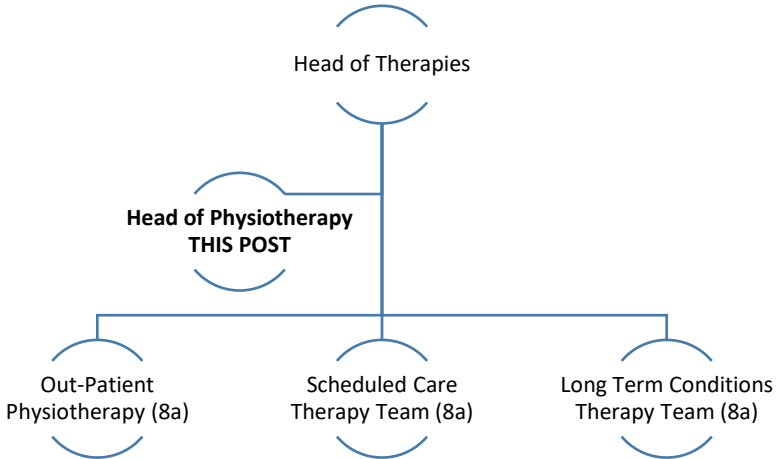


JOB DESCRIPTION

Job Title	Head of Physiotherapy (PT)
Division	Integrated Primary and Community CARE Group
Responsible for	Manx Care Physiotherapists
Responsible to	Head of Therapies
Pay Band	8b
Job Evaluation Reference No.	1378/JE/24
Organisation Chart	 <pre> graph TD HT[Head of Therapies] --- HPT[Head of Physiotherapy THIS POST] HPT --- OP[Out-Patient Physiotherapy (8a)] HPT --- SCT[Scheduled Care Therapy Team (8a)] HPT --- LTC[Long Term Conditions Therapy Team (8a)] </pre>
Overview	<p>This is a key leadership role within Manx Care, working both within the home Care Group and across Manx Care. The post holder is responsible and accountable to the Manx Care Board for the provision of strategic leadership, operational oversight and innovative delivery of Physiotherapy Services within Manx Care. The post holder will deliver professional leadership and management to all Manx Care employed physiotherapists, ensuring good governance, risk and finance management are in place and business development is undertaken. The Head of PT will contribute to the planning and implementation of the transformative future integration of community, pre-hospital care and hospital-based health services. This will include providing proactive and visible leadership, supporting the Care Group Leadership Team and all PT professional and support staff across services.</p>
Job Purpose	<p>Physiotherapy as a profession is present at every stage of a typical patient journey, with key functions in ensuring overarching patient care. This post-holder is responsible for promoting health, independence and resilience for the entire patient journey. Due to the expansive nature of the Physiotherapy profession with established and emerging extended scope roles, first contact physiotherapist roles, non-medical prescribing and injection therapy, this role is key to ensuring a robust and visionary future direction for PT within health and care provision in the Isle of Man. The post holder will be committed to excellence, will be innovative, and</p>

	will challenge the status quo where appropriate and in the best interests of the service and its users.
Communication & Relationship Skills	<ul style="list-style-type: none"> • Communicate, establish and maintain relationships and gain the cooperation of others • Motivate, negotiate, persuade, make presentations, train others, empathise, communicate unpleasant news sensitively and provide counselling and reassurance • Provide and receive highly complex, sensitive information and then relay this information in a level that is understandable to patients, relatives, carers and clinical staff. Provide empathetic and reassurance skills and in certain situations communicate to diffuse confrontational behaviour • Communicate where there are barriers to communication such as physical or foreign languages • Liaise with colleagues to ensure that AHP activities across the service are appropriately co-ordinated and integrated • Establish a working relationship with key stakeholders within Manx Care and external partners including the Third Sector to ensure that the needs of the patients across the service are met • Liaise with the Education Lead to build partnerships with organisations and departments to develop and promote a range of learning opportunities • Demonstrate high level of effective communication using a variety of media to a wide and varied audience • Will attend multidisciplinary meetings with other healthcare services or other Government Departments to aid cross-boundary working and problem solving • The post holder will produce regular reports that are required at a strategic level and will include complex information. Will deliver them in a form that is clear to understand; this may involve attending meetings and giving presentations, delivering training to a variety of disciplines and levels • Ability to communicate and negotiate effectively with stake holders around operational and clinical issues • Respond promptly and appropriately to complaints in line with the policy and Manx Care Values. Response to patients or service users may be face-to-face or written, or both • Establish and maintain a close working relationship with the Head of Occupational Therapy, in many situations working closely together in the management of multi-disciplinary teams.
Knowledge Training & Experience	<ul style="list-style-type: none"> • Bsc in Physiotherapy • HCPC registered • Have evidence of/or working towards obtaining further academic qualifications in regard to MSc health service management or equivalent • To have advanced knowledge and skills equivalent to Master's Degree level, demonstrating an extensive knowledge across a wide range of clinical specialisms, e.g. Paediatrics, Mental Health, Community Adults, Acute Health care

