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Version history and amendments

| | Date | Notes |
|------------------|----------|---|
| Rebranding | Nov 2023 | Profile suite has been transferred onto new template. No changes to wording, scores or levels. |
| Revised profiles | Dec 2005 | <p>Revised profiles in 2005 are marked with a single Asterisk (*)</p> <p>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.</p> |





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| Profile Suite and Label | Physiotherapy – Clinical Support Worker (Physiotherapy) |
| Job Statement | <ol style="list-style-type: none"> Assists the physiotherapist in carrying out delegated physiotherapy duties. Assists in the administration and clerical duties of the department |

| Factor | | Level descriptor and example job information | JE Level | JE Score |
|---------------|--|---|-----------------|-----------------|
| 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) | 21 |
| 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 | 36 |
| 3. | Analytical & Judgemental Skills | Judgements involving facts or situations, some requiring analysis Skills for making ongoing evaluation of patient condition | 2 | 15 |
| 4. | Planning & Organisational Skills | Organise own day to day work tasks or activities/plan & organise straightforward activities, some on-going Plans own workload and organises transport for patients, books and re-arranges appointments | 1/2 | 6-15 |
| 5. | Physical Skills | Physical skills obtained through practice. Uses wheel chairs. hoists; driving; keyboard skills | 2 | 15 |
| 6. | Patient/Client Care | Implements care/ care packages. Implements treatment within a programme of physiotherapy | 4(a) | 22 |
| 7. | Policy/Service Development | Follow policies in own role, may be required to comment Follows -departmental policies, provides comments on proposals for change | 1 | 5 |
| 8. | 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) | 5-12 |
| 9. | Human Resources | Demonstrate own activities to new or less experienced employees Demonstrates work procedures | 1 | 5 |
| 10. | Information Resources | Record personally generated information Updates patient/client records | 1 | 4 |
| 11. | Research & Development | Undertake surveys or audits, as necessary to own work May participate in audits | 1 | 5 |
| 12. | Freedom to Act | Standard operating procedures, someone available for reference Follows procedures and treatment plans, may work alone, supervisor available | 2 | 12 |
| 13. | Physical Effort | Frequent, moderate effort for several short periods Moves, manoeuvres people, equipment | 3(c) | 12 |



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|---------------------------|---------------------------|--|---------------|------|
| 14. | Mental Effort | Frequent concentration; work pattern predictable Concentration for patient treatment: | 2 (a) | 7 |
| 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) | 5-11 |
| 16. | Working Conditions | Frequent unpleasant conditions: occasional highly unpleasant conditions Odours, fleas; lice; body fluids | 3(a)(b) | 12 |
| JE Score 187 - 209 | | | Band 2 | |



| | |
|--------------------------------|---|
| Profile Suite and Label | Physiotherapy – Clinical Support Worker Higher Level (Physiotherapy) |
| Job Statement | <ol style="list-style-type: none"> 1. Implements treatment programmes for patients/clients 2. Assists physiotherapists in implementing treatment programmes 3. Administers stock of mobility aids; orders supplies |

| Factor | | Level descriptor and example job information | JE Level | JE Score |
|---------------|--|---|-----------------|-----------------|
| 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) | 21 |
| 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 | 60 |
| 3. | Analytical & Judgemental Skills | Judgements involving facts or situations, some requiring analysis Skills for making evaluation of patient condition | 2 | 15 |
| 4. | Planning & Organisational Skills | Plan and organise straightforward activities, some on-going Plans & prioritises patient caseload | 2 | 15 |
| 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) | 27 |
| 6. | Patient/Client Care | Implements programmes of care/care packages Implements treatment within a physiotherapy programme of care | 4(a) | 22 |
| 7. | Policy/Service Development | Follow policies in own role, may be required to comment Follows departmental policies, provides comments on proposals for change | 1 | 5 |
| 8. | 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) | 12 |
| 9. | 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) | 5-12 |
| 10. | Information Resources | Record personally generated information Updates patient/client records | 1 | 4 |
| 11. | Research & Development | Undertakes surveys or audits as necessary to own work Participates in audits, R&D | 1 | 5 |
| 12. | Freedom to Act | Standard operating procedures, someone available for reference Follows procedures and treatment plans, may work alone, supervisor available | 2 | 12 |
| 13. | Physical Effort | Frequent moderate effort several short periods per shift Moves, manoeuvres patients, equipment | 3(c) | 12 |



