**Association of Chartered Physiotherapists
in Occupational Health and Ergonomics**

Behaviours, knowledge & skills required by Physiotherapists for working in Occupational Health

Version 5: 2015

Gwyn Owen and Nicola Hunter

23/3/2015

Behaviours, knowledge & skills required by Physiotherapists for working in Occupational Health

This paper presents the specific behaviours, knowledge & skills required for physiotherapy practice in Occupational Health. It is derived from the paper describing Behaviours, knowledge & skills required by AHPs.

The framework of behaviours, knowledge & skills required for working in Occupational Health can be used:
- to promote the role & added value of AHPs working in an Occupational Health setting (to policy-makers/commissioners/service planners/employers etc);
- by individuals/organisations wanting to develop programmes of education to support the development needs of the AHP workforce in Occupational Health;
- to promote & develop AHP careers in Occupational Health (to the public/new AHP graduates/practitioners considering a move into Occupational Health);
- to understand the behaviours/knowledge/skills shared by AHPs working in Occupational Health & the unique contribution each profession brings to an Occupational Health setting.
- By the Association of Chartered Physiotherapists in Occupational Health and Ergonomics (ACPOHE) to define the behaviours knowledge and skills for physiotherapists who work in occupational health and ergonomics and to provide a standard for registered membership of ACPOHE .

Overview of AHPs in Occupational Health [have structured content to reflect the structure of the framework (values; knowledge; skills)]

AHPs in Occupational Health use their professional knowledge & skills, together with skills for interaction & decision-making/problem-solving to assess the Occupational Health needs of the workforce, & to design & deliver personalised advice & interventions that maximise an individual's performance at work. This combination of knowledge & skills means that Occupational Health practitioners contribute to the productivity of the workforce, & play a key role in the tri-partite relationship between the individual worker, the employer & other members of the Occupational Health team.

AHPs in Occupational Health are autonomous professionals. This means that they can accept referrals for assessment from a range of sources. The values underpinning AHPs' practice in Occupational Health means that practice is both ethical & effective. The evidence-base underpinning their practice is constantly evolving as practitioners develop new knowledge & understanding through critical reflection, evaluation & research. By maintaining strong links between clinical & academic settings, AHPs inform & respond to developments in practice, education or research to deliver high quality innovative services that are accessible, effective & efficient.

Analysis of a range of documents describing Occupational Health practice:
- analysis/risk assessment of the referral for an Occupational Health assessment to make an informed decision about whether to accept/decline the referral, &/or need for referral to another professional;
- assessment of the individual's needs (physical, psychological & social) & their capacity for work & assessment of potential risks associated with work;
- personalised goal-setting – informed by assessment of occupational, physical, psychological, social, & environmental factors & demands;
- advice/education about necessary adjustments required to occupational practices & environments to enable the individual to remain in (or return to) employment;
- design & implementation of a evidence-based programmes of intervention (e.g. assessment and treatment, rehabilitation, work-hardening, work place adaptions or modifications, education and training) that enables the individual or groups of clients to meet the occupational demands of their employer;

Behaviours, knowledge & skills required by Physiotherapists for working in Occupational Health

- design & implementation of a evidence-based programmes of intervention (e.g. health promotion) that enables the individual or groups of clients to improve their health and wellbeing for the mutual benefit of both employer and employee;
- evaluation & adjustment of the intervention & goals – to ensure that programme continues to be effective/efficient/safe for the individual & employer

Depending on the context & level of the role, practitioners may also be involved in:
- evaluation of an existing Occupational Health service;
- designing & implementing an Occupational Health service to meet the needs of a specific employer & their workforce;
- designing & conducting research in Occupational Health & disseminating the outcomes of the research;
- education/training of others e.g. individuals or groups within a workforce own profession, other professional groups, locally, nationally & internationally;
- promotion of the added value of Occupational Health services - locally (e.g. to local employers), regionally (e.g. to service planners, regional government), nationally (e.g. to politicians & decision makers)

Framework structure
The structure of the framework reflects that AHP practice in Occupational Health is a complex intervention made up of many different sets of behaviours, knowledge and skills - all essential to practice. No one element can be defined as the 'active ingredient' which makes practice effective. The individual elements that make up practice ultimately influence one another - a real example of the whole being greater than the sum of its component parts (as illustrated in figure 1).

