



KING EDWARD VII's
HOSPITAL

King Edward VII's Hospital

Job Description

Outpatient Clinical Lead Physiotherapist

Job Title: Outpatient Clinical Lead Physiotherapist

Department: Outpatients Physiotherapy Services

Reports to: Deputy CNO and AHP Lead

Contract Type: Full-time, Permanent

Hours of Work: 37.5 hours per week

Job Summary:

The Outpatient Clinical Lead Physiotherapist will be responsible for leading the outpatient physiotherapy services at King Edward VII's Hospital. This role involves working with the Orthopaedic and Surgical Consultants, GPs, and other health professions in the outpatient setting. As a Clinical Lead Physiotherapist, we are looking for a highly skilled clinician with leadership experience in providing clinical support, ensuring the delivery of high-quality patient care within the outpatient department, managing a therapies team, and driving overall service development and quality improvement projects in conjunction with the Inpatient Clinical Lead Physiotherapist. The Lead Physiotherapist will need to demonstrate enhanced knowledge and MDT-working experience to lead in the assessment, and the implementation of effective pre/ post-operative treatment plans, particularly in the areas of musculoskeletal (MSK) and orthopaedics. Previous experience in breast care will be highly advantageous.

Key Responsibilities:

- Lead and manage a team of therapists, ensuring high standards of patient care and professional development.

- Oversee the assessment, diagnosis, and treatment of outpatients, with a focus on MSK and orthopaedic conditions, ensuring evidence-based practice and the highest level of clinical care. Skills and experience in breast care is highly advantageous.
- Act as a clinical expert and mentor, supporting the team in complex clinical decision-making, delivery of supervision and teaching will be required regularly.
- Ensure the effective day-to-day operation of the Outpatient Physiotherapy Services, including staff scheduling, resource allocation, and equipment management.
- Develop and implement policies, procedures, and guidelines to ensure safe and efficient service delivery in the outpatient setting.
- Monitor and evaluate the performance of the Outpatient Department, implementing quality improvement initiatives as needed.
- Manage departmental budgets and contribute to financial planning and reporting.
- Contribute to the strategic planning and development of Outpatient Physiotherapy Services, focusing on expanding MSK and orthopaedic offerings.
- Identify opportunities for service expansion and innovation, leading projects to enhance patient care and service delivery in the Outpatient Department.
- Build and maintain relationships with key stakeholders, including consultants, other healthcare professionals, and external partners.
- Ensure that all outpatient clients receive personalised, compassionate care, with treatment plans tailored to their individual needs.
- Maintain accurate and up-to-date patient records by hospital policies and regulatory requirements.
- Ensure patient safety and the highest standards of clinical governance are always upheld.
- Lead clinical audits and participate in external inspections and accreditation processes.
- Implement and monitor quality assurance initiatives, ensuring continuous improvement in outpatient service delivery.

Qualifications and Experience:

- BSc (Hons) in Physiotherapy or equivalent qualification.
- HCPC registration as a Physiotherapist.
- Significant post-qualification experience, including experience in a senior or leadership role within outpatient services.
- Demonstrable expertise in managing outpatient physiotherapy services, with a strong background in MSK and orthopaedics.
- Strong clinical skills with experience managing complex cases across MSK and orthopaedic specialities.
- Excellent communication, leadership, and team management skills.
- Ability to work collaboratively with a multidisciplinary team.

Person Specification

This person specification outlines the essential and desirable criteria required for the role of Outpatient Clinical Lead Physiotherapist at King Edward VII's Hospital.