	<ul style="list-style-type: none"> • Have full understanding of the relevant legislation relating to service e.g. Capacity Legislation, Data Protection, Caldicott and confidentiality • Undertake Isle of Man Government financial training to the level of managing budgetary responsibility • To have an in-depth understanding of Human Resource policies and impartial application of same across relevant Terms and Conditions, in the management of staff and teams • To have at least 10 years' post-registration experience, and experience at a Team Lead level, with extensive knowledge of leading, supervising, managing and appraising staff • Significant experience in developing and leading the implementation and evaluation of • clinical, organisational and strategic policies and guidelines, in relation to the service. • Advanced knowledge and clinical skills within professional area • Hold UK/Manx Driving licence <p>The desirable knowledge, training and experience requirements of this role are:</p> <ul style="list-style-type: none"> • Project Management Experience • Experience of Leading through organisational change • Evidence of contribution to UK-wide policy and initiatives within area of professional representation or clinical skill.
<p>Duties & Responsibilities</p>	<ul style="list-style-type: none"> • Head of Physiotherapy within Manx Care responsible for strategic direction for Physiotherapy in conjunction with the Head of AHPs-Therapies • To be the professional lead for all Physiotherapy staff within Manx Care, responsible for the continued development of the profession, compliance with, and upholding of, professional standards, and for workforce progression and planning. Within Manx Care, physiotherapists are the largest of the Allied Health Professional Therapy Groups, covering a broad range of different speciality areas from children to adults, across all bands from Band 3/4 to extended scope physiotherapist, first contact physiotherapist roles and non-medical prescribing qualifications and other specialist practitioners • To have responsibility for the quality and governance of Manx Care PT services and policy development. Specific reference to the Out of Hours Physiotherapy Service which is a standalone service and sits within the Unscheduled Care Team. (Also recognising that due to the structure of Care Groups some PT staff will sit outside of the home Care Group) • To represent PT strategically and professionally in an integrated and progressive manner within the Integrated Primary and Community Care group and in collaboration with other Care Groups across Manx Care, ensuring the inclusion and promotion of the profession • To provide expert advice on PT professional issues to the Head of AHPs – Therapies and other senior managers across Manx Care • To be responsible for Clinical Governance standards encompassing Care, Quality and Safety Standards, Audit and Risk within the PT profession and teams across Therapies

