

Part time Specialist Physiotherapist – MSK Outpatients & Hydrotherapy

Job title:	Specialist Physiotherapist – Musculoskeletal Outpatients & Hydrotherapy (Band 6 equivalent)
Responsible to:	Outpatient Physiotherapy Team leader
Accountable to:	Director of therapies
Key working relationships:	Director of Therapies, Therapy staff, all professional clinical staff and assistants

1. JOB SUMMARY

Specialist MSK Physiotherapists are experienced clinicians having completed the core rotations. The postholder will work as an autonomous practitioner within the private MSK Outpatients Department, delivering high-quality assessment and rehabilitation for patients with a wide range of musculoskeletal conditions. They will also contribute to the delivery of hydrotherapy services, providing safe and effective individual aquatic-based rehabilitation to support recovery and maximise functional outcomes.

The role requires advanced clinical reasoning, evidence-based practice, and the ability to manage a complex and diverse caseload. The postholder will support service development, supervise assistant caregivers and students, and contribute to maintaining excellent clinical standards across the MSK and hydrotherapy pathways.

2. MAIN DUTIES AND RESPONSIBILITIES

2.1 Clinical

Independently assess, diagnose, and manage a broad range of MSK presentations using advanced clinical reasoning.

Develop, deliver, and evaluate individualised treatment programmes combining manual therapy, exercise therapy, education, and hydrotherapy where clinically indicated.

Provide safe, effective one-to-one hydrotherapy interventions, including screening for contraindications and ongoing risk assessment.

Monitor progress and adapt treatment plans based on clinical outcomes and patient goals.

Maintain accurate, comprehensive, and timely documentation in accordance with HCPC, CSP, and local guidelines.

Liaise with other members of the MDT to ensure coordinated and patient-centered care.

Comply with the hospital Manual Handling Policy and local therapeutic handling guidance at all times.

Maintain accurate and comprehensive clinical records in line with Holy Cross documentation standards and CSP standards of practice using only approved abbreviations.

Provide appropriate and timely reports and other patient correspondence.

Manage clinical risk within own caseload

Responsible for ensuring equipment is appropriate, in good condition, escalating any concerns in line with the Holy Cross procedures and replenished as necessary.

2.2 Service Delivery & Development

Contribute to planning, evaluation, and ongoing development of MSK and hydrotherapy services.

Participate in audits, service improvement projects, and evidence-based quality initiatives.

Support safe operation of the hydrotherapy pool, including equipment checks and adherence to infection control and pool safety procedures.

Be able to accommodate change in a rapidly changing environment and encourage team members to embrace necessary change. Have a positive attitude to challenges and devise ways to make them happen.

2.3 Leadership & Education

Provide guidance and supervision to physiotherapy assistants, hydrotherapists and students.

Contribute to the education and assessment of physiotherapy students on placement at Holy Cross Hospital.

Lead or contribute to teaching sessions, case discussions and in-service training within the department.

Act as a clinical resource for colleagues regarding MSK rehabilitation and hydrotherapy practice.

Contribute to the planning, setting and reviewing of objectives and projects in line with the hospital business plan.

Contribute to service development of the Holy Cross Physiotherapy Center services and the promotion of the services offered.

Assist in the evaluation of achievements against objectives.

2.4 Communication

Communicate complex and sensitive information clearly, professionally, and compassionately to patients, carers, and colleagues.

Use advanced communication skills including negotiation, motivational interviewing, and conflict resolution.

Promote patient engagement and understanding to support behaviour change and self-management.

3. PROFESSIONAL

Maintain and develop specialist MSK and hydrotherapy knowledge through CPD and reflective practice.

Adhere to all professional and organisational standards set by HCPC, CSP, and local policies.

Engage in in-service training, clinical supervision, and peer review activities. and undertake any necessary skills training, professional updates and mandatory training as appropriate to the post.

Support the induction, supervision, and ongoing development of new staff members and student physiotherapists, contributing to a positive learning environment and high clinical standards.

Undertake the measurement and evaluation of your work and current practices through the use of evidence-based practice, clinical audit and outcome measures, to develop and improve practice.

To participate in the staff appraisal scheme as an appraisee, and to be responsible for complying with your agreed personal development program to meet set knowledge and competencies.

4. HEALTH AND SAFETY

Always work within the scope of the Health and Safety at Work Act of 1974 and the hospital policy for reporting accidents, incidents, hazards and risk management.

Maintain and protect the safety, confidentiality and dignity of patients and families.

Manage a clean, safe and tidy environment.

Take an active role in the prevention and control of infection.

Understand and work within the guidelines of the Patient Safety, Medicines and Healthcare Products Regulatory Agency.

5. GENERAL

Comply with all hospital and departmental policies and procedures.

Maintain the principles of the Data Protection Act of 1998 and the General Data Protection Regulation, both within and outside of the hospital environment.

Act in accordance with the hospital's Data Protection Policy.

Be aware of the Equal Opportunities Act and how it is implemented within Holy Cross Hospital.

Adhere to diversity and ethical principles with particular attention to the Race Relations Act (1976), Disability Act (1995) and the Sex Discrimination Act (1975).

This job description represents an outline of the main components of the job and is not intended to be exhaustive. It may, with consultation, be subject to additions and amendments as the need arises.

In addition to the duties and responsibilities listed the post holder is required to perform other duties as might reasonably be required.

This job description has been agreed between the post holder and the person to whom he/she is accountable.

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Post holder

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Print name

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Date

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Director of Therapy Services

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Print name

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Date

PERSON SPECIFICATION AND COMPETENCY PROFILE

Specialist PHYSIOTHERAPIST- MSK OUTPATIENTS

Qualifications and knowledge	
Essential	Desirable
Degree in Physiotherapy and HCPC registration	Member of the Chartered Society of Physiotherapy
Registration with the Health Professions Council (UK)	
Evidence of relevant and up to date post graduate MSK training	ATACP approved Hydrotherapy course attendance
Experience in assessment, differential diagnosis and management of musculoskeletal conditions	Experience providing hydrotherapy treatment or willingness to undertake training
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Knowledge of clinical governance and risk management	
Evidence of involvement in audit, research, or service improvement projects	

Skills and abilities	
Essential	Desirable
Ability to demonstrate expertise in management of musculoskeletal disorders	Experience supervising assistant caregivers or students
Effective verbal and written communication, organizational and problem-solving skills	
Strong MSK assessment, diagnostic, and treatment skills	
Ability to prioritise, manage a complex caseload, and work independently	
Ability to share knowledge and develop staff in line with evidence-based practice	Good presentation skills
Basic IT skills	
Ability to work flexibly to meet service needs	
Commitment to evidence-based practice and service development	

Ability to reflect on and critically appraise own performance	
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Other attributes
Demonstrates professional values such as compassion, accountability, and patient-centred care
Sound communication and interpersonal skills
Team player, ability to foster and maintain good relationships
Self-motivated
Ability to innovate
Effective coping skills
Physical ability to undertake clinical duties including hydrotherapy work