Job Title: Occupational Health Physiotherapist

Responsible to: Head of Physiotherapy Services

Job summary:

As a member of the Occupational Health and Well-being (OH&W) Team, specifically the Physiotherapy Service, the role holder will ensure the provision of high quality clinical examination and functional assessment, of referred Police Officers and Police Staff of the Police Service of Northern Ireland (PSNI) with a view to advising on fitness for work and appropriate rehabilitation when required. The role holder will also undertake worksite/ergonomic assessments, health promotion activities, audits and other OH Physiotherapy duties as required, while working autonomously within professional guidelines and collaboratively within the Team.

About the PSNI

Vision: To help build a safe, confident & peaceful society

Northern Ireland continues to develop and thrive. It is the role of the PSNI to collaborate with the Northern Ireland Executive, business, community and voluntary groups to build a safe, confident and peaceful society.

Purpose: Keeping people safe

The PSNI will work with partners and communities to keep people safe, through frontline service delivery and enabling services.

Preventing harm by working with our partners to foster trust, resilience and citizen involvement, reduce offending and prevent crime.

Protecting citizens and communities, particularly the most vulnerable, by delivering professional policing operations and services in accordance with human rights standards.

Detecting offences and investigating suspects, by working with justice partners to carry out professional investigations and deliver prompt, visible, and fair outcomes. This will build the confidence of victims, witnesses and communities.

How: Policing with the Community

We are at our strongest when we work in partnership with communities and when we involve those communities in policing. We best achieve this by demonstrating the following behaviours:

1. Accountability

Accountability is the fundamental building block to securing trust and legitimacy for any Police Service. It is the way to earn public co-operation, collaboration and information. Accountability helps us achieve our policing purpose of keeping people safe.

2. Acting with fairness, courtesy and respect

Fairness, courtesy and respect are the minimum standards for how we treat others, both inside and outside the organisation. These standards are non-negotiable no matter the context or provocation to act otherwise, and are key to securing our communities’ confidence and trust.

3. We will be collaborative in our decision making

Decisions are often too important, complex or far-reaching to be left to the police alone, which is why collaborative decision making is vital. Collaborative decision making is based upon the concepts of
partnership and engagement, but takes it a step further and outlines the critical need for clear decisions to be made. This process has at its core collective responsibility and accountability. Involving others shares the opportunity behind every challenging and important decision. These behaviours will also guide how we treat each other within the organisation.

Who: The Police Service of Northern Ireland

We are a diverse group of people who strive to be representative of the communities we serve in both our staff profile and culture. We are proud to serve the people of Northern Ireland and to work as part of an organisation which is committed to keeping people safe within this society.

Background

The Police Service of Northern Ireland (PSNI) has an overall purpose of keeping people safe. We achieve this goal through policing with the community and partners. The organisation’s ambition is to build a safe, confident and peaceful society.

The PSNI is a non-departmental public body (NDPB), sponsored by the Department of Justice (DoJ) and funded by supply grants from the Northern Ireland Consolidated Fund. The work of the PSNI is overseen through a system of accountability structures, including the Northern Ireland Policing Board, the DoJ and the Police Ombudsman for Northern Ireland.

The PSNI currently employs approximately 6,700 full-time regular Police Officers, over 400 part-time Reserve Constables and 2,450 Police Staff.

Job Information:

Employee health and well-being is a significantly important aspect of the functioning of all Police Officers and Police Staff within the Police Service of Northern Ireland. The services provided within OHW encompass the physical, emotional, psychological and social aspects of an employee’s functioning. The OHW multidisciplinary team utilise a Biopsychosocial Assessment Model to understand factors that impact on an employee’s ability to fully function at work.

The OHW multi-disciplinary team encompasses a broad range of professionally qualified clinical and non-clinical staff.

Occupational Health & Wellbeing (OHW) is based in Seapark, Carrickfergus however the role holder will be expected to travel to and work at any Police site throughout Northern Ireland as required. OHW provides a comprehensive service to approx. 9,500 Police Officers and Police Staff from all disciplines within PSNI.

OHW offers services to all permanently employed Police Officers and Police Staff of PSNI.