	<ul style="list-style-type: none"> • To have operational responsibility for therapy teams under direct line management • To have budgetary responsibility for designated areas within Therapies • To have a regular clinical commitment either through direct patient contact or via clinical development work e.g. working parties, clinical pathway work to ensure maintenance of clinical competency and skills
Analytical and Judgement Skills	<ul style="list-style-type: none"> • Ability to work independently at both operational and strategic levels and present the visions of the service • High level of clinical and operational knowledge to aid robust service-wide decision making • To make independent decisions based on professional guidelines for all aspects relating to Physiotherapy • Within the framework of Manx Care Values and HR policies, to make decisions regarding service delivery, manage periods of change and consult with other senior leaders where required • To uphold the Standards of Practice for Physiotherapy, and actively manage any concerns or investigations which are likely to be complex and/or challenging • Enhance own performance through continuously developing own knowledge, skills and behaviours to meet the current and future requirements of the job and respond to the learning needs of the Service • Be able to critically evaluate pilot schemes, service provision, and interpret data within the context of an ever-evolving healthcare landscape • To make sound financial decisions for the procurement of goods and services in line with budgetary responsibility and financial regulations • To have an expansive view in terms of service provision and workforce planning, taking examples, initiative and best practice evidence from the UK and other jurisdictions • Maintain own CPD and contribute to own personal development by participating in annual appraisal with line manager, developing a PDP, and actively participating in agreed learning activities and evaluating effectiveness of learning in relation to role • The post holder will be required to adapt to and undertake different or new duties in line with professional and service developments. This Job Description is intended as a general guidance to the duties and responsibilities of the post and is not, therefore, exhaustive. It will be subject to review, considering changing circumstances and in consultation with the post-holder.
Planning & Organisational Skills	<ul style="list-style-type: none"> • To plan, lead and co-ordinate Physiotherapy services within Manx Care, through business-casing and workforce planning, contributing significantly to the overall strategic direction of Therapy Provision alongside the Head of AHP –Therapies • Supporting the Team Leads for whom the post holder is managerially responsible, ensuring optimal distribution and continued smooth running of services • Where new models of care are judged to be the appropriate and innovative choice, to lead the implementation, co-ordination and

	<p>evaluation of such initiatives, crossing organisational boundaries and collaborating with diverse individuals</p> <ul style="list-style-type: none"> • To be responsible for the management of capacity and demand across PT services and communicating decisions in this area to stakeholders • To ensure that Service Specifications and Development plans in relation to PT are developed, maintained and reviewed and updated regularly in line with operational and clinical change • To input into Service Level Agreements as and where necessary • To be able to respond to and lead teams through situations of an extraordinary nature (such as a pandemic) with the flexibility and leadership stance required in such times • To plan and prepare timely reports in conjunction with business managers, e.g. Care, Quality and Safety, Risk Management and other areas of routine Clinical Governance • To represent PT at Strategic Level and relevant professional meetings such as the Professional Advisory Committee, Health and Safety Committee, Operational Clinical Quality Group • The ability to job plan for multiple teams to meet the evolving needs of patients and clients, discerning where resources should be best directed as change progresses.
<p>Patient/Client care</p>	<ul style="list-style-type: none"> • To act as the lead source of clinical expertise within Physiotherapy • To provide clinical physiotherapy advice, utilising advanced clinical reasoning and using clinical experience, ensuring accurate and timely records are kept, where required • To keep accurate and timely patient records of clinical patient interventions • To ensure practice is evidenced based, by keeping up to date with new research literature and by regularly evaluating working practices through evidenced based practice projects, audit and research • To have clinical knowledge and understanding of the different professional physiotherapy service elements to allow for service development, promotion of best practice and to enable effective professional support • To lead, design and monitor the implementation of Physiotherapy clinical practice ensuring the Service meets best practice standards • To provide clinical cover at times of urgent need within maintained physiotherapy competencies (e.g. during flu pandemic or a major incident), through hands on clinical contact with patients on wards and using skills such as basic respiratory and mobility assessments • To provide specialist Physiotherapy advice to members of the service, other professionals throughout Manx Care, staff within the voluntary sector and other local service provider organisations <p>To apply advanced clinical reasoning and prioritisation skills to treat patients through:</p> <ul style="list-style-type: none"> • Assessment of the patient, which will require hands on methods of assessment • Determining the type and urgency of treatment required • Deciding the amount, and type, of review necessary

