

Job Description and Person Specification

Title of Role	MSK Physiotherapist
Speciality	Musculoskeletal (Neuro, Respiratory, Pelvic Health can be grown)
Position Reports to	GX Physio & Sports Injury Clinic Lead
Location of Work	Gerrards Cross, SL9 7AD + other sites as we grow.
Hours of Work	39 hours per week, across Mon-Fri with 1 x Saturday a fortnight.
Salary	£28,000 - £36,000 FTE - dependent upon experience and skills.
Annual Leave	28 days PA (inc. 8 days public holiday) & 1 Birthday Day Off PA
Contractual Status	Permanent
Training	Fully Funded Clinical Development Pathway

The Organisation

GX Physio & Sports Injury Clinic is a Private Physiotherapy Practice founded in 1984, majoring in Musculoskeletal Medicine, in collaboration with Neurological and Respiratory Conditions.

Its journey has been steady and one of great impact. It has had two locations helping over 1,750 local people get back to the things they love. The team is currently a strong team of 5 Clinical Specialist Physiotherapists and a Sports Massage Therapist.

At GX Physio, we are convinced that everybody should have the best chance to live a life, doing what they love, free from pain, injury and discomfort. This is why we provide people with a place to help get their body working optimally, pre and post dysfunction! We're also committed to help the poor and vulnerable access better health through a number of schemes. If this all strikes a chord, keep reading.

Mission

Our mission is to maximise the holistic health of all people across the UK through our multidisciplinary teams who tackle physical, emotional and mental challenges.

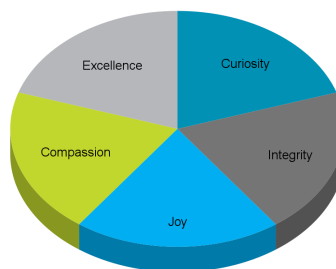
Vision

To become the UK's most recognisable health clinic brand, known for consistently high levels of healthcare service with excellent, long-term outcomes.

This long-term vision builds on the strong Physiotherapy & Sports Injury reputation we currently have and acknowledges that for an individual achieving maximal health we need a joined up service offering that optimises health in all spheres.

Values

1. Excellence
2. Curiosity
3. Compassion
4. Integrity
5. Joy



‘Our Value is the Sum of our Values’ - This means...

We seek to live out being highly skilled, compassionate and integrous practitioners who strive for excellence in all that we do.

Our goal is to exhibit a deep curiosity to learn and develop with joy and generosity fuelling our desire to see all people flourish in all spheres of health.

The Role in Summary

This role is a fully funded clinical development pathway for a highly motivated MSK Physiotherapist looking to grow long-term with us. An exciting opportunity for a personable, passionate and confident MSK Physiotherapist to join our well-regarded, friendly 40-year-old, multidisciplinary Physio & Sports Injury clinic in beautiful Gerrards Cross.

We are looking for a Physiotherapist who has gained a rounded clinical experience to date to join our team and work at our well established Gerrards Cross Clinic. Our Physiotherapist starting in this role will be supported by The Senior Team to lead an autonomous caseload of mainly musculoskeletal, orthopaedic and sports injury complaints - if you exhibit other specialist areas, we will ensure we cultivate these.

The Fully Funded Clinical Development Pathway involves attending specialist courses to broaden your expertise and skill set, giving a small sense of our desire to see you flourish, alongside our pursuit for excellence.

Our Physiotherapists are expected to provide the very highest standard of care to a self-pay and private medical insured patient caseload, by consistently delivering against GX Physios well established and evidence-based clinical pathways from initial triage to discharge.

As an excellent communicator, the Physiotherapist will build long-lasting and fruitful relationships with their client base, in addition to being an active multidisciplinary team member. Our Physiotherapists encourage everyone to make positive steps towards health, inclusive of mental, emotional, spiritual, social and physical spheres.

The Physiotherapist will work alongside an expanding clinical and administration team, to bring optimal health to all those who pass through our clinic doors!