Main Duties and Responsibilities:

The core purpose of this job is to provide excellent quality clinical examination and functional assessment of referred Officers/Staff members with a wide range of musculoskeletal (MSK) disorders. The objective is to determine diagnosis, prognosis and fitness to work in either adjusted duties or full duties with indicated timeframes and provide advisory reports to management of the outcome.

The post holder will make recommendations regarding treatment as well as work fitness and will review/modify adjustments as the Officer’s/Staff member’s progress is monitored. The role holder will be required to work autonomously in the field of adult musculoskeletal disorders, within professional guidelines and exercise responsibility for the governance of their own Physiotherapy practice.

The role holder will be required to undertake worksite/ergonomic assessments, health promotion activities, audits and other OH Physiotherapy duties as required. To meet these objectives, a training plan consistent with the Association of Chartered Physiotherapist in Occupational Health & Ergonomics (ACPOHE) Competency Framework and leading to ACPOHE registration will be agreed with and completed by the role holder, if not already held.
Main Activities

To manage a specialist caseload of Fit for Work management referrals:

- Conduct specialised, autonomous MSK clinical examination and functional assessment (embedded in a biopsychosocial approach to patient assessment) of Officers and Staff with a wide range of conditions, to determine diagnosis, prognosis and fitness to work.

- Advise on both clinical and work rehabilitation requirements to promote return to full operational duties, co-ordinate and make appropriate referral for interventions including rehabilitation programmes, other OHW services, uniform modifications, operational/firearms training, Physiotherapy treatment, medical imaging (x-ray/MRI), or consultant opinion.

- Become familiar with the physical work demands of a wide variety of roles within PSNI by undertaking work place visits and completing Work Demands Analysis.

- Identify and recommend work place equipment modifications and/or work duty adjustments.

- Conduct appropriate reviews within OHW (Seapark), the workplace or outlying clinics in order to monitor progress and update advice.

- Undertake all relevant administrative record keeping tasks under OHW service policy for clinical record keeping, and management of their own case load.

- Provide reports to management (via IT systems) and liaise with other OHW staff regarding return to work capacity and adjustments as required, in a timely manner.

- Case consultation with other OHW professionals, verbally, on electronic records and at multidisciplinary meetings.

- Liaise with contracted Physiotherapists in external practices, who provide the treatment aspect of the service, as required regarding diagnosis, treatment, rehabilitation and work fitness concerns.

- Request/provide information from and to Medical/Surgical Consultants and GPs in relation to referred Officers and Staff members.

- When required conduct basic ergonomics workplace assessments for individuals, to inform a comprehensive work rehabilitation plan.

To evaluate and develop the OH Physiotherapy service:

- Develop and implement a monthly clinical audit of the postholder's own caseload and to undertake other audits within the Physiotherapy Service as requested by the Head of Physiotherapy Services.

- Communicate and consult with other Departments, Branches and OHW Services, to promote understanding of the organisation and facilitate efficient and effective working practice relevant to MSK health.

- Contribute to the design and delivery of health education/promotion programmes and initiatives on relevant musculoskeletal issues.

- If requested, research, organise and establish suitable suppliers to supply and maintain Physiotherapy equipment as per Procurement guidelines; maintain adequate stock and ensure regular servicing of Physiotherapy equipment.
- Maintain Continuous Professional Development (CPD) for Health & Care Professionals Council (HCPC) registration and Chartered Society of Physiotherapy (CSP) membership. Comply with professional standards, attend relevant training as appropriate, and maintaining links with other professional bodies and Physiotherapists, especially within the Occupational Health field.

- If not already held, undertake a structured programme of CPD leading to registered membership of ACPOHE.

- Attendance at regular meetings including the monthly multi-disciplinary team meetings and MSK team meetings.

Management of Resources

There are no formal financial or staff management responsibilities, however as a specialist clinician you will be required to develop a high quality, responsive and accessible service including advising both service and professional management on those aspects of the service where clinical and/or organisational matters need addressing. The post holder will also be required to contribute to the development, evaluation and monitoring of the Physiotherapy Service’s policies and procedures, through the deployment of professional skills in service evaluation and audit.

Nature of the Role

The main impact of this OH Physiotherapist post will primarily lie in the provision of rapid access to evidence based Fit for Work decisions for all Officers and Staff members referred with musculoskeletal conditions. Rapid access means that the appointment will be offered within 2 weeks of referral by line manager. Evidence based Fit for Work decision means that first contact OH Clinician will be one who specialises in the examination and functional assessment of musculoskeletal disorders.