	<ul style="list-style-type: none"> • Determining the quantity and range of supporting treatment/tests to be undertaken and planning and organising for these to take place (and be repeated) e.g. Xray, MRI scans • Determining if any additional training is required for staff, carers and patients • Deciding when/if to involve other healthcare professionals e.g. Social Services and initiating Multi-Disciplinary Team meetings where appropriate • Determining when to discharge a patient from treatment and arranging suitable follow up/transfer of care as required • To provide effective supervision, guidance and mentoring to Team leads across a wide range of complex clinical issues, utilising clinical knowledge and experience • To be involved in the decision-making process where there are legal or ethical issues e.g. the withdrawal of treatment, enactment of Child Protection and Protection of Vulnerable Adults policies.
Policy/Service Development	<ul style="list-style-type: none"> • Lead on the development and maintenance of policies relevant to service area • Responsible for the individual AHP service development plan and contribute to wider AHP – Therapies plan, determining the strategic direction for PT • Responsibility to stay up to date with current legislation and best practise in relation to profession and implement relevant policy decision as necessary, ensuring effective communication of changes • Responsibility to present new/updated policy to relevant stakeholders and senior management team within Manx Care • Ensure that appropriate levels of Audit activity are being undertaken across the profession and the teams within the post-holder’s remit • To provide expert advice on professional issues in relation to policy development/strategy to Head of AHPs- Therapies other seniors managers within Manx Care • To ensure that Health and Safety Legislation is complied with at all times and appoint appropriate staff members to represent as link workers, attend the Health and Safety Committee Meetings as appropriate • Attendance as Management side at Joint Negotiating Committee and Joint C C meetings.
Physical Skills	<ul style="list-style-type: none"> • Dexterity to work at computer/keyboard for long periods of time • Voice or communication strategy to communicate to a large group on a regular basis • Physical ability to treat patient if carrying out a manual technique/ supplying equipment • Ability to concentrate during distractions • Ability to drive as multiple team locations exist across Manx Care.
Human Resources	<ul style="list-style-type: none"> • Professional responsibility for all staff employed as Physiotherapists working within Manx Care • Operational oversight and management of the below teams supporting Team Lead in HR related matters, providing 1:1 management supervision • Scheduled Care

	<ul style="list-style-type: none"> • Out-Patient Physiotherapy • Long Term Conditions Therapy Service • First Contact Practitioners <p>This list is not exhaustive, and teams may evolve over time</p> <ul style="list-style-type: none"> • Responsible for ensuring standards for competencies and training are defined at all levels • Responsible for ensuring professional development is consistent across all PT areas, oversight of training programs and ensuring clear progression of development throughout Manx Care • Responsible for governance of professional standards of PT within Manx Care, ensuring effective annual staff performance review is conducted through the services • Responsible for investigating, reporting and managing any regulatory issues to the Health Care Professions Council • To provide a second, expert, opinion, on clinical matters within the PT services, in cases of dispute or complaint.
<p>Information Resources</p>	<ul style="list-style-type: none"> • To be responsible for maintenance of accurate written/electronic records using patient record system and use of a computerised diary • To demonstrate a working knowledge of relevant IT systems within Manx Care • Work with the development of new systems in such a way that data produces meaningful reports which inform service delivery and improvements • PIP system – pay-related factors, sickness and leave • Performance Databases – working to develop dashboards for performance reports across PT and Manx Care which involve multiple teams (including GP Practices) and several different IT systems • Develops and presents strategically relevant care, quality and safety reports • Service SharePoint – responsible for ensuring all relevant PT policies and procedures are available and maintained.
<p>Research & Development</p>	<ul style="list-style-type: none"> • Develop and establish research partnerships • Critically appraise and synthesise the outcomes of relevant research, evaluations and audits and apply them to improve practices • Continually evaluate and audit the practices of self and others, selecting and applying a broad range of valid and reliable evaluative approaches and methods, which are appropriate to needs and context • Lead the development of research projects, advising practitioners on the application of research, dissemination and publication of research findings • Able to develop research protocols and study documentation in partnership with others • Develop and maintain Area audit plans contributing the wider AHP audit programme • Prepare regular Area reports on progress with the audit programme • Promote clinical audit, service evaluation and research across the organisation.