Our Ideal Candidate

The ideal candidate would be dynamic, with 2 plus years of experience, being comfortable to work as an autonomous practitioner, be competent in manual therapy, and exercise prescription, have excellent clinical reasoning skills and importantly, be able to easily build therapeutic rapport. These will of course be developed with the help of our senior team, but we expect the foundations to be present.

Our clinics are always looking to see how we can utilise tech for our clients benefit and so our Physiotherapists want to be happy getting stuck into this aim.

We stand for Excellence, Curiosity (to learn and grow), Integrity, Joy, and being Passionate About Results. Our values are integral to us, and shape how we work with our clients, each other and the wider world.

Not only will you feel connected with our core values, you will be a proactive self-starter who is committed, ambitious, friendly and truly cares about helping others.

If you are keen to learn, grow and be a part of an well-established, reputable team looking to expand into multiple sites and to help craft a well-known healthcare brand... then this role is for you.

Benefits and Opportunities

So why work for us (aside from joining an awesome team...)? Well, look no further!

- ★ Opportunity to join a prestigious Physiotherapy & Sports Injuries Clinic - in addition to being the longest serving Physio Clinic in GX, founded in 1984.
- ★ Competitive rates of pay
- ★ Company Pension Scheme
- ★ Cycle to Work Scheme
- ★ Increasing Annual Leave Entitlement with length of service
- ★ No on call work
- ★ Bonus Scheme
- ★ A relaxed workplace setting
- ★ Shift patterns that enable you to keep a varied work-life balance.
- ★ Refreshments provided whilst working
- ★ Birthday Annual Leave Day, as an additional day off
- ★ Monthly Personal Development Meeting - all the support you need to flourish
- ★ Bimonthly Team Business Lunch
- ★ Regular CPD Training
- ★ Termly Team Social Dinner
- ★ Annual Christmas Party



& Sports Injury Clinic

- ★ Be part of a forward-thinking, results-orientated, and growing MDT centred on delivering excellent patient care.
- ★ Mentoring & Supported Development. Room to grow and develop you as an individual through our clinical training, personal & professional development.
- ★ Supported training opportunities to develop individual clinical skills.
This can include but is not limited to, medical acupuncture and dry needling, pilates, acupuncture, electroacupuncture, shockwave therapy training, pelvic health, US guided injection training, and other specialist courses - as clinical gaps and needs present. These could be part or fully funded!
- ★ Opportunities for your role to be promoted through into executive leadership as the company grows - alongside location transfer opportunities.

Physiotherapist Job Description

Key Responsibilities

- Maintain a clinical case load (approx. 80-90%)
- Ensure service delivery and customer experience is consistent
- Ensure adherence to health and safety regulations locally
- Meeting with patients to assess what their physical challenges are and deciding on suitable treatment programmes by completing Physiotherapy Assessments.
- This includes competency and confidence in almost always being able to give a diagnosis to patients, as well as an explanation of the diagnosis, mentioning any differential diagnoses, giving an estimated timeframe of recovery, providing advice to accelerate the recovery and creating a fully formed rehabilitation programme, created in our Rehab Software.
- Monitoring the progress of patients, adjusting or changing treatments as needed through follow up appointments.
- Maintain patient documentation, records and accurate statistical information to reflect care provided, to meet professional standards, local and national guidelines.
- Responsible for organisation, prioritisation and planning of own caseload.
- Liaising with other healthcare professionals, such as GPs, OTs and Private Medical Insurance Companies and referring patients as needed
- Staying up to date regarding new physiotherapy technologies and techniques
- To take professional responsibility as a Physiotherapist, with high level decision-making, autonomy, and clinical-reasoning skills, to triage, assess, diagnose, and treat a designated clinical caseload.
- To develop a highly confident, consultative approach with new clients to prescribe and plan effective treatments to deliver lasting outcomes.
- To attract and retain clients at excellent levels, with an exceptional active patient management approach.
- Confidently communicating with all partners to provide well documented and comprehensive notes and reports where required.
- Developing an interest in clinical specialisms and other business disciplines, such as training, marketing auditing or management.
- To comply with all GX Physio policies, procedures, guidelines, and regulations, ensuring that product delivery and customer experience is consistent.
- Submitting Physio reports to private medical insurance companies
- To continually strive to improve clinic standards identify issues to the Team Lead.
- To continually develop as a Physiotherapist and evidence continued professional development (CPD) which should include attending external conferences and events that are beneficial to your own professional development.
- To support the clinic's multidisciplinary team to develop service improvements, when required.
- To abide by the CSP's Code of Members' Professional Values and Behaviour, Government Physiotherapy Regulations and the HCPC's Standards of conduct, performance and ethics.