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|---------------------------|---------------------------|---|---------------|-------|
| 14. | Mental Effort | Frequent concentration; work pattern predictable Concentration for patient treatment | 2(a) | 7 |
| 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) | 11-18 |
| 16. | Working Conditions | Frequent unpleasant; occasional highly unpleasant conditions Odours, fleas, lice; body fluids | 3(a)(b) | 12 |
| JE Score 245 - 259 | | | Band 3 | |



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|--------------------------------|---|
| Profile Suite and Label | Physiotherapy – Physiotherapist |
| Job Statement | 1. Assesses & treats own caseload of patients/clients & maintains associated records 2. May supervise support workers/students working with postholder |

| Factor | | Level descriptor and example job information | JE Level | JE Score |
|---------------|--|---|----------------------|-----------------|
| 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) | 32 |
| 2. | Knowledge, Training & Experience | Expertise within specialism, underpinned by theory Professional knowledge acquired through degree supplemented by short courses | 5 | 120 |
| 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 | 27 |
| 4. | Planning & Organisational Skills | Plan and organise straightforward activities, some ongoing Plans & prioritises own patient workload, training sessions | 2 | 15 |
| 5. | Physical Skills | Highly developed physical skills, high degree of precision Dexterity, co-ordination a sensory skills for assessment & manual treatment of patients | 4 | 42 |
| 6. | Patient/Client Care | Develops programmes of care) care packages Assesses. develops & implements physiotherapy treatment | 5(a) | 30 |
| 7. | 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 | 5 |
| 8. | 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) | 5-12 |
| 9. | 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) | 5-12 |
| 10. | Information Resources | Record personally generated information Updates patient/client records | 1 | 4 |
| 11. | 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) | 5-12 |
| 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 | 21 |

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|---------------------------|---------------------------|--|------------------------|-------------|
| 13. | Physical Effort | Occasional/frequent moderate effort, several short/long periods per shift Moves, manoeuvres patients, equipment | 2(d)– 3(c)– 4(b) | 7-12- 18 |
| 14. | Mental Effort | Frequent concentration; work pattern predictable Concentration for patient assessment; treatment | 2(a) | 7 |
| 15. | Emotional Effort | Occasional/frequent distressing or emotional circumstances Imparts unwelcome news about rehabilitation prospects | 2(a)– 3(a) | 11-18 |
| 16. | Working Conditions | Occasional/frequent unpleasant conditions: occasional highly unpleasant conditions Odours, fleas, lice/body fluids | 2(a)– 3(a)(b) | 7-12 |
| JE Score 343 - 387 | | | Band 5 | |



| | |
|--------------------------------|--|
| Profile Suite and Label | Physiotherapy – Physiotherapy Specialist |
| Job Statement | <ol style="list-style-type: none"> 1. Assesses & treats own specialist caseload of patients/clients & maintains associated records 2. Supervises, trains, assesses less experienced physiotherapists, assesses students working with postholder 3. May participate in research activities |

| Factor | | Level descriptor and example job information | JE Level | JE Score |
|---------------|--|--|-----------------|-----------------|
| 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) | 32 |
| 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 fields) to post-graduate diploma level or equivalent | 6 | 156 |
| 3. | Analytical & Judgemental Skills | Complex facts or situations requiring analysis, interpretation, comparison of range of options Skills for assessing & diagnosing a range of complex patent conditions, appropriate treatment from range of options | 4 | 42 |
| 4. | Planning & Organisational Skills | Plan and organise straightforward activities, some on-going Plans & prioritises own patient workload, training sessions | 2 | 15 |
| 5. | Physical Skills | Highly developed physical skills, high degree of precision Dexterity. co-ordination & sensory skills for assessment & manual treatment of patients | 4 | 42 |
| 6. | Patient/Client Care | Develops specialist programmes of care/care packages Assesses, develops & implements specialist physiotherapy treatments/programmes | 6(a) | 39 |
| 7. | Policy/Service Development | Implement policies and proposes changes to practices, procedures for own work area Proposes changes to physiotherapy policies for own area | 2 | 12 |
| 8. | 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) | 5-12 |
| 9. | 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) | 12 |
| 10. | Information Resources | Record personally generated information Updates patient /client records | 1 | 4 |
| 11. | 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) | 5-12 |