At the heart of practice in Occupational Health is a set of **values** which inform the behaviour of AHP practitioners, and the knowledge & skills that the workforce uses & develops. The **knowledge and understanding** layer of the framework describes the theoretical & applied knowledge required for practice in Occupational Health – which is used in practice to underpin an individual's **practice skills**. While there are elements of knowledge & understanding & practice skills that are shared across all AHPs working in Occupational Health (e.g. understanding of the ethical & legal context of Occupational Health practice), some aspects may be more developed in a particular profession – according to their role/profession's scope of practice. The final layer of the framework is made up of **generic behaviours, knowledge & skills** – shared by all AHPs working in Occupational Health. This layer can be subdivided into behaviours, knowledge & skills for interacting; & behaviours, knowledge & skills for problem-solving & decision making.
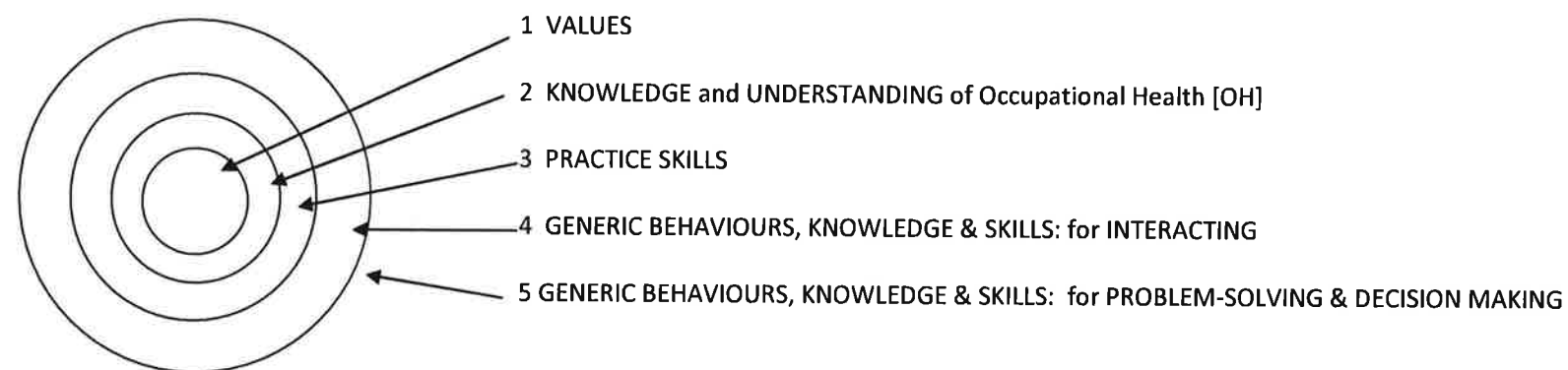
1 VALUES

2 KNOWLEDGE and UNDERSTANDING of Occupational Health [OH]

3 PRACTICE SKILLS

4 GENERIC BEHAVIOURS, KNOWLEDGE & SKILLS: for INTERACTING

5 GENERIC BEHAVIOURS, KNOWLEDGE & SKILLS: for PROBLEM-SOLVING & DECISION MAKING

Behaviours, knowledge & skills required by Physiotherapists for working in Occupational Health

Figure 1: structure of framework domains
The domains are divided into 5 main groups
- Values
- Knowledge and understanding in Occupational Health and Ergonomics
- Practice skills
- Generic behaviours knowledge and skills for interacting
- Generic behaviours knowledge and skills for problem solving and decision making

Each main group has subgroups.

The framework presents the behaviours, knowledge & skills required by AHPs (Occupational Therapy, Physiotherapists, Psychologists) to work in Occupational Health. The four levels of behaviours, knowledge & skills defined by the framework are broadly aligned with the educational qualification descriptors (QAA, 2008; SCQF, 2007) for a Batchelor's degree [A & B]; a Master's degree [C] & Doctoral degee [D]. It is hoped that use of these levels will provide a recognisable pathway for individual practitioners seeking to develop a career in Occupational Health.

The document is currently structured:
- Framework of behaviours, knowledge & skills used by AHPs to practice in Occupational Health – described at 4 levels (ABCD)
- Appendix 1 maps the domains of behaviours, knowledge & skills listed in the table against the following competency frameworks/standards of practice:
  - Case Management Society UK (2009) Standards & best practice guidelines (2nd ed). London; CMSUK
  - Chartered Society of Physiotherapy (2010) Physiotherapy Framework: putting physiotherapy behaviours, knowledge & skills into practice. London; CSP.
  - College of Occupational Therapy (2006) Postgraduate qualifying framework. London; COT
  - Department of Health(2004) The NHS knowledge & skills framework & the development review process. London; DoH
  - Health Professions Council (2008) Standards of conduct, performance & ethics. London; HPC
  - Health Professions Council (2007) Standards of Proficiency: Psychologists. London; HPC
  - Public Health Resource Unit/Skills for Health (2008) Public health skills & career framework. Oxford; PHRU

Appendix 2 presents two examples of how the individual domains work together to enable an individual to perform a specific task (have taken the example of conducting a workplace assessment, & leading a team).