Physiotherapist Person Spec/ Selection Criteria

	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	HOW TESTED? CV/ Application/ Interview
QUALIFICATIONS / EDUCATION	• BSc/MSc Physiotherapy • HCPC Registration • CSP registration	• MSc degree • Relevant Postgrad Experience • Acupuncture • Dry needling • Shockwave Therapy • Pelvic Health • Pilates • Neuro interest • Paediatric interest - special needs.	CV/ Application and Interview
SKILLS AND ABILITIES	• Willingness to learn and develop. • Not afraid to admit mistakes to fully understand their importance and prevent them in the future. • Demonstrate excellent communication and caseload management skills • Efficient note taking skills • Good physical fitness • Excellent interpersonal skills • Conscientiousness. • Not afraid to ask questions or for help when required. • The ability to form strong relationships with people from diverse backgrounds. • The ability to deal sensitively with injured clients. • Encouraging & motivational communication style. • Ability to reflect and adapt practice to suit individuals' needs • Clear, concise verbal and written reporting skills • IT skills inc. G drive, Word, Excel & Tech Know-How	• Relevant Postgraduate experience	CV/ Application and Interview

EXPERIENCE	• 2 yr or more, post-grad experience as a Physiotherapist • Proven post-registration experience of assessing and treating MSK conditions in an outpatient setting • Electrotherapy • Hands on techniques	• NHS rotations • Previous experience working in a Private Clinic, namely MSK	CV/ Application and interview
KNOWLEDGE AND UNDERSTANDING	• Strong knowledge base of below areas, treatments and advice following; ○ pre-op, post-op ○ MSK conditions ○ Sports injuries • Exercise-based rehab • Advice-based rehab • Interdisciplinary team working • Evidence-based practice • Commitment to CPD development • Moving and Handling principles • Infection control • Equality regardless of any factor	• Strong knowledge base of below areas, treatments and advice following; ○ neuro ○ respiratory ○ children with special needs i.e. developmental delay	CV/ Application and Interview
OTHER	• Approachable, motivated and enthusiastic • Good health and fitness. • Tolerance and patience. • Interpersonal skills • Positive Attitude • Communication • Self-motivated • Compassionate • Personable • Proactive • Independent • Sense of Humour • Effective time management skills • Not afraid to ask questions or for help when required. • Efficient note taking skills • Not afraid to admit mistakes to fully understand their importance and prevent them in the future.	• Clean UK driving licence • Ability to travel to meet service needs	CV / Application and Interview



& Sports Injury Clinic

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SPECIAL CONDITIONS

- Appointments are subject to reference checks.
- Some positions may be subject to psychometric, medical and/or competency testing.
- A probationary period may apply.

INTERESTED?

If reading this role, you get excited and are interested in joining the team then we would love to hear from you. Simply send your CV, and a covering letter to hello@gxphysio.co.uk.

Closing date: We close when we find the right candidate! So, apply today.

Starting date: Within 10 weeks of successful confirmation of the role!

- *Please note: we will be interviewing as we receive applications, and so we may close the application window early. If you are eager to join our team, please do not delay in placing your application with us.*

Application last updated: September 2023