Freedom to Act	<ul style="list-style-type: none"> • Responsible and accountable for their own actions and to ensure that all Physiotherapy staff working within Manx Care enjoy the same freedom to act • Responsible and accountable for freedom to act within the framework of Manx Care Policies and the HCPC standards of practice uses initiative and to act independently • To act in ways that support equality and diversity and the rights of individuals, ensuring own practice is in accordance with Manx Care policies. Identify and act when own or others' action undermines equality and diversity • As senior leadership team member objectives are agreed with Head of AHPs - Therapies the post holder has freedom on how these are achieved and prioritised.
Confidentiality	<p>In the course of your duties, you may have access to confidential material about patients, members of staff or other business of Manx Care. On no account must information relating to identifiable patients be divulged to anyone other than authorised persons, for example, medical, nursing or other professional staff, as appropriate, who are concerned directly with the care, diagnosis and /or treatment of the patient. If you are in any doubt whatsoever as to the authority of a person or body asking for information of this nature, you must seek advice from your manager. Similarly, no information of a personal or confidential nature concerning individual members of staff should be divulged to anyone without the proper authority having first been given. Failure to observe these rules will be regarded by your employers as gross misconduct which could result in disciplinary action being taken against you. In the case of information held on computer systems, you may be held personally liable if you in any way knowingly contravene the appropriate terms of the Data Protection Act 2018.</p>
Health & Safety	<p>It is the duty of all employees to work in such a way that accidents to themselves and to others are avoided, and to co-operate in maintaining their place of work in a tidy and safe condition, thereby minimising risk. Employees will, therefore, refer any matters of concern through their respective line managers. Similarly, it is each person's responsibility to ensure a secure environment and bring any breaches of security to the attention of their managers.</p>
Safeguarding	<p>The Isle of Man is committed to safeguarding and promoting the welfare of children, young people and adults at risk and expects staff to share this commitment. Staff must work in accordance with all health and social care policies relating to safeguarding.</p>
CARE	<p>In Manx Care we pride ourselves on being Committed and passionate, Accountable and Reflective, Respectful and Inclusive and Excellent and Innovative. CARE represents what we are about, what we stand for and what we value. All our recruitment, performance management and development are based on our CARE ethos.</p>
<p>JOB DESCRIPTION AGREEMENT</p> <p>I have read and agree with the content of this job description and accept that the role will be reviewed annually as part of the development review process.</p>	

Job holder's name (please print)

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Job holder's signature

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Line manager's name (please print)

.....

Line manager's signature

.....

Date

.....