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|--------------------------|---------------------------|--|-----------------|---------|
| 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 | 21-32 |
| 13. | Physical Effort | Occasional/frequent moderate effort: several short/long periods per shift Moves, manoeuvres patients. equipment | 2(d), 3(c)-4(b) | 7-12-18 |
| 14. | Mental Effort | Frequent concentration; work pattern predictable Concentration for patient assessment, treatment | 2(a) | 7 |
| 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) | 11-18 |
| 16. | Working Conditions | Occasional/frequent unpleasant conditions.; occasional highly unpleasant conditions Odours, fleas, lice; body fluids | 2(a)-3(a)(b) | 7-12 |
| JE Score 417- 465 | | | Band 6 | |



| | |
|--------------------------------|---|
| Profile Suite and Label | Physiotherapy – Physiotherapy Specialist (Experienced Rotational) |
| Job Statement | <ol style="list-style-type: none"> 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 | | Level descriptor and example job information | JE Level | JE Score |
|--------|--|---|------------------|----------|
| 1. | Communication & Relationship Skills | Provide and receive complex information; bafflers to understanding Communicates condition related information to e.g. post-operative, stroke patients/relatives | 4(a) | 32 |
| 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 | 156 |
| 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 | 42 |
| 4. | Planning & Organisational Skills | Plan and organise straightforward activities or programmes, some ongoing Plans & prioritises own patient workload, teaching sessions | 2 | 15 |
| 5. | Physical Skills | Highly developed physical skills, high degree of precision Dexterity, co-ordination & sensory skills for assessment & manual treatment of patients | 4 | 42 |
| 6. | Patient/Client Care | Develop programmes of care/care packages Assesses, develops & implements physiotherapy treatment | 5(a) | 30 |
| 7. | 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 | 5-12 |
| 8. | 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) | 5-12 |
| 9. | Human Resources | Demonstrate own activities to new or less experienced employees; day to day supervision; clinical/ professional supervision Supervises work of less experienced physiotherapists/ assistants)/ students | 1-2 (a) (b) | 5-12 |
| 10. | Information Resources | Record personally generated information Updates patient/client records | 1 | 4 |

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|---------------------------|-----------------------------------|---|------------------|-------|
| 11. | Research & Development | Occasionally participate in; regularly undertake R&D activity Participates in clinical audit undertakes research | 1-2(a) | 5-12 |
| 12. | Freedom to Act | Clearly defined occupational policies, work is managed rather than supervised Accountable for own professional actions: not directly supervised | 3 | 21 |
| 13. | Physical Effort | Frequent moderate effort for several short/long periods Moves, manoeuvres patients, equipment | 3(c)- 4(b) | 12-18 |
| 14. | Mental Effort | Frequent concentration, work pattern predictable Concentration on patient assessment: treatment | 2(a) | 7 |
| 15. | Emotional Effort | Occasional/frequent distressing or emotional circumstances Imparts unwelcome news re rehabilitation prospects | 2(a)- 3(a) | 11-18 |
| 16. | Working Conditions | Occasional/ frequent unpleasant conditions; occasional highly unpleasant conditions Odours: fleas, lice; body fluids | 2(a)- 3(a)(b) | 7-12 |
| JE Score 399 - 445 | | | Band 6 | |