Appendix 3 relates the framework to the ACPOHE salary and grading document

Appendix 4 This links to the ACPOHE courses. These indicate the current Level B knowledge and skills required in OH practice. This can be used to check the level of knowledge and skills required for specific competencies

Appendix 5 is working party members

Behaviours, knowledge & skills required by Physiotherapists for working in Occupational Health

Behaviours, knowledge & skills required by Physiotherapists for working in Occupational Health

The behaviours, knowledge & skills used by AHPs to practice in Occupational Health:

1 VALUES				
Level	A	B	C	D
VALUES Altruism; Advocacy; Honesty & integrity; Compassion & caring; Accountability for decision making & actions; Fulfilment of duty of care & social responsibility; Commitment to excellence. Impartiality	Values are not described at a specific level but are expressed through the behavioural elements of other domains within the framework.			

2	**Knowledge & understanding of Occupational Health [OH]** **Knowledge base : OH is generally not compulsory and may not be introduced in the undergraduate curriculum. Areas where specialist knowledge and understanding are required will have to be developed in post graduate education**				
	Level	A	B	C	D
2.1	**Building on undergraduate knowledge**				
2.1.1	**Structure & function of the human body (undergraduate)**	Working to consolidate the knowledge gained from qualifying programme practice	Continuing to consolidate the knowledge gained from qualifying programme, & learning how that knowledge transfers from other areas/specialisms of practice into an Occupational Health	Demonstrate a critical awareness of current problems and/or new insights through application of research or advanced scholarship techniques relevant to Occupational Health practice	Working with a body of knowledge which is at the forefront of professional practice

Behaviours, knowledge & skills required by Physiotherapists for working in Occupational Health

		Practising within straightforward & generally predictable contexts but which requires the development of Occupational Health knowledge	context Practising within more complex & some unpredictable contexts which demands innovative work which may involve exploring current limits of Occupational Health knowledge	Practising within complex, unpredictable & normally specialised contexts demanding innovative work which may involve extending the current limits of Occupational Health knowledge	Creating and / or interpreting new knowledge, through original research or other advanced scholarship, of a quality to satisfy peer review, extend the forefront of the Occupational Health discipline, and merit publication
2.1.2	Health, disease, disorder & dysfunction (undergraduate)	ditto	ditto	ditto	ditto
2.1.3	The principles & applications of scientific enquiry (undergraduate)	ditto	ditto	ditto	ditto
2.1.4	Physical and movement science (undergraduate)	ditto	ditto	ditto	ditto
2.2	Epidemiological research methods providing the knowledge and skills to evaluate research to establish causal links in the development of work relevant disease	Building new knowledge on to that gained in research methods from qualifying programme to extend scope of practice to contexts that require the application of current knowledge of epidemiology	Working to consolidate the knowledge gained from post registration programme into practice within complex & increasingly unpredictable contexts which requires the application of current knowledge of epidemiology	A systematic understanding of knowledge, much of which is at, or informed by, the forefront of professional practice in occupational health	A systematic acquisition & understanding of a substantial body of knowledge which is at the forefront of professional practice in occupational health

Behaviours, knowledge & skills required by Physiotherapists for working in Occupational Health

2.3	Clinical sciences relevant to professional practice in OH; evidence-base underpinning profession's contribution; concepts & approaches that inform the development of OH interventions	Building awareness of the wide scope of OH practice and developing knowledge a skills in areas relevant to current practice and the evidence base that supports the practice	Extending knowledge and skills across a wider area of practice or specialising in one area: ie health & safety, ergonomics, occupational health, vocational rehabilitation	Demonstrate a critical awareness of current problems and/or new insights through application of research or advanced scholarship techniques relevant to Occupational Health practice	Create & interpret new knowledge, through original research or other advanced scholarship, of a quality to satisfy peer review, extend the forefront of the Occupational Health discipline, & merit publication
2.4	Behavioural sciences relevant to professional practice in OH; occupational psychology; sociology of health & work; theories of communication, leadership & teamworking, organisations & pedagogy	ditto	ditto	ditto	ditto
2.5	Ethical principles underpinning practice in occupational health	Developing awareness, knowledge and interpretation of the legal and ethical principles and practice that underpin work in and OH setting	Uses detailed knowledge of legal and ethical framework to inform service development and delivery	Demonstrates critical awareness of legal and ethical framework underpinning OH practice and drives development of current practice	Demonstrates critical awareness of legal and ethical framework underpinning OH practice and uses research techniques to evaluate the efficacy of current practice and to drive development
2.6	UK legal & policy frameworks governing OH and including case law	Developing knowledge of UK legal & policy frameworks governing OH and interpretation of these in an OH setting	Uses detailed knowledge of UK legal & policy frameworks governing OH to inform service development and delivery	Demonstrates critical awareness UK legal & policy frameworks governing OH practice and relevant case law and uses this knowledge to drive development of current practice	Demonstrates critical awareness of UK legal & policy frameworks governing OH practice and uses research techniques to evaluate the efficacy of current practice and to drive development

