

THE POLICE TREATMENT CENTRES



**A FORCE FOR PROMOTING AND
IMPROVING HEALTH & WELLBEING**

CANDIDATE PACK



**ROLE: PHYSIOTHERAPIST
CASTLEBRAE, AUCHTERARDER**

INTRODUCTION & WELCOME

Dear Candidate

I would like to take this opportunity to thank you for your interest in this role at The Police Treatment Centres (PTC).

The PTC is a superb facility, and it is a great privilege for me to be the CEO of an organisation supporting the Police Family.

The next few years will be a tremendously exciting time for the PTC, our donors and our patients, as we enhance our facilities, real estate, and the quality, diversity and adaptability of our treatment programmes.

We want an exceptional colleague who exemplifies and champions our values and behaviours; informed, compassionate driven and putting the police family at the Centre of what we do. It's an incredibly exciting time to be part of our team.

The PTC is also proud that we are working towards being a truly diverse organisation. Our growing commitment to equality and diversity spans across our organisation and we pride ourselves in being an inclusive employer.

So, if you feel you have the skills and experience that we are looking for and share our determination to provide class leading care to our police family patients, then we would be delighted to hear from you.

Patrick Cairns

Patrick Cairns
Chief Executive



ABOUT THE POLICE TREATMENT CENTRES

Every year the Treatment Centres helps thousands of Police Family donors who have been injured or have fallen ill to return to better health and wellbeing.

The Treatment Centres is an independent charity which relies on the support from the Police Family. It costs almost £6.5 million each year to keep the two treatment centres operating and provide the treatment our Officers so desperately need.

Our vision is to establish the Police Treatment Centres as a centre of excellence that delivers class leading treatment for our Police Family patients for their physical and psychological injuries, conditions and illnesses. Through our work, we want to support and encourage the Police Family's return to better health as swiftly as possible.

"You cared for me, you understand, you listened. I cannot recommend the wellbeing course highly enough, exactly what I needed."

"I haven't met one member of staff who hasn't been a credit to the PTC. Everyone was extremely helpful, kind and supportive."

Join a Charity with over 120 years of experience

The Police Treatment Centres, **St Andrews**, (previously known as the Northern Police Convalescent Home), officially opened in Harrogate, North Yorkshire in 1903 and still occupies the same site on Harlow Moor Road today.

In 1996, a major new development took place with the opening of **Castlebrae**, the Police Treatment Centre in Auchterarder, Perthshire.

The Centres have greatly expanded and, over the years, the services provided have developed to meet the changing nature of Police work.



WHY WORK WITH US?

The PTC is a national Police Charity supporting those with physical and psychological injuries, conditions and illnesses; with the aim of assisting their return to better health and wellbeing.

The PTC team is made up of dedicated, skilled employees and committed volunteers who work with the Police Family and offer support when they need it most. Join us and you can make a difference to members of the Police Family in their time of need.

The PTC has key values helping us delivery first-class service:

- To put our Patients and their needs at the core of everything we do.
- To put the Police Family at the centre of our work
- To strive for excellence in the quality of our facilities, care and treatments.
- We seek to nurture a working environment where colleagues feel valued and experience an atmosphere of mutual respect and absolute integrity in relationships

The PTC is proud of our commitment to our employees, and we aim to be an employer of choice; offering an environment where all employees feel equally valued, their personal and professional growth is encouraged and contributions are recognised.

Our vision is to establish the PTC as a centre of excellence is shown through our commitment to paying the real living wage and investing in our people and their development.

In return, we believe we offer a unique working environment and employee benefits package.

If you would like to work for a Charity where people are given the opportunity to take responsibility and demonstrate a “can do spirit” then we would like to hear from you.

The PTC; supporting you whilst you are supporting the Policing Family



OUR BENEFITS



LIVING WAGE EMPLOYER

The Police Treatment Centres (PTC) is an accredited Living Wage Employer! This means that every member of staff working for the PTC will earn a real Living Wage.



ANNUAL LEAVE

28 days Holiday + 8 Bank Holidays, raising after 5 & 10 years' service, plus two weeks leave at Christmas (saving a proportion of leave from your allowance).