| | |
|--------------------------------|---|
| Profile Suite and Label | Physiotherapy – Physiotherapist Advanced |
| Job Statement | <ol style="list-style-type: none"> 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 | | Level descriptor and example job information | JE Level | JE Score |
|--------|--|---|-------------------|----------|
| 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) | 32 |
| 2. | Knowledge, Training & Experience | Specialist knowledge across range of procedures underpinned by theory Professional knowledge acquired through degree and state registration supplemented by specialist courses, CPD and experience across specialties gained from post-registration short rotations or equivalent | 7 | 196 |
| 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 | 42 |
| 4. | Planning & Organisational Skills | Plan and organise straightforward activities or programmes, some ongoing Plans & prioritises own patient workload, teaching sessions | 2-3 | 15-27 |
| 5. | Physical Skills | Highly developed physical skills, high degree of precision Dexterity, co-ordination & sensory skills for assessment & manual treatment of patients | 4 | 42 |
| 6. | Patient/Client Care | Develop programmes of care/care packages Assesses, develops & implements physiotherapy treatment | 6a | 39 |
| 7. | 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 | 2-3 | 12-21 |
| 8. | 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(b) (c) (d) | 5-12 |
| 9. | Human Resources | Demonstrate own activities to new or less experienced employees; day to day supervision; clinical/ professional supervision Supervises work of less experienced physiotherapists/ assistants)/ students | 2(a) (b) (c) | 12 |
| 10. | Information Resources | Record personally generated information Updates patient/client records | 1 | 4 |

| | | | | |
|---------------------------|-----------------------------------|---|------------------|-------|
| 11. | Research & Development | Occasionally participate in; regularly undertake R&D activity Participates in clinical audit undertakes research | 1-2(a) | 5-12 |
| 12. | Freedom to Act | Clearly defined occupational policies, work is managed rather than supervised Accountable for own professional actions: not directly supervised | 4 | 32 |
| 13. | Physical Effort | Frequent moderate effort for several short/long periods Moves, manoeuvres patients; equipment | 3(c) - 4(b) | 12-18 |
| 14. | Mental Effort | Frequent concentration, work pattern predictable Concentration on patient assessment: treatment | 2(a) | 7 |
| 15. | Emotional Effort | Occasional/frequent distressing or emotional circumstances Imparts unwelcome news re rehabilitation prospects | 2(a)- 3(a) | 11-18 |
| 16. | Working Conditions | Occasional/ frequent unpleasant conditions; occasional highly unpleasant conditions Odours: fleas, lice; body fluids | 3(a)(b)- 4(b) | 12-18 |
| JE Score 478 - 532 | | | Band 7 | |



| | |
|--------------------------------|---|
| Profile Suite and Label | Physiotherapy – Physiotherapy Specialist (Respiratory Problems) |
| Job Statement | <ol style="list-style-type: none"> 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 | | Level descriptor and example job information | JE Level | JE Score |
|---------------|--|---|-----------------|-----------------|
| 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) | 32 |
| 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 | 156 |
| 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 | 42 |
| 4. | Planning & Organisational Skills | Plan and organise straightforward activities, some on-going Organises speakers for in service training and external courses | 2 | 15 |
| 5. | Physical Skills | Highly developed physical skills, high degree of precision Performs suctioning, chest vibrations & percussion, also drives | 4 | 42 |
| 6. | 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) | 39 |
| 7. | 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 | 21 |
| 8. | Financial & Physical Resources | Safe use of equipment other than equipment used personally Responsible for equipment for team | 2(b) | 12 |
| 9. | 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) | 12 |
| 10. | Information Resources | Record personally generated information Updates patient/client records | 1 | 4 |
| 11. | Research & Development | Regularly undertake R & D activity Undertakes complex audits, research activities | 2(a) | 12 |
| 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 | 32 |