Behaviours, knowledge & skills required by Physiotherapists for working in Occupational Health

2.7	**Organisational factors and their impact on work and health**	Developing an understanding of working within and for a clients organisation/s to deliver a service that contributes to that organisations success	Demonstrates insight into a client's organisational factors, and their impact on work and health of the OH team and the workforce	Acts on insights into the impact of organisational factors on work and health improve the health and wellbeing of the OH team and the workforce	Demonstrates ability to undertake qualitative and quantitave research to gain a detailed understanding of organsiational factors. Uses research outcomes to influence and create change within an organisation to improve the health and wellbeing of the workforce
2.8	**Commercial knowledge including the need for and methods to make a business case for occupational health, rehabilitation and ergonomic services**	Demonstrates the ability to undertake accurate and timely collection and reporting of pre agreed data to demonstrate efficacy of OH practice	Demonstrates the ability to select collect, analyse and report on data to demonstrate efficacy of OH practice	Demonstrates the ability to select collect, analyse and report on service efficacy in terms of clinical and business outcomes that is of a quality to merit publication as a case study	Uses research knowledge and methology to set up systems to evaluate and report on service efficacy in terms of clinical and business outcomes that is of a quality to satisfy peer review, extend the forefront of the Occupational Health discipline, and merit publication
2.9	**Applied workplace ergonomics**	Developing knowledge and understanding in the field of ergonomics and the need to develop skills in ergonomics assessment - currently refers on cases where	Uses knowledge and understanding to design and deliver services to individuals and small groups (micro-ergonomics) to analyse the risk of work tasks. Selects and appraises	Demonstrates critical awareness of the science underpinning physical ergonomics techniques. Implements ergonomics principles within a workplace to prevent and manage work relevant ill health (macro) Selects and	Demonstrates critical awareness of the science underpinning ergonomics methods through original research or other advanced scholarship, of a quality to satisfy peer review, extend the forefront of applied ergonomics in the

Behaviours, knowledge & skills required by Physiotherapists for working in Occupational Health

		ergonomic assessment is indicated	methodology in terms of its relative value in a given situation	appraises methodology in terms of its relative value in a given situation at systems level	Occupational Health discipline, & merit publication
2.10	The Bio-psycho-social model and its application to work and to disability; bio psychosocial assessment and management. Knowledge includes WHO International Classification of Functioning, Disability and Health (ICF) and its application in the design and delivery of occupational health services	Working to consolidate the knowledge gained from qualifying programme practice and to apply that knowledge in an occupational health context. Extending knowledge of disability and the relationship of work to health and health to work	Continuing to consolidate the knowledge gained from qualifying programme, & learning how that knowledge transfers from other areas/specialisms of practice into an Occupational Health context	Demonstrate a critical awareness of the bio psychosocial model and/or new insights into its application on OH through research or advanced scholarship techniques relevant to Occupational Health practice	Working with a body of knowledge which is at the forefront of professional practice. Through research or advanced scholarship techniques extending knowledge in the application of the bio psycho social model in an OH context
2.11	Disability rehabilitation and reintegration into the workplace. Identification and management of issues that affect recovery and return to work	Developing awareness of the consequences of becoming workless due to ill health Use of assessment strategies and tools to identify risk of work incapacity	Knowledge of UK policy on incapacity and work & systems to support rehab & return to work for those with long term incapacity or disability. Recognition and active management of those at risk to prevent work incapacity	Demonstrates critical awareness of UK incapacity and return to work support systems and how this relates to OH practice. Drives development of current practice in terms of identifying risk of incapacity and supporting people to return to employment	Demonstrates critical awareness of UK incapacity and return to work support systems Uses research techniques to evaluate the efficacy of current practice and to drive development in terms of identifying risk of incapacity and supporting people to return to employment

Behaviours, knowledge & skills required by Physiotherapists for working in Occupational Health

2.12	Graded and paced occupational and vocational rehabilitation (work conditioning and work hardening)	Working to consolidate the knowledge gained from qualifying programme practice and to apply that knowledge in an occupational health context in the delivery of work conditioning and work hardening programmes	Continuing to consolidate the knowledge gained from qualifying programme, & learning how that knowledge transfers from other areas/specialisms of practice into an Occupational Health context in the delivery of work conditioning and work hardening programmes	Demonstrate a critical awareness methods to grade and pace work conditioning and work hardening programmes Uses new insights into the application oof paced and graded rehabilitation in OH through research or advanced scholarship techniques	Working with a body of knowledge which is at the forefront of professional practice. Through research or advanced scholarship techniques extending knowledge in the delivery of graded and paced work conditioning and work hardening programmes
2.13	Assessment of fitness for work (work capability assessment or functional capability assessment	Developing knowledge and understanding in the field of assessment of fitness for work and the need to develop skills in work capability assessment - currently refers on cases where work capability assessment is indicated	Uses knowledge and understanding to design and deliver assessment of fitness for work services to clients Uses ability to analyse work tasks to inform the selection of tests . Selects and appraises methodology in terms of its relative value in a given situation	Demonstrates critical awareness of the science underpinning assessment fo fitness for work. Uses ability to analyse work tasks to inform the selection of tests . Selects and appraises methodology in terms of its relative value in a given situation	Demonstrates critical awareness of the science underpinning assessment of fitness for work. Through original research or other advanced scholarship, of a quality to satisfy peer review, extend the forefront of assessment of fitness for work in the Occupational Health discipline, & merit publication

