills	Provide and receive complex, sensitive information; barriers to understanding; persuasive, motivational, negotiating, training skills are required Communicates complex condition related information to patients/ carers/ relatives, and other clinical/ social care staff. Patients may have barriers to understanding e.g children, dyspasic/ mental health problems; needs to gain co-operation for treatment	4(a)
2. Knowledge, Training & Experience	Specialist knowledge across range of procedures underpinned by theory Professional/ clinical knowledge acquired through degree supplemented by specialist training experience in specialist fields to post graduate diploma level or equivalent	6
3. Analytical & Judgemental Skills	Complex facts or situations requiring analysis, interpretation, comparison of a range of opinions Judgements on a variety of physiotherapy problems which require investigating, analysing & assessing	4
4. Planning & Organisational Skills	Plan & organise complex activities or programmes, requiring formulation, adjustment Co-ordinates educational staff, social services & voluntary carers to assist in the delivery of treatments/ programmes; planning and organising clinics/ MDT meetings	3
5. Physical Skills	Highly developed physical skills, high degree of precision Manual physiotherapy treatment	4
6. Responsibility for Patient/ Client Care	Develops specialised programmes of care/ care programmes Assesses and implements therapy programmes, evaluates the outcome and reassesses the treatment on physiotherapy matters e.g care for children with learning disabilities/ muscular dystrophy/ cystic fibrosis	6(a)
7. Responsibility for Policy/ Service Development	Implement policies and propose changes to practices, procedures for own area/ propose policy or service changes, impact beyond own area Amends/ writes policies which are followed by staff in own area/ staff in other areas e/g paramedics	2/3
8. Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources/ maintain stock control; authorised signatory, small payments Observes personal duty of care/ orders supplies as necessary	1/2 (c)(d)
9. Responsibility for Human Resources	Day to day supervision; clinical supervision Day to day work allocation & co-ordination; clinical supervision	2(a)(b)
10. Responsibility for Information resources	Record personally generated information	1
11. Responsibility for Research & Development	Undertake survey or audits, as necessary to own work; occasionally / frequently undertake R & D activity	1- 2
12. Freedom to Act	Broad occupational policies Follows protocols & standards from Chartered Society of Physiotherapy	4
13. Physical Effort	Frequent moderate effort for several long periods Frequently lifts equipment and manoeuvres & mobilises patients	4(b)
14. Mental Effort	Frequent concentration; work pattern predictable Concentration during assessment & treatment, analysing documents	2(a)
15. Emotional Effort	Frequent distressing or emotional circumstances Frequent exposure; caseload includes children who will die before adulthood; also requirement to give unwelcome news regarding treatment which will impact on family life; adults with degenerative/ terminal conditions	3(a)
16. Working Conditions	Frequent highly unpleasant conditions Exposure to body fluids & vomit	4(b)
JE Score/ Band	JE Score 469-492	Band 7

Profile Label
Current Job Title
Job Statement:

Physiotherapy Team Manager

Physiotherapy Team Leader, Physiotherapy Section Manager

1. Provides physiotherapy assessment and treatment for specific group(s)
2. Provides day to day management to a team of staff