Date

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JOB DESCRIPTION APPENDIX 1

Physical, mental & emotional demands of the job and working conditions

Physical effort	<ul style="list-style-type: none">• Prolonged periods of time in sitting at computer• The post holder may be required to carry out the following when undertaking direct clinical contact which will generally constitute less than 10 – 15% of contracted hours• The post holder will be required to work in confined spaces for example beside a bed, with various pieces of equipment such as a Zimmer frame, at regular intervals• The post holder is required to manoeuvre wheelchairs with and without patients in situ, and to transfer patients between equipment (bed to chair) using hoists (after appropriate training) and designated transfer equipment such as a slide sheet and transfer boards. This could require the pushing of a heavy load, depending on the weight of the patient• The post holder is also required to manoeuvre weighty equipment such as hydraulic beds, pushing & lifting ultrasound/electrical equipment and traction parts (approximate weight 5kg.) for distances up to 20m• Pushing, pulling and lifting gym equipment e.g. step bench, dumbbells, wobble board on an occasional basis• The post holder will be expected to carry out manual assessment with moderate physical effort• Within the working day the post holder will regularly be lifting limbs in order to assess joints, muscles, neurological deficits and will also need to position patients in order to carry out• The post holder is required to teach and assist patients to walk up and down a flight of stairs. The patient may be using walking aids, e.g. crutches, and have their leg in plaster• Manual therapy involves a high amount of physical effort to carry out repetitive techniques such as joint mobilisation, deep friction massage in the orthopaedic and musculoskeletal areas, percussion and vibrations in the respiratory setting. This puts a great deal of pressure through joints in the hands and needs to be sustained for relatively long periods of time (15min)• The post holder is required to do repetitive movements as part of their work (mobilising backs various treatment whilst leant over patients, mobilising a knee whilst crouching/kneeling on the floor/sat on small chair, kneeling on the floor placing feet in the correct position whilst teaching someone to walk correctly possibly after surgery or CVA) these activities can last 20-30mins at a time.
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Mental effort	<ul style="list-style-type: none"> • Prolonged periods of intense concentration when preparing for and attending meetings, whilst writing reports or preparing management information of a complex nature e.g. checking detailed documents including budgetary reports and invoices, staff claim forms and statistical information • Concentration is required for one-to-one meetings with staff, or meetings with larger groups of staff • Coping with frequent interruptions to respond to queries from staff, patients or colleagues, throughout the day • Working to deadlines to prepare required information/reports etc. • Working under pressure with unpredictable workload and work patterns daily • The post holder may be required to carry out the following when undertaking direct clinical contact which will generally constitute less than 10 - 15% of contracted hours • The post holder is expected to assess and diagnose patients and then produce a treatment plan related to the patient. An average assessment can take 40 mins to one hour; An average treatment can take 30 mins. Throughout the assessment the post holder is drawing upon up to date clinical knowledge and continuously using clinical reasoning skills • When working in out-patients the caseload is predictable, but a different patient is seen every half hour (or hour if a new patient) so that the post holder must concentrate the 6 hours of the 7.2-hour day • New patients require a full assessment, the duration of which is dependent on their condition which will be as long as one hour in patients with complex conditions.
Emotional effort	<ul style="list-style-type: none"> • Responsible for responding to patient complaints regarding professional issues. This may occasionally lead to exposure to verbally aggressive and abusive patients or relatives • Supporting staff who are upset; giving unwelcome news to staff e.g. following unsuccessful interviews (occasional), informing patients of long waiting lists • Responsible for the administration of Disciplinary, Capability or Grievance procedures for Service staff • Giving emotional support to Clinical Team Leaders who may have been involved in distressing situations with patients (e.g. following the death of a patient, dealing with difficult patients or carers) or with staff (e.g. managing staff performance, difficult behaviour, distress; debriefing). occurs on most working days • Constant interruption in work when in the office on a daily basis, often being called away from planned work to deal with operational issues; urgent demands for responses; other service priorities and may not be able to return to task for several hours • Working under pressure daily. • Problem solving and evaluating options daily • The post holder will care for and treats patients with distressing conditions on an occasional basis e.g. treating patients with degenerative illnesses, respiratory and neurological conditions and following major surgery, including amputations. This may also

	<p>include critically ill and dying patients. This exposes the post holder to the highly distressing physical and emotional circumstances of the chronically/ terminally ill patient and the distress of their relatives/carers</p> <ul style="list-style-type: none"> • The post holder may be expected to give unwelcome news regarding medical prognosis • The post holder is expected to give unwelcome news to patients, parents and/or carer, for example, where outcome expectations are unrealistic in relation to rehabilitation potential This will require the post holder to deal with patients that may be psychologically distressed by their situation (loss of employment/sickness absence/family strain/benefit situations) e.g. the patient's condition may prevent them from working or doing recreational activities, or may have an adverse impact on their family lives • The post holder will be required to display empathy, have good re-assurance skills and be sensitive towards patients, relatives and carers anxieties on an occasional basis.
Working conditions	<ul style="list-style-type: none"> • Required to use a vehicle daily to visit all island sites where Service is delivered • Required to use a computer for at least 50% (frequently more) of the working day for email communication, the preparation of reports, for recording information and to access the internet for updating knowledge • Occasional contact with aggressive verbal behaviour, when dealing with patient complaints or service issues • The post holder may be subject to the following when undertaking direct clinical contact which will generally constitute less than 10 - 15% of contracted hours • The post holder will be subjected to environments which can sometimes be highly unpleasant / hazardous for example: Unpleasant smells (patient odour and wounds), non-household waste (dressings /bedding/needle stick injuries). Infectious materials & body fluid (blood / vomit /sputum / urine/faeces/ secretions/ lice /fleas) • The post holder is required to deal with and work closely with hazardous chemicals such as nebulised drugs and oxygen. • The post holder is required to work in an area that may expose them to needle stick injury.
<p>Agreement of above description</p> <p>I have read and agree with the content of this job description and accept that the role will be reviewed annually as part of the development review process.</p> <p>Job holder's name (please print)</p> <p>Job holder's signature</p> <p>Line manager's name (please print)</p>	<p>Date</p>