Criteria	Essential Requirement	Desirable Requirements
Qualifications:	<ul style="list-style-type: none">• BSc (Hons) in Physiotherapy or equivalent qualification.• Current HCPC registration as a Physiotherapist.	
Experience:	<ul style="list-style-type: none">• Significant post-qualification experience in a physiotherapy role, with substantial experience in outpatient settings.• Proven leadership experience in managing a team of therapists, ensuring high standards of patient care and professional development.• Extensive experience in assessing, diagnosing, and treating musculoskeletal (MSK) and orthopaedic conditions in an outpatient setting.• Demonstrable experience in multidisciplinary team (MDT) working, particularly in collaboration with Orthopaedic and Surgical Consultants, GPs, and other health professionals.• Experience in leading quality improvement projects and service	<ul style="list-style-type: none">• Previous experience in a private healthcare setting.• Experience in breast care physiotherapy, particularly in pre-and post-operative management.• Involvement in research, teaching, or professional development activities.

	<p>development initiatives.</p> <ul style="list-style-type: none"> • Experience in developing and implementing clinical policies, procedures, and guidelines. 	
<p>Skills and Abilities:</p>	<ul style="list-style-type: none"> • Advanced clinical skills in MSK and orthopaedic physiotherapy, with the ability to manage complex outpatient cases. • Strong leadership and team management skills, with the ability to inspire and mentor staff. • Excellent organisational skills with the ability to manage the day-to-day operations of the outpatient physiotherapy services, including staff scheduling, resource allocation, and equipment management. • Strategic thinking and problem-solving abilities, particularly in identifying opportunities for service expansion and innovation. • Strong communication skills, both written and verbal, with the ability to build and maintain relationships with key stakeholders. • Ability to conduct and lead clinical audits, ensuring compliance with clinical governance and participation in external inspections 	<ul style="list-style-type: none"> • Ability to deliver supervision and teaching regularly, supporting the ongoing development of the physiotherapy team.

	and accreditation processes.	
Knowledge:	<ul style="list-style-type: none"> • In-depth knowledge of evidence-based practices in MSK and orthopaedic physiotherapy. • Familiarity with the latest developments and trends in outpatient physiotherapy services. • Understanding of clinical governance, quality assurance, and risk management in a healthcare setting. 	<ul style="list-style-type: none"> • Familiarity with the specific needs of high-profile or high-acuity patients, particularly in the areas of MSK, orthopaedics, and breast care
Personal Attributes:	<ul style="list-style-type: none"> • Commitment to delivering high-quality, compassionate patient care. • Proactive and innovative, with a commitment to continuous professional development and service improvement. • Ability to work collaboratively within a multidisciplinary team and independently when required. • High level of professionalism and ethical standards. • Resilience and the ability to work effectively under pressure. 	

This job description is not intended to be an exhaustive list of duties, but to highlight the current main responsibilities of the post. The post holder is required to undertake any other similar duties, as required by their manager. This job description may be reviewed and altered in the light of changing service needs and developments, after discussion with the post holder.

The post holder will be required to comply with all policies and procedures issued by and on behalf of King Edward VII's Hospital *Sister Agnes*.

The Hospital is an equal opportunities employer, and the post holder will be expected to promote this in all aspects of his/her work.

Confidentiality

All information in relation to patients and staff must be held in the strictest confidence and may not be divulged to any unauthorised person at any time without the authorisation of your manager or unless it is in the best interest of the individual. The post holder must maintain the confidentiality of information about patients, staff, and other Hospital service business by the Code of Confidentiality and the Data Protection Act 1998. A breach of confidentiality about manual or computer data will result in disciplinary action being taken by the Hospital's disciplinary procedure and may lead to dismissal.

Health and Safety

Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act 1974 to ensure that the agreed safety procedures are conducted to maintain a safe environment.

Risk Management

You have a responsibility for the identification of all risk which have a potential adverse effect on the Hospital's ability to maintain quality of care and the safety of patients, staff and visitors, and for the taking of positive action to eliminate or reduce these.

Equal Opportunities

As a member of staff at the King Edward VII's Hospital *Sister Agnes* you have a personal responsibility to ensure that you do not discriminate, harass, bully, or contribute to the discrimination, harassment or bullying of a colleague or colleagues, or condone discrimination, harassment or bullying by others.

You also have a responsibility to ensure that all people that you have contact with during the course of your employment, including patients, relatives and staff, are treated equally in line with the hospital's Equal Opportunities Policy.