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provide and receive complex, sensitive information; barriers to understanding Communicates condition related information to patients and relatives; there may be barriers to understanding	4(a)
2. Knowledge, Training & Experience	Specialist knowledge across range of procedures underpinned by theory Professional/clinical knowledge acquired through degree plus specialist training & practical experience to postgraduate diploma level or equivalent	6
3. Analytical & Judgemental Skills	Complex facts or situations requiring analysis, interpretation, comparison of a range of options Judgements on a variety of physiotherapy problems, which require investigating, analysing & assessing	4
4. Planning & Organisational Skills	Plan and organise complex activities or programmes requiring formulation, adjustment Plans workload for specific area, co-ordinates multi-disciplinary activities, organises implementation of changes to working practice	3
5. Physical Skills	Highly developed physical skills, high degree of precision Dexterity, co-ordination and sensory skills for assessment and manual treatment of patients/ clients	4
6. Responsibility for Patient/Client Care	Develop specialised programmes of care / care packages Assesses and implements specialist physiotherapy treatments and programmes	6(a)
7. Responsibility for Policy/Service Development	Implement policies and propose changes to practices, procedures for own area/ propose policy or service changes, impact beyond own area Proposes, implements team policies/ amends policies for own area, which impact on other professions	2-3
8. Responsibility for Financial & Physical Resources	Safe use of equipment other than equipment used personally; maintain stock control; authorised signatory/ hold delegated budget Responsible for maintenance & safe use of equipment used by patients and others; orders supplies e.g. walking aids, wheel chairs; authorised signatory/ holds budget for team	2(b) (c) (d)-3(a) (d)
9. Responsibility for Human Resources	Day to day management Day to day management of team/section, including participation in recruitment, appraisal, performance	3(a)
10. Responsibility for Information Resources	Record personally generated information Updates patient/client records	1
11. Responsibility for Research & Development	Undertakes surveys or audits, as necessary to own work/ regularly participates in R&D activity Participates in clinical audits/ undertakes complex audits, research activities	1-2(a)
12. Freedom to Act	Broad occupational policies Follows professional protocols & codes of conduct; manages team/section	4
13. Physical Effort	Frequent moderate effort for several short/long periods Manoeuvres & mobilises patients/clients, moves equipment	3(c)- 4(b)
14. Mental Effort	Frequent concentration; work pattern predictable/ unpredictable Concentration for assessment & treatment, analysing documents, meetings/ interruptions to deal with patient or staff issues	2(a)(b)- 3(a)
15. Emotional Effort	Occasional /frequent distressing and emotional circumstances Imparts unwelcome news about rehabilitation prospects	2(a)-3(a)
16. Working Conditions	Frequent unpleasant; occasional/frequent highly unpleasant conditions Smell, dirt / body fluids	3(a), (b)- 4(b)
JE Score/Band	JE Score 466-515	Band 7

Profile Label
Job Statement:

Physiotherapist Principal

1. Assesses & treats own specialist caseload of patients/clients
2. Acts as clinical physiotherapy lead for a specialist area of work e.g. ortho-arthritis, back problems, respiratory conditions; professional or managerial lead for a team of staff
3. Lead in the development of own specialist service, for example, orthopaedic triage service; is key contributor to development of new specialist multi-disciplinary services e.g. stroke rehabilitation
4. Leads clinical audit, undertakes research

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provide and receive highly complex, sensitive or contentious information; agreement or co-operation required Communicates specialist information on range of service development issues within trust and across other providers, developed negotiating & persuasive skills required	5(a)
2. Knowledge, Training & Experience	Highly developed specialist knowledge, underpinned by theory and experience Professional knowledge acquired through degree supplemented by specialist training, experience to master's level or equivalent	7
3. Analytical & Judgemental Skills	Complex facts or situations requiring analysis, interpretation, comparison of range of options Skills for assessing & diagnosing a range of complex patient conditions, appropriate treatment from range of options, clinical governance issues	4
4. Planning & Organisational Skills	Plan and organise complex activities, requiring formulation, adjustment Organises specialist physiotherapy service	3
5. Physical Skills	Highly developed physical skills, high degree of precision Dexterity, co-ordination & sensory skills for assessment & manual treatment of patients/clients	4
6. Responsibility for Patient/Client Care	Develops specialist programmes of care/ care packages Assesses, develops & implements physiotherapy treatment for specialist caseload	6(a)
7. Responsibility for Policy/Service Development	Proposes policy or service changes, impact beyond own area Proposes changes, develops protocols, procedures for service delivery which impact on other professions	3
8. Responsibility for Financial & Physical Resources	Safe use of equipment other than that used personally; maintains stock control; authorised signatory, small payments/ authorised signatory; holds delegated budget Responsible for equipment used by patients and others; orders supplies e.g. walking aids; authorises payments/ holds budget for specialist service	2(b) (c) (d) – 3(a) (d)
9. Responsibility for Human Resources	Day to day management; allocate, place and supervise staff or students; teach/ deliver specialist training Manages work of less experienced physiotherapists, assistant(s), students; responsible for students in the department; provides specialist training to other professions	3(a)(b) (c)
10. Responsibility for Information Resources	Record personally generated information Updates patient/client records	1
11. Responsibility for Research & Development	Regularly undertakes R&D activity; major job requirement Leads complex clinical audits, undertakes research	2(a)-3
12. Freedom to Act	Broad occupational policies/ general policies, need to establish interpretation Works within wide range of codes of practice and professional guidelines/ interprets national professional policies for specialist area	4- 5
13. Physical Effort	Occasional/frequent moderate effort, several short periods Moves, manoeuvres patients, equipment	2(d)- 3(c)
14. Mental Effort	Frequent concentration; work pattern unpredictable Concentration for patient assessment, treatment, frequent interruptions	3(a)
15. Emotional Effort	Frequent distressing or emotional circumstances Imparts unwelcome news about rehabilitation prospects	3(a)
16. Working Conditions	Frequent unpleasant conditions; occasional highly unpleasant conditions Odours/ fleas, lice, body fluids	3(a)(b)
JE Score Band	JE Score 542 – 578	Band 8a