The establishment of this post will ensure stability during any period of potential change as part of a succession planning strategy.

The above reflects the main elements associated with this position. It is not intended to be exclusive or exhaustive.
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<tr>
<th>CATEGORY</th>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
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| Qualifications | - Honours degree in Physiotherapy  
- Membership of the Chartered Society of Physiotherapy  
- Registration with the Health and Care Professions Council  
- Evidence of relevant CPD including a range of post graduate courses in the examination and treatment approaches for adult MSK disorders. | - Standard, Technical or Registered member of the Association of Chartered Physiotherapists in Occupational Health and Ergonomics (ACPOHE)  
- Completion of any ACPOHE approved courses  
- Completion of modules from the following assessment/treatment approaches: Society of Orthopaedic Medicine/Cyriax/McKenzie/Maitland or MSc modules in manual therapy (spinal or peripheral). |
| Experience | - At least 3 years FTE post qualification experience as a Physiotherapist including:  
  - A minimum of 2 years FTE at a senior level (Band 6 equivalent) in the examination and treatment of adult musculoskeletal outpatients, including spinal and peripheral disorders, sports injuries and post orthopaedic surgery rehabilitation. | - Experience working within Occupational Health and undertaking Fitness for Work assessments.  
- Experience working within professional or high level competitive sport and undertaking assessments of fitness for competition/match participation. |
| Other | - Must be computer literate and able to demonstrate experience of Microsoft Office.  
- Must have full current driving licence that enables you to drive in Northern Ireland and a car available for official business use or access to a form of personal transport that will enable you to meet the requirements of the post in full. | - Current membership of at least one clinically relevant Professional Network (Clinical Interest Group,) relating to the diagnosis and/or treatment/management of musculoskeletal disorders encountered among working age adults. |
| • Excellent written, verbal and presentation skills to allow for the regular writing of reports to management and the provision of training and presentations as well as sensitive conversations with patients/clients. |

*Short listing will be carried out on essential criteria. Please note in some instances, e.g. where there is a high volume of applicants, desirable criteria may be used.*
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<tr>
<th>Personal Behaviours</th>
<th>Accountability</th>
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<tr>
<td><strong>Serving the Public</strong> - Demonstrates a real belief in public service, focusing on what matters to the public and will best serve their interests. Ensures that all staff understand the expectations, changing needs and concerns of different communities, and strive to address them. Builds public confidence by actively engaging with different communities, partners and stakeholders. Identifies the best way to deliver services to different communities. Understands partners' perspectives and priorities, and works co-operatively with them to deliver the best possible overall service to the public.</td>
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<td><strong>Leading change</strong> - Positive about change, adapting to changing circumstances and encouraging flexibility in others. Identifies and implements improvements to service delivery, engaging people in the change process and encouraging them to contribute ideas. Finds more cost-effective ways to do things, taking an innovative approach to solving problems and considers radical alternatives. Adheres to governance and accountability frameworks.</td>
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<td><strong>Leading People</strong> - Inspires people to meet challenging goals, maintaining the momentum of change. Gives direction and states expectations clearly. Talks positively about policing, creating enthusiasm and commitment. Motivates staff by giving genuine praise, highlighting success and recognising good performance. Gives honest and constructive feedback to help people understand their strengths and weaknesses. Invests time in developing people by coaching and mentoring them, providing developmental opportunities and encouraging staff to take on new responsibilities.</td>
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<td><strong>Managing Performance</strong> - Translates strategy into specific plans and actions, effectively managing competing priorities with available resources. Takes a planned and organised approach to achieving objectives, defining clear timescales and outcomes. Promotes the IPR process for managing performance and undertakes all reporting officer and countersigning officer activities within required timescales. Identifies opportunities to reduce costs and ensure maximum value for money is achieved. Demonstrates forward thinking, anticipating and dealing with issues before they occur. Delegates responsibilities appropriately and empowers others to make decisions. Monitors progress and holds people to account for delivery, highlighting good practice and effectively addressing underperformance.</td>
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<td><strong>Professionalism</strong> - Acts fairly and with integrity, in line with the values and ethical standards of the Police Service. Acts on own initiative to address issues, showing energy and determination to get things done. Treats others with courtesy and respect. Takes ownership for resolving problems, demonstrating courage and resilience in dealing with difficult and challenging situations. Upholds professional standards, acting as a role model to others and challenging unprofessional conduct or discriminatory behaviour. Asks for and acts on feedback, learning from experience and continuing to develop own professional skills and knowledge. Remains calm and professional under pressure, defusing conflict and being prepared to make unpopular decisions or take control when required.</td>
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<tr>
<td><strong>Courtesy, fairness &amp; respect</strong></td>
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| Collaborative decision making. | **Decision making** - Gathers, verifies and assesses all appropriate and available information to gain an accurate understanding of situations. Considers a range of possible options, evaluating evidence and seeking input from partners, stakeholder and others as appropriate. Makes clear, timely, justifiable decisions, reviewing these as necessary. Balances risks, costs and benefits, thinking about the wider impact of decisions. Exercises discretion and applies professional judgement, ensuring actions and decisions are proportionate and in the public interest.