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|---------------------|---------------------------|---|---------------|----|
| 13. | Physical Effort | Frequent moderate effort for several short periods Frequently lifts equipment and manoeuvres people, frequent repetitive movements for percussion/ vibrations | 3(c) | 12 |
| 14. | Mental Effort | Frequent concentration; work pattern predictable Concentration during ITU work (3 hours per day), analysing documents, assessing patients | 2(a) | 7 |
| 15. | Emotional Effort | Frequent distressing or emotional circumstances Frequent deaths on ITU with chronic lung disease, also involved in palliative care | 3(a) | 18 |
| 16. | Working Conditions | Frequent highly unpleasant conditions Obtains samples of infected sputum, also body fluids, faeces & vomit twice per day | 4(b) | 18 |
| JE Score 474 | | | Band 7 | |



| | |
|--------------------------------|--|
| Profile Suite and Label | Physiotherapy – Specialist Physiotherapist (Community) |
| Job Statement | <ol style="list-style-type: none"> 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 | | Level descriptor and example job information | JE Level | JE Score |
|---------------|--|---|-----------------|-----------------|
| 1. | Communication & Relationship Skills | <p>Provide and receive complex, sensitive information; barriers to understanding; persuasive, motivational, negotiating, training skills are required</p> <p>Communicates complex condition related information to patients/ carers/ relatives, and other clinical/ social care staff. Patients may have barriers to understanding e.g children, dysphasic/ mental health problems; needs to gain co-operation for treatment</p> | 4(a) | 32 |
| 2. | Knowledge, Training & Experience | <p>Specialist knowledge across range of procedures underpinned by theory</p> <p>Professional/ clinical knowledge acquired through degree supplemented by specialist training experience in specialist fields to post graduate diploma level or equivalent</p> | 6 | 156 |
| 3. | Analytical & Judgemental Skills | <p>Complex facts or situations requiring analysis, interpretation, comparison of a range of opinions</p> <p>Judgements on a variety of physiotherapy problems which require investigating, analysing & assessing</p> | 4 | 42 |
| 4. | Planning & Organisational Skills | <p>Plan & organise complex activities or programmes, requiring formulation, adjustment</p> <p>Co-ordinates educational staff, social services & voluntary carers to assist in the delivery of treatments/ programmes; planning and organising clinics/ MDT meetings</p> | 3 | 27 |
| 5. | Physical Skills | <p>Highly developed physical skills, high degree of precision</p> <p>Manual physiotherapy treatment</p> | 4 | 42 |
| 6. | Patient/Client Care | <p>Develops specialised programmes of care/ care programmes</p> <p>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</p> | 6(a) | 39 |
| 7. | Policy/Service Development | <p>Implement policies and propose changes to practices, procedures for own area/ propose policy or service changes, impact beyond own area</p> <p>Amends/ writes policies which are followed by staff in own area/ staff in other areas e/g paramedics</p> | 2/3 | 12-21 |
| 8. | Financial & Physical Resources | <p>Personal duty of care in relation to equipment, resources/ maintain stock control; authorised signatory, small payments</p> <p>Observes personal duty of care/ orders supplies as necessary</p> | 1/2 (c)(d) | 5-12 |
| 9. | Human Resources | <p>Day to day supervision; clinical supervision</p> <p>Day to day work allocation & co-ordination; clinical supervision</p> | 2(a)(b) | 12 |
| 10. | Information Resources | <p>Record personally generated information</p> | 1 | 4 |



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|---------------------------|-----------------------------------|---|---------------|------|
| 11. | Research & Development | Undertake survey or audits, as necessary to own work; occasionally / frequently undertake R&D activity | 1 - 2 | 5-12 |
| 12. | Freedom to Act | Broad occupational policies Follows protocols & standards from Chartered Society of Physiotherapy | 4 | 32 |
| 13. | Physical Effort | Frequent moderate effort for several long periods Frequently lifts equipment and manoeuvres & mobilises patients | 4(b) | 18 |
| 14. | Mental Effort | Frequent concentration; work pattern predictable Concentration during assessment & treatment, analysing documents | 2(a) | 7 |
| 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) | 18 |
| 16. | Working Conditions | Frequent highly unpleasant conditions Exposure to body fluids & vomit | 4(b) | 18 |
| JE Score 469 - 492 | | | Band 7 | |