Behaviours, knowledge & skills required by Physiotherapists for working in Occupational Health

| 2.14 | Health behaviour and health behaviour change | Developing knowledge and understanding of individuals health behaviours and their impact on the individuals long term health wellbeing and work capability . Provides information on factors such as diet activity and substance use when indicated. Refers on or into appropriate support programmes | Uses knowledge and understanding of health behaviours and health behaviour change to design and deliver programmes for individuals and small. Selects and appraises methodology in terms of its relative value in a given situation | Demonstrates critical awareness of the science underpinning health behaviour change, Uses knowledge to select measures to inform the stages of a programme. Selects and appraises methodology in terms of its relative value in a given situation | Demonstrates critical awareness of the science underpinning health behaviour change Through original research or other advanced scholarship, of a quality to satisfy peer review, extend the forefront of behavioural change programmes in the Occupational Health discipline, & merit publication |

Behaviours, knowledge & skills required by Physiotherapists for working in Occupational Health

Domain 3	PRACTICE SKILLS ie the skills necessary in OH to work effectively				
3.1	**Self-awareness** **the behaviour, knowledge & skills required to:** • **identify personal values, preferences & ways of working (e.g. likes & dislikes; strengths & weaknesses; emotions & prejudices; personal scope of practice), & understand how these can affect the practitioner's behaviour, judgement, & practice**	demonstrate self-awareness by using reflection on personal practice & feedback from others to identify & articulate their personal values, preferences & ways of working, & with guidance, analyse how these may influence behaviour, judgement & practice.	demonstrate self-awareness by using reflection on personal practice & feedback from others to identify & articulate their personal values, preferences & ways of working, & with guidance, evaluate how these may influence behaviour, judgement & practice.	demonstrate strong self-awareness by using critical reflection on personal practice & feedback from others to identify & articulate their personal values, preferences & ways of working, & critically evaluate how these may influence behaviour, judgement & practice.	demonstrate strong self-awareness by using critical reflection on personal practice & feedback from others to identify & articulate their personal values, preferences & ways of working, & critically evaluate how these may influence behaviour, judgement & practice.

Behaviours, knowledge & skills required by Physiotherapists for working in Occupational Health

Domain 4	Political awareness				
4.1	the behaviour, knowledge & skills required to: • identify the political, social, economic & institutional factors influencing the delivery & development of work and health programmes and the development of Occupational Health • engage with the implementation & development of policy in Occupational Health	knowledge of the political, social, economic & institutional factors that inform the delivery of Occupational Health services locally.	knowledge & understanding of the political, social, economic & institutional factors shaping the health & wellbeing economy & how they inform the design & delivery of Occupational Health services across the UK.	critical awareness of the political, social, economic & institutional factors shaping the health & wellbeing economy & how they inform the current & future design, delivery & professional development of Occupational Health services at a local & regional level.	critical awareness of the political, social, economic & institutional factors shaping the health & wellbeing economy & how they inform the design, delivery & professional development of Occupational Health across the UK.
		Has awareness of the work of professional networks, learning from discussions relevant to professional practice in Occupational Health.	Benefit from the work of professional networks, learning from discussions relevant to professional practice in Occupational Health.	Contribute to the work of professional or policy networks, relevant discussions & provide feedback to inform the implementation & development of policies relevant to professional practice in Occupational Health.	Play an active role in a wide variety of professional & policy networks that inform the development of policies that influence the shape the future of professional practice in Occupational Health.