**Working with others** - Builds effective working relationships with people through clear communication and a collaborative approach. Maintains visibility by regularly interacting and talking with people. Consults widely and involves people in decision-making, speaking to people in a way they understand and can engage with. Treats people with respect and dignity regardless of their background or circumstances, promoting equality and the elimination of discrimination. Treats people as individuals, showing tact, empathy and compassion. Sells ideas convincingly, setting out the benefits of a particular approach, and striving to reach mutually beneficial solutions. Expresses own views positively and constructively, and fully commits to team decisions. |
**General information for applicants**

<table>
<thead>
<tr>
<th>Job title:</th>
<th>Occupational Health Physiotherapist (ACPOHE grade)</th>
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<tbody>
<tr>
<td>Location:</td>
<td>Seapark, Carrickfergus</td>
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<td>Department:</td>
<td>Occupational Health and Wellbeing</td>
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<td>Hours of Work:</td>
<td>42 hours, gross per week</td>
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<td>Job Information:</td>
<td>This is a role for a Musculoskeletal Physiotherapist, with significant experience in the examination, diagnosis and prognosis of a wide range of adult orthopaedic/MSK conditions and who is keen to use this expertise within the Occupational Health setting, particularly in advising on fitness for work in Policing roles.</td>
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<td>Salary:</td>
<td>Occupational Health Physiotherapist £36,603 - £43,058</td>
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<td>Pension Scheme:</td>
<td>Generous pension scheme. PSNI operates a voluntary contributory pension scheme. Full details will be provided to successful candidates.</td>
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<td>Sick Pay Scheme:</td>
<td>An occupational sick pay scheme is in operation.</td>
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<td>Environmental Allowance:</td>
<td>An environmental allowance of up to £574 per annum.</td>
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<td>Annual Leave:</td>
<td>25 days’ annual leave on entry plus 12 statutory days.</td>
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<td>Additional Information:</td>
<td>Successful candidates may on occasions be required to travel throughout and outside of Northern Ireland for business purposes. Paragraph 8 of Schedule 3 to the Police Act states a person is disqualified from being an independent member of the Policing and Community Safety Partnership if they are a member of the Police Support Staff. Further information will be provided as to the nature of the selection methodology.</td>
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<td>Substance Testing:</td>
<td>The PSNI has a Substance Misuse Policy which includes testing of biological material for history of use of substances listed under the Misuse of Drugs Act 1971. All successful applicants will be required to undergo a drug screening test prior to being offered an appointment as a Police Staff member with the PSNI. The biological material to be sampled as part of the pre-appointment process will usually be hair. Those who return a positive result will not be offered an appointment within PSNI. Refusal to offer an appointment will not prevent applicants from applying for future recruitment processes for PSNI. The Substance Misuse Testing will be managed by an independent contractor.</td>
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<td>Vetting:</td>
<td>Successful candidates, upon appointment, will be a direct recruit of the Police Service of Northern Ireland. As such candidate</td>
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must be willing to undergo and understand that the position is subject to successful Police and Security Vetting.

| GDPR:                      | The information you have provided on this form will be held under the provisions of the Data Protection Act 2018 and the General Data Protection Regulations (GDPR). For further information in how PSNI use your personal data please view the PSNI Privacy Notice at https://www.psni.police.uk/advice_information/information-about-yourself/adultprivacynoticepage/ |