

SKILLS FRAMEWORK FOR HEALTHCARE SKILLS MAP - SENIOR PHYSIOTHERAPIST

Sector	Healthcare			
Track	Physiotherapy			
Occupation	Physiotherapist			
Job Role	Senior Physiotherapist			
Job Role Description	<p>A Senior Physiotherapist is an advanced practitioner in helping clients restore mobility, function and independence through a detailed assessment of problems and individualised treatments. S/He works in a multidisciplinary team to ensure a high standard of clinical practice and professional conduct in all areas of client care. S/He has advanced expertise and knowledge in her/his specialty area. S/He monitors the caseloads and performance of junior therapists and provides supervision as needed.</p> <p>S/He may work in various settings such as but not limited to public and private institutions, sports teams, acute hospitals, community hospitals, rehabilitation centres, voluntary welfare organisations, schools, integrated and long-term care facilities and clients' homes and work environments. S/He may also work as part of a collaborative, interdisciplinary team which may include teachers, nurses, doctors, audiologists, psychologists, social workers, occupational therapists and speech therapists.</p> <p>S/He should have initiative and be sensitive to the needs of her/his clients. S/He should possess management skills, leadership skills and problem-solving skills.</p>			
Critical Work Functions and Key Tasks / Performance Expectations	Critical Work Functions	Key Tasks		Performance Expectations (For legislated / regulated occupations)
	Conduct client assessment and therapy planning	Conduct physical, psycho-social, discipline specific and impairment-based assessments to determine required therapeutic interventions		In accordance with: • Allied Health Professions Act (Chapter 6B)
		Evaluate history and physical examination findings using clinical reasoning to develop an appropriate patient-centric intervention plans		
		Formulate client-centred and SMART (Specific, Measurable, Attainable, Relevant, Timely) goals in collaboration with clients and relevant stakeholders		
		Select appropriate and specific outcome measures to enable evaluation of therapy progress and outcomes		
		Document results of case history taking, assessment results, therapy plans, interventions, goals and outcome measures		
		Provide therapy recommendations		
		Communicate the assessment results, therapy plans, goals and outcome measures to clients and other relevant stakeholders		
		Prescribe assistive devices and equipment according to clients' needs		
	Perform therapy interventions and client education	Perform appropriate interventions based on findings, goals and treatment plans		
Evaluate therapy progress and outcomes using selected therapy outcome measures at regular intervals				
Modify therapy plans based on client performance, motivation, safety as well as therapy outcome measures collected				
Communicate the intervention plans, outcome measures, progress and discharge criteria to clients and relevant stakeholders				

	Empower clients and caregivers on methods to enhance health, mobility and function	
	Provide clients and caregivers with education and training in self-management	
	Assist to develop and implement client and caregiver educational materials and training programmes	
	Formulate discharge and continuity of care plans based on client performance in consultation with relevant stakeholders	
	Facilitate community integration through collaboration with community partners as required	
Provide supervision and team development	Mentor therapists and support staff for professional development	
	Plan induction and clinical orientation for new team members	
	Assist to conduct staff appraisals and staff development plans	
	Manage minor staff conflicts or disciplinary issues involving junior staff	
Manage specialty areas of clinical services	Participate in the development of clinical practice guidelines	
	Implement evidence-based practices in specialty areas of clinical services	
	Update clinical practice guidelines	
Manage risk and quality	Report client incidents to supervisors	
	Review client incident reports documented	
	Conduct service and clinical audits	
	Review audit findings at team level	
	Identify safety risks and issues	
	Recommend preventive and corrective care measures	
	Perform measures to ensure workplace safety and health	
	Formulate preventative measures for clinical adverse events	

	Perform clinical administration and operations	Oversee inventory management and equipment maintenance required for therapy services		
		Participate in the development and promotion of new clinical services in therapy		
		Monitor team-based key performance indicators		
		Manage client feedback		
		Plan manpower allocation for therapy team		
		Provide recommendations for budgets		
		Review unit and task work processes on policy and procedures		
		Oversee the maintenance of clients' records		
	Participate in continuing education and research activities	Assist to lead research and/or quality improvement initiatives		
		Provide feedback on educational activities		
		Participate in continuous professional development		
		Develop education activities to meet the learning needs of staff and students		
		Deliver training		
		Plan continuing education programmes for support staff and therapists		
		Participate in research projects to contribute to evidence-based practice guidelines		
Skills and Competencies	Technical Skills and Competencies		Generic Skills and Competencies	
	Analysis of Research Data	Level 4	Communication	Intermediate
	Audit Management	Level 4	Interpersonal Skills	Intermediate
	Case History Taking in Physiotherapy	Level 4	Decision Making	Intermediate
	Change Management	Level 4	Problem Solving	Intermediate
	Client Advocacy	Level 4	Teamwork	Intermediate
	Client Assessment for Physiotherapy	Level 4		

	Client Education in Rehabilitation Therapy	Level 4		
	Clinical Governance	Level 4		
	Clinical Incident Management in Rehabilitation Therapy	Level 4		
	Clinical Record Documentation and Management in Rehabilitation Therapy	Level 4		
	Clinical Services Development	Level 4		
	Clinical Teaching and Supervision	Level 4		
	Continuous Improvement Management	Level 4		
	Data Collection and Management	Level 4		
	Department Financial Management	Level 4		
	Development on Intervention Plan for Physiotherapy	Level 4		
	Effective Client Communication	Level 4		
	Emergency Response and Crisis Management	Level 4		
	Environmental Assessment and Modification for Physiotherapy	Level 4		
	Goal Setting in Rehabilitation Therapy	Level 4		
	Group Therapy Planning and Implementation	Level 4		
	Health Promotion	Level 4		
	Individual and Cultural Diversity	Level 4		
	Infection Control	Level 4		
	Inter-professional Collaboration	Level 4		
	Inventory Management in Rehabilitation Therapy	Level 4		
	Learning Needs Analysis	Level 4		
	Management of Stakeholders	Level 4		
	People Management	Level 4		
	Performance Management	Level 4		
	Professional Consultation	Level 4		
	Professional, Legal and Ethical Healthcare Practice	Level 4		
	Programme Delivery	Level 4		
	Programme Design	Level 4		

	Programme Evaluation	Level 4		
	Project Management	Level 4		
	Reflective Practice	Level 4		
	Research Proposal Development	Level 4		
	Research Translation	Level 4		
	Risk Management	Level 4		
	Scientific Writing and Communication	Level 4		
	Service Quality Management	Level 4		
	Strategy Development	Level 4		
	Strategy Execution	Level 4		
	Therapeutic Equipment Prescription in Physiotherapy	Level 4		
	Therapy Discharge Planning	Level 4		
	Therapy Intervention Evaluation	Level 4		
	Therapy Intervention Implementation	Level 4		
	Workforce Planning	Level 4		
	Workplace Safety and Health	Level 3		
	Workplace Violence	Level 4		
Programme Listing	For a list of Training Programmes available for the Healthcare sector, please visit: www.skillsfuture.sg/skills-framework/hc			