LIVE WELL. WORK WELL.

We offer various benefits to inspire and support you to live a healthy life, at home and at work, including free Car Parking and free access for you and two family members to our class leading gym, swimming pool and hydrotherapy pool. Plus an Employee reward scheme.



FINANCIAL WELLBEING

Employee discounts through the Blue Light Card and Medicash Healthcare Scheme to many high street and internet companies. A Christmas Bonus and reward schemes that recognise length of service. We also offer a Competitive pension scheme.



HEALTHCARE

Access to Bluline Healthcare Scheme. Emotional, wellbeing, legal and financial advice via free Medicash Healthcare Cashplan.



ENHANCED MATERNITY AND PATERNITY

Enhanced maternity and paternity pay available for employees.

JOB DESCRIPTION

Job title	Physiotherapist
Location	Castlebrae, Auchterarder
Reporting To	Head Physiotherapist

Job Purpose

To assist the Head Physiotherapist in delivery of the physiotherapy services for The Police Treatment Centre, Castlebrae.

Responsible for the advanced assessment and treatment of patients who may have highly complex acute or chronic presentation.

Main Clinical Duties

- Perform a highly specialist assessment of patients who attend the Police Treatment Centre.
- Maintain a full clinical list, including organizing and leading classes where appropriate.
- Be responsible for diagnosis and formulation of individualised management and treatment plans, utilising a wide range of treatments skills / options to formulate a specialised programme of care.
- Assist in developing and enhancing physiotherapy services
- Assist in implementing and evaluating changes in clinical practise.
- Adhere to national clinical guidelines, help develop local protocols.
- Assist in auditing and evaluating departmental clinical effectiveness.
- Have a full knowledge of Health & Safety requirements within your department.
- Attend in-service learning & development and, where appropriate and in line with departmental objectives, external development courses to provide continuous professional development.

- Demonstrate good communication skills with other departments and clients.
- Adhere to Charity policies and legal requirements.
- Attend meetings, presentations, conferences etc. as required, both internally and externally to the charity.
- And undertake any other appropriate duties commensurate within the role.

The purpose of this document is to act as a guide to the duties which may be required. It is not an exhaustive list and other duties may be required in accordance with the grade of the post and the competencies of the post holder. The job description from time to time may be subject to review and change following consultation with the post holder.

PERSON SPECIFICATION

Criteria	Essential	Desirable	Evidence
Education/Qualifications			
<ul style="list-style-type: none"> Degree in Physiotherapy HPCP Registration Current membership of CSP Evidence of continuing professional development 	E E E E		Application Form Application Form Application Form Application Form
Knowledge & Experience			
<ul style="list-style-type: none"> Minimum of 3 years post qualification experience Substantial musculoskeletal experience Experience in Pilates / JEMS / Kinetic Control Experience in managing junior staff/assistants/students Experience of clinical audit & protocols 	E	D D D D	Interview Interview Interview Interview Interview
Skills & Abilities			
<ul style="list-style-type: none"> Advanced and specialist skills in the application of a broad range of techniques in manual therapy Excellent communication skills – written, verbal and listening Teaching skills Keyboard & IT Skills Must be able to use own judgement to decide on the most appropriate course of action across a range of options. 	E E E E		Interview Interview Interview Interview
Personal Qualities			
<ul style="list-style-type: none"> Flexible/adaptable to service/team needs Personally and professionally responsible Physically fit for the post which requires moderate physical activity Motivated & Enthusiastic Independent & Good Initiative 	E E E E E		Interview Interview Interview Interview Interview
Other Information	PTC positively welcomes applications from all sections of the community.		

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RESIDENTIAL &
ONLINE
PHYSIOTHERAPY



PSYCHOLOGICAL
WELLBEING



FITNESS
CLASSES



COUNSELLING



HYDROTHERAPY
POOL



SUPPORT CLASSES
& WORKSHOPS



SWIMMING
POOL



COMPLEMENTARY
THERAPY



TENNIS
COURTS



NURSING



ACCOMMODATION



CATERING



 01423 504448 or 01764 664369

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 www.thepolicetreatmentcentres.org