Profile Label
Job Statement:

Physiotherapy Consultant

1. Assesses & treats own specialist caseload of patients/clients
2. Acts as clinical physiotherapy lead for specialist service e.g. neuro-rehabilitation, MS, oncology, pain management
3. Responsible for clinical governance; provides expert physiotherapy advice within the organisation and externally
4. Undertakes research

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provide and receive highly complex, sensitive or contentious information; barriers to understanding Communicates highly complex condition related information to patients and relatives, other professions; there may be significant barriers to acceptance	5 (a)
2. Knowledge, Training & Experience	Highly developed specialist knowledge, underpinned by theory and experience Professional knowledge acquired through degree supplemented by specialist training, experience in specialist field to master's level or equivalent	7
3. Analytical & Judgemental Skills	Highly complex facts or situations, requiring analysis, interpretation, comparison of range of options Skills for assessing & diagnosing a range of highly complex patient conditions, appropriate treatment from range of options; clinical governance issues expert opinions may differ	5
4. Planning & Organisational Skills	Plan and organise complex activities or programmes, requiring formulation, adjustment Organises specialist physiotherapy service	3
5. Physical Skills	Highly developed physical skills, high degree of precision Dexterity, co-ordination & sensory skills for assessment & manual treatment of patients/clients	4
6. Responsibility for Patient/Client Care	Develops specialist programmes of care/ care packages; accountable for direct delivery of sub-division of a clinical, clinical technical, or social care service Assesses, develops & implements physiotherapy treatment for specialist caseload; responsible for delivery of specialist service for trust	6 (a) (d)
7. Responsibility for Policy/Service Development	Proposes policy or service changes, impact beyond own area/ responsible for policy implementation, development for service Proposes changes, develops protocols, procedures with impact on other professions/ development policy for specialist service	3-4
8. Responsibility for Financial & Physical Resources	Safe use of equipment other than that used personally; maintains stock control; authorised signatory, small payments/ authorised signatory; holds delegated budget Responsible for equipment used by patients and others; orders supplies e.g. walking aids; authorises payments/ holds budget for specialist service	2(b) (c) (d) – 3(a) (d)
9. Responsibility for Human Resources	Day to day management; teach/ deliver specialist training/ teach, devise training and development programmes, major job responsibility Manages work of less experienced physiotherapists, assistant(s), students; provides specialist training to other professions/ develops education and training programmes	3 (a) (c) – 4 (b)
10. Responsibility for Information Resources	Record personally generated information Updates patient/client records	1
11. Responsibility for Research & Development	Regularly undertakes R&D activity/ major job requirement/ co-ordinates implement R&D activity as job requirement Undertakes own research / co-ordinates research for specialist field	2 (a) -3 - 4
12. Freedom to Act	General policies, need to establish interpretation Interprets national, professional policies for specialist area	5
13. Physical Effort	Occasional/frequent moderate effort, several short periods Moves, manoeuvres patients, equipment	2(d) -3 (c)
14. Mental Effort	Frequent concentration; work pattern predictable/unpredictable Concentration for patient assessment, treatment/ frequent interruptions	2 (a)- 3(a)
15. Emotional Effort	Frequent distressing or emotional circumstances Imparts unwelcome news about rehabilitation prospects	3 (a)
16. Working Conditions	Occasional/ frequent unpleasant conditions; occasional highly unpleasant conditions Odours, fleas, lice; body fluids	2(a)- 3 (a) (b)
JE Score/Band	JE Score 563-629	Band 8 (a) (b)