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|--------------------------------|--|
| Profile Suite and Label | Physiotherapy – Physiotherapy Team Manager |
| Job Statement | <ol style="list-style-type: none"> 1. Provides physiotherapy assessment and treatment for specific group(s) 2. Provides day to day management to a team of staff |

| Factor | | Level descriptor and example job information | JE Level | JE Score |
|---------------|--|--|----------------------------|-----------------|
| 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) | 32 |
| 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 | 156 |
| 3. | Analytical & Judgemental Skills | Complex facts or situations requiring analysis, interpretation, comparison of a range of options Judgement on a variety of physiotherapy problems, which require investigating, an & assessing | 4 | 42 |
| 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 | 27 |
| 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 | 42 |
| 6. | Patient/Client Care | Develop specialised programmes of care/care packages Assesses and implements specialist physiotherapy treatments and programmes | 6(a) | 39 |
| 7. | 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 impacts on her professions | 2-3 | 12-21 |
| 8. | 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) | 12-21 |
| 9. | Human Resources | Day to day management Day to day management of team/section, including participation in recruitment, appraisal, performance | 3(a) | 21 |
| 10. | Information Resources | Record personally generated information Updates patient/client records | 1 | 4 |
| 11. | 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) | 5-12 |



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|---------------------------|---------------------------|---|----------------|-------|
| 12. | Freedom to Act | Broad occupational policies Follows professional protocols & codes of conduct; manages team/section | 4 | 32 |
| 13. | Physical Effort | Frequent moderate effort for several short/long periods Manoeuvres & mobilises patients/clients, moves equipment | 3(c)-4(b) | 12-18 |
| 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) | 7-12 |
| 15. | Emotional Effort | Occasional /frequent distressing and emotional circumstances Imparts unwelcome news about rehabilitation prospects | 2(a)-3(a) | 11-18 |
| 16. | Working Conditions | Frequent unpleasant; /occasional/frequent highly unpleasant conditions Smell, dirt/ body fluids | 3(a), (b) 4(b) | 12-18 |
| JE Score 466 - 515 | | | Band 7 | |



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| Profile Suite and Label | Physiotherapy – Physiotherapist Principal |
| Job Statement | <ol style="list-style-type: none"> 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 multidisciplinary services e.g. stroke rehabilitation Leads clinical audit undertakes research |

| Factor | | Level descriptor and example job information | JE Level | JE Score |
|--------|--|--|----------------------------------|----------|
| 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 skill/s required | 5(a) | 45 |
| 2. | Knowledge, Training & Experience | Highly developed specialist knowledge, underpinned by theory and experience Professional knowledge acquired through degree supplemented by specialist training, experience to masters level or equivalent | 7 | 196 |
| 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 | 42 |
| 4. | Planning & Organisational Skills | Plan and organise complex activities, requiring formulation, adjustment Organises specialist physiotherapy service | 3 | 27 |
| 5. | Physical Skills | Highly developed physical skills, high degree of precision Dexterity, co-ordination & sensory skills for assessment & manual treatment of patients/clients | 4 | 42 |
| 6. | Patient/Client Care | Develops specialist programmes of care/care packages Assesses, develops & implements physiotherapy treatment for specialist caseload | 6(a) | 39 |
| 7. | 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 | 21 |
| 8. | 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) | 12-21 |
| 9. | 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) | 21 |
| 10. | Information Resources | Record personally generated information Updates patient/client records | 1 | 4 |

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|---------------------------|-----------------------------------|---|----------------|-------|
| 11. | Research & Development | Regularly undertakes R&D activity; major job requirement Leads complex clinical audits, undertakes research | 2(a)-3 | 12-21 |
| 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 | 32-45 |
| 13. | Physical Effort | Occasional/frequent moderate effort, several short periods Moves, manoeuvres patients, equipment | 2(d) - 3(c) | 7-12 |
| 14. | Mental Effort | Frequent concentration; work pattern unpredictable Concentration for patient assessment, treatment, frequent interruptions | 3(a) | 12 |
| 15. | Emotional Effort | Frequent distressing or emotional circumstances Imparts unwelcome news about rehabilitation prospects | 3(a) | 18 |
| 16. | Working Conditions | Frequent unpleasant conditions; occasional highly unpleasant conditions Odours/ fleas: lice, body fluids | 3(a)(b) | 12 |
| JE Score 542 - 578 | | | Band 8a | |