Line manager's signature	Date
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Person Specification

Criteria for selection	Attributes	Essential (E) or Desirable (D) requirements	Method of assessment
Qualifications	<ul style="list-style-type: none"> • BSc in Physiotherapy • Master's Degree in relevant clinical field, or equivalent qualifications/experience • HCPC registered practicing Physiotherapist • Evidence of recent on-going personal development and CPD • Evidence of Audit and Benchmarking of clinical services • Evidence of Service Development and Project Management • Strategic awareness of Manx Care directions of travel, Mandates and Required Outcome Frameworks • Evidence of management at team lead level • Extended scope clinical practitioner e.g. ACP or ESP • Involvement in national initiatives, relevant research, 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>D</p>	<p>CV</p> <p>Interview</p>
Knowledge & Experience	<ul style="list-style-type: none"> • Expert knowledge of physiotherapy services and management of teams • Demonstrable evidence of working as a highly specialised clinical PT • Experience of leading a team or teams, with MDT involvement and collaboration with other service areas • Up-to-date portfolio of relevant and demonstrable CPD • Experience of working with the HCPC • Experience of change management 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>D</p>	<p>CV</p> <p>Interview</p>
CARE	<ul style="list-style-type: none"> • Commitment to Manx Care values, demonstrate these in all aspects of work • Understands the particular challenges facing modern health 	<p>E</p> <p>E</p>	<p>Interview</p>



	<p>and care on the Isle of Man and the relevance of how PT can play its part</p> <ul style="list-style-type: none"> • Respect for all patients and service users; for self, teams, colleagues in all areas, and able to demonstrate this publicly and without bias • Commits to growing an excellent PT service with professional leadership evident throughout all aspects of this role 	<p>E</p> <p>E</p>	
Personal Attributes	<ul style="list-style-type: none"> • In –depth knowledge of patient pathways and where PT fits in with these • Understands approach to continuous quality improvement • A strong understanding of Professional Leadership and what it entails • Understands importance and relevance of Health and Safety applications within PT and the wider clinical team • Ability to plan and organise a range of complex activities, the formulation of plans and working with Head of Therapies on the strategic direction of PT within Manx Care • Able to lead, motivate and inspire others • Able to present well, speak well within a public forum • Demonstrates resilience, confidence and self-belief as well as humility and understanding of others’ points of view or position • Able to work to deadlines, be flexible and work under pressure • Committed to promoting diversity and aware of equal opportunities • Ability to handle detail within strategic plans and make informed decisions and judgements involving highly 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>CV Interview</p>

	<p>complex facts or situations requiring analysis or comparison of a range</p> <ul style="list-style-type: none"> • Strong analytic and critical reasoning skills in order to identify and initiate resource and quality of service improvements across a number of sites which are key to the success of delivery • Role-modelling professional conduct, openness and inclusion • Encourage innovative thinking in self and others 	<p>E</p> <p>E</p> <p>E</p>	
Other Relevant Requirements	<ul style="list-style-type: none"> • Commitment to Manx Care values, demonstrate these in all aspects of work • Understands the challenges facing modern health and care on the Isle of Man and the relevance of how PT can play its part • Respect for all patients and service users; for self, teams, colleagues in all areas, and able to demonstrate this publicly and without bias • Commits to growing an excellent PT service with professional leadership evident throughout all aspects of this role • Driving licence and access to own vehicle • Satisfactory Police Check • IOM Worker 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p>	<p>Pre-employment checks</p> <p>Interview</p> <p>Application</p>