Behaviours, knowledge & skills required by Physiotherapists for working in Occupational Health

Domain 5	Psycho-motor skills	A	B	C	D
5.1	The psycho motor skills and behaviours required to: • perform structured bio psycho social assessment on individuals with neuro-musculo-skeletal disorders in an OH context	working to consolidate & refine the performance of complex skills gained from qualifying programme	using extended skills for individual assessment relevant to OH practice perform complex skills consistently with confidence & a degree of co-ordination & fluidity, learning how those skills transfer from one area of practice to another.	demonstrate technical mastery of complex skills within unpredictable contexts	demonstrate technical mastery of complex skills within unpredictable & normally specialised contexts
		modify a technique in response to feedback (e.g. from a client, peer, supervisor)	becoming increasingly self-aware of when/how to modify a technique & less dependent on feedback from others.	modify a technique in-action	modify a technique in-action
5.2	• perform clinical assessments for a wide range of conditions that affect work capability in bio psychosocial framework	Working to consolidate & refine the psychosocial assessment skills gained from qualifying programme Extending skills to be able to identify workplace and societal obstacles to recovery and return to work for a wider range of conditions	Competent in psychosocial assessment in a wide range of conditions and able to identify and tackle barriers to return to work (Conditions are defined by scope of practice)	Competent in psychosocial assessment in a wide range of conditions and in complex situations and unpredictable contexts (Conditions are defined by scope of practice)	Undertakes psychosocial assessment in a wide range of conditions and in complex situations and unpredictable contexts. Reviews efficacy of psycho-social element of interventions through research methodology and adding to evidence base

Behaviours, knowledge & skills required by Physiotherapists for working in Occupational Health

		(Conditions are defined by scope of practice)			
5.3	• perform assessments using valid, reliable tools where available and where not using standardised testing protocols that are related to the demands of the job	Building capability to use the range of standardised measurement tools available in an OH setting	Competent in the use of a range of standardised measurement tools relevant to own area of practice	Competent in the use of a range of standardised measurement tools and will identify research regarding new and improved tools and implement into practice	Competent in the use of a wide range of standardised measurement tools, Able to identify gaps and may undertake research and development of new tools to add to the OH practice
5.4	• interpret the results of a cohort of psychosocial and functional assessment tools and use results to inform a treatment or rehabilitation programme and to monitor progress	Building capability to interpret the results of standardised measurement tools used in an OH setting and to use relevant tools to monitor progress	Competent in the interpretation of standardised measurement tools and uses tools to monitor progress towards return to work	Competent in the use of a range of standardised measurement tools and their interpretation Identifies research regarding new and improved tools and implement into practice	Competent in the use of a wide range of standardised measurement tools and their interpretation, Able to identify gaps and may undertake research and development of new tools to add to the OH practice
5.5	• design and deliver a programme of treatment or graded and paced occupational & vocational rehabilitation for individuals & groups	Building capability to design and to deliver work focused treatment and rehabilitation programmes	Competent to design and deliver work focused treatment and rehabilitation programmes and supervises others	Identifies research regarding return to work treatment and rehabilitation programmes and uses this to benchmark own outcomes and to improve practice	Undertake research and development into new ways to treat and rehabilitate to extend the knowledge and evidence base of OH practice

Behaviours, knowledge & skills required by Physiotherapists for working in Occupational Health

5.6	• Perform formal and structured workplace assessment using ergonomics tools	Recognise when a formal workplace assessment is required and refer on	build skills to undertake workplace assessment within relevant to OH practice	Demonstrate technical mastery of workplace assessment procedures Critically appraise methodology and identify strengths and weaknesses	Demonstrate technical mastery of procedures Critically appraise methodology and identify strengths and weaknesses. Build body of knowledge in the area of workplace assessment through research and development
5.7	• Reflects and evaluates own performance of psychomotor skills required for clinical practice with a view to improving skills and capability	evaluate own performance	evaluate own & others' performance	evaluate own & others' performance in unpredictable contexts	evaluate own & others' performance in unpredictable & normally specialised contexts

Behaviours, knowledge & skills required by Physiotherapists for working in Occupational Health

	Behaviours, knowledge & skills for interacting				
	Domain 6 Communicating	**A**	**B**	**C**	**D**
6.1	**Communicating** **the behaviour, knowledge & skills required to:** • **facilitate the sharing of information, advice & ideas with a range of people, using a variety of media (including spoken, non-verbal, written & e-based); in the context of ethical and legal guidliens and constraints**	use a wide range of routine communication skills to share information, ideas, problems & solutions, with individuals and within OH team.	use a wide range of routine & advanced communication skills to share specialised information, ideas, problems & solutions with audiences within Occupational Health and the workplace and relevant stakeholders.	use a range of advanced & specialised communication skills to share specialised information & ideas/engage in critical dialogue with a range of audiences within Occupational Health & beyond with different levels of knowledge & expertise.	use a broad range of advanced & specialised communication skills to share complex information & ideas/engage in critical dialogue with a wide range of audiences within Occupational Health & beyond with different levels of knowledge & expertise.
6.2	**Modify communication to meet individuals' preferences & needs client or organsiation;**	modify communication in response to feedback (e.g. from a client, peer, supervisor) to meet the needs of different audiences & to enhance user involvement.	becoming increasingly self-aware & able to modify communication to meet the needs of different audiences & to enhance user involvement & collaboration.	modify communication to take account of the needs of different audiences & demonstrate a commitment to user involvement & collaboration.	modify communication in-action to take account of the needs of different audiences & demonstrate a commitment to user involvement & collaboration.
6.3	**Engage with technology, particularly the effective & efficient use of Information & Communication Technology**	use a range of ICT to support & enhance practice	use a range of ICT to support & enhance the effectiveness of practice	use a wide range of ICT to support & enhance the effectiveness of practice.	use a wide range of ICT to support & enhance the effectiveness of practice & specify software requirements to enhance work.
6.4	**Use therapeutic communication skills to be able to tackle psycho social issues around work and health**	Building skills to ask directed questions about work to	Able to ask directed questions about work to understand	Developing and practicing therapeutic techniques eg cognitive	Practicing therapeutic techniques eg cognitive behavioural approach, or