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|--------------------------------|---|
| Profile Suite and Label | Physiotherapy – Physiotherapy Consultant |
| Job Statement | <ol style="list-style-type: none"> 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 | | Level descriptor and example job information | JE Level | JE Score |
|---------------|--|---|-----------------------------|-----------------|
| 1. | Communication & Relationship Skills | <p>Provide and receive highly complex, sensitive or contentious information; barriers to understanding</p> <p>Communicates highly complex condition related information to patients and relatives other professions; there may be significant barriers is acceptance</p> | 5 (a) | 45 |
| 2. | Knowledge, Training & Experience | <p>Highly developed specialist knowledge, underpinned by theory and experience</p> <p>Professional knowledge acquired through degree supplemented by specialist training, experience in specialist field to master/s level or equivalent</p> | 7 | 196 |
| 3. | Analytical & Judgemental Skills | <p>Highly complex facts or situations, requiring analysis, interpretation, comparison of range of options</p> <p>Skills for assessing & diagnosing a range of highly complex patient conditions, appropriate treatment from range of options; clinical governance issues expert opinions may differ</p> | 5 | 60 |
| 4. | Planning & Organisational Skills | <p>Plan and organise complex activities or programmes, requiring formulation, adjustment</p> <p>Organises specialist physiotherapy service</p> | 3 | 27 |
| 5. | Physical Skills | <p>Highly developed physical skills, high degree of precision</p> <p>Dexterity, co-ordination & sensory skills for assessment & manual treatment of patients/clients</p> | 4 | 42 |
| 6. | Patient/Client Care | <p>Develops specialist programmes of care/ care packages; accountable for direct delivery of sub-division of a clinical, clinical technical. or social care service</p> <p>Assesses, develops & implements physiotherapy treatment for specialist case load; responsible for delivery of specialist service for trust</p> | 6 (a) (d) | 39 |
| 7. | Policy/Service Development | <p>Proposes policy or service changes, impact beyond own area/ responsible for policy implementation, development for service</p> <p>Proposes changes, develops protocols, procedures with impact on other professions/ development policy for specialist service</p> | 3-4 | 21-32 |
| 8. | Financial & Physical Resources | <p>Safe use of equipment other than that used personally; maintains stock control; authorised signatory, small payments/ authorised signatory; holds delegated budget</p> <p>Responsible for equipment used by patients and others; orders supplies e.g. walking aids: authorises payments,/ holds budget for specialist service</p> | 2(b)(c)(d) - 3(a) (d) | 12-21 |
| 9. | Human Resources | <p>Day to day management; teach) deliver specialist training, teach, devise training and development programmes, major job responsibility</p> <p>Manages work of less experienced physiotherapists, assistant(s), students; provides specialist training to other professions" develops education and training programmes</p> | 3 (a) (c) - 4 (b) | 21-32 |

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|---------------------------|-----------------------------------|---|---------------------|--------------|
| 10. | Information Resources | Record personally generated information Updates patient/client records | 1 | 4 |
| 11. | 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 | 12-21- 32 |
| 12. | Freedom to Act | General policies, need to establish interpretation Interprets national, professional policies for specialist area | 5 | 45 |
| 13. | Physical Effort | Occasional/frequent moderate effort, several short periods Moves, manoeuvres patients equipment | 2(d) -3 (c) | 7-12 |
| 14. | Mental Effort | Frequent concentration; work pattern predictable/unpredictable Concentration for patient assessment, treatment/frequent interruptions | 2 (a)- 3(a) | 7-12 |
| 15. | Emotional Effort | Frequent distressing or emotional circumstances Imparts unwelcome news about rehabilitation prospects | 3 (a) | 18 |
| 16. | Working Conditions | Occasional/ frequent unpleasant conditions; occasional highly unpleasant conditions Odours, fleas, lice; body fluids | 2(a)- 3 (a) (b) | 7-12 |
| JE Score 563 - 629 | | | Band 8(a)(b) | |