Behaviours, knowledge & skills required by Physiotherapists for working in Occupational Health

		understand obstacles to return to work and to develop shared goals to overcome the obstacles	obstacles to return to work and to develop shared goals to overcome the obstacles	behavioural approach, or motivational interviewing, mediation skills) to recognise beliefs and behaviours that are inconsistent and to address these with the individual or other relevant stakeholders	motivational interviewing, mediation skills) to recognise beliefs and behaviours that are inconsistent and to address these with the individual or other relevant stakeholders Undertakes research and development into effective communication in OH Extends the knowledge and evidence base of OH practice
6.5	Build relationships in an organisation to facilitate rehabilitation of individuals and the health and wellbeing of the workforce	Builds effective working relationships with key people within the organisation	Demonstrates ability to build relationships and to work effectively within that organisation as a whole	Builds strong relationships within an organisation and demonstrates the ability to influence decisions around the health and wellbeing of the workforce	Demonstrates multi-level relationships within the organisation including senior management / board level and demonstrates the ability to provide insights and information to influence organisational change
6.6	Communicating with the workplace and with other relevant stakeholders on a range of issues eg advice on fitness for work and recommendations for transitional work arrangements or modifications	Build skills to report information and to give advice on issues relevant to OH practice that is in line with ethical guidelines and legislative framework	Reports on complex issues coherently providing relevant advice and information to appropriate stakeholders	Critically appraise the reports of others providing relevant feedback Develops quality assured methods of reporting to ensure consistent and accurate reporting on issues across a team	Provides a range of reports to the organisation at a high level to influence strategy in terms of health and wellbeing of the workforce

Behaviours, knowledge & skills required by Physiotherapists for working in Occupational Health

	Domain 7 Helping others learn & develop	A	B	C	D
7.1	The behaviour, knowledge & skills required to: • assess the learner's needs & preferences; design materials/experiences that facilitate learning & development;	with guidance, plan & deliver learning activities to a specified range of individuals/groups within Occupational Health.	design, plan & deliver learning sessions of activities & opportunities to a range of audiences in Occupational Health with similar levels of knowledge & expertise.	design, plan & deliver learning activities & opportunities to a range of audiences in Occupational Health & beyond with different levels of knowledge & expertise.	design, plan & deliver learning activities & opportunities to a wide range of audiences in Occupational Health & beyond with different levels of knowledge & expertise.
7.2	• deliver materials/experiences that facilitate learning;	With guidance apply appropriate approaches to learning & teaching (techniques & material) to meet learners' needs.	select & apply appropriate approaches to learning & teaching (techniques & material) to meet learners' needs.	select & apply appropriate approaches to learning & teaching (techniques & material) to meet learners' needs & promote a change in behaviour and practice	develop & apply evidence based approaches to learning & teaching to meet learners' needs & promote a change in practice. Innovation and research
7.3	• evaluate the effectiveness of the learning & development experience	with guidance, predetermined criteria to assess a learner's performance & progress & provide them with appropriate feedback	use predetermined criteria to assess a learner's performance & progress, & provide them with constructive feedback.	select & apply appropriate assessment tools to evaluate a learner's performance & progress, & provide them with constructive feedback	develop & apply evidence based approaches to assess a learner's performance & progress, & provide them with constructive feedback
7.4	• reflect on the learning & development process	with guidance, reflect on learning & teaching performance & use this evaluation to inform future practice.	reflect on learning & teaching performance & use this evaluation to inform future practice.	critically reflect on learning & teaching performance & use this evaluation to inform future practice	critically reflect on learning & teaching performance & use this evaluation to inform future practice (self & others).

Behaviours, knowledge & skills required by Physiotherapists for working in Occupational Health

7,5	• Demonstrate recommended work methods to individuals and groups using own body (bodymechanics) and equipment	Building capability to demonstrate work methods and use of work tools to individuals and groups using efficient techniques	Demonstrate work methods and use of work tools to individuals and groups using efficient techniques Supervises programmes delivered by others	Identifies research regarding work methods and use of work tools to inform education programmes and uses this to improve practice	Undertake research and development into new ways to demonstrate work methods and use of work tools Extends the knowledge and evidence base of OH practice
	Domain 8 Managing self & others	A	B	C	D
8.1	**Managing self & others** **the behaviour, knowledge & skills required to:** • **plan, prioritise & organise personal workload/activities**	behaves in accordance with current professional codes & practices seeking guidance where appropriate.	exercise autonomy & initiative in accordance with current professional codes & practices.	exercise autonomy & initiative in complex & unpredictable situations at the limits of current professional codes & practices.	Has authority to exercises high level of autonomy & initiative in complex & unpredictable situations not addressed by current professional codes & practice.
8.2	• **Plans use of resources to fulfil work requirements & commitments**	take some responsibility for the work of others (e.g. delegation of tasks to support workers) & for a range of resources	take responsibility for the work of others (e.g. support workers, students) & for a range of resources.	take managerial responsibility for the work of others & for a significant range of resources.	take significant managerial responsibility for the work of others and/or for a significant range of resources.
8.3	• **adapt personal behaviour & actions in response to the demands of the situation;**	modify personal behaviour & actions in response to feedback to meet the	becoming increasingly self-aware & able to modify personal	modify personal behaviour & actions to meet the demands of the situation & to	modify personal behaviour & actions 'in-action' to meet the demands of the situation

Behaviours, knowledge & skills required by Physiotherapists for working in Occupational Health

			demands of the situation & to enhance own performance	behaviour & actions to meet the demands of the situation & to enhance own performance.	enhance own & others' performance.	& to maximise the impact of own & others' performance.
8.4	•	evaluate the effectiveness of performance (own & others);	with guidance, reflect on personal performance & use this evaluation to inform future practice.	reflect on personal performance & use this evaluation to inform future practice.	critically reflect on own & others' performance & use this evaluation to inform future practice.	critically reflect on own & others' performance & use this evaluation to inform future practice (own & others).
8.5	•	lead & inspire others.	assists in implementing agreed plans designed to bring about change, development and/or new thinking within Occupational Health services.	exercise leadership and/or initiative that contributes to change, development and/or new thinking within Occupational Health services.	exercise leadership with responsibility for decision making designed to bring about change & development within Occupational Health services.	exercise leadership with accountability for decision making & development across a range of contexts, including those within which there is a high degree of uncertainty & a need to take innovative approaches to Occupational Health service delivery & development.

Behaviours, knowledge & skills required by Physiotherapists for working in Occupational Health

		A	B	C	D
	Domain 9 Promoting integration & teamwork	A	B	C	D
9.1	**the behaviour, knowledge & skills required to:** • **build, maintain & promote effective interpersonal relationships;**	Is aware of professional networks to foster collaboration, share information & ideas to enhance Occupational Health practice.	participates in professional/policy networks to foster collaboration, share information & ideas to enhance Occupational Health practice.	support, lead & develop local/regional professional & policy networks to foster collaboration, share information & ideas to enhance Occupational Health practice.	support, lead & develop regional/national professional & policy networks to foster collaboration, share information & ideas to enhance Occupational Health practice. .
9,2	• **work collaboratively with others to achieve shared goals**	work effectively with others to meet the responsibilities of professional practice in Occupational Health.	work effectively with others to meet the responsibilities of professional practice, & to identify situations where collaborative approaches could add value to practice in Occupational Health	work effectively with others to meet the responsibilities of professional practice, & to develop collaborative approaches that add value to practice in Occupational Health.	work effectively with others to meet the responsibilities of professional practice, & use innovative collaborative approaches that add value to & develop practice in Occupational Health
9.3	• **work with others to maintain & develop the effective performance of teams/networks in Occupational Health**	reflect on experiences of collaborative working, & with guidance, use this information to identify solutions and contribute to the effective performance of teams/networks in Occupational Health	reflect on experiences of collaborative working, & use this information to identify & implement solutions to maintain & develop the effective performance of teams/networks in Occupational Health	critically reflect on experiences of collaborative working & use this information to identify & implement creative solutions to maintain & develop the effective & efficient performance of teams/networks in Occupational Health.	critically reflect on experiences of collaborative working & use this information to identify & implement innovative solutions to maintain & develop the effective & efficient performance of teams/networks in Occupational Health.

	Domain 10 Customer focus	A	B	C	D

Behaviours, knowledge & skills required by Physiotherapists for working in Occupational Health

	Keeping customer focus at the centre of practice				
10.1	**the behaviour, knowledge & skills required to:** • **provide an professional and equitable service to two clients who may have conflicting needs; the Organsiation (customer) and the Worker (individual)**	Recognises potential tensions /conflicts between the worker and the organisation and seeks assistance from a senior or peer	Recognises and manages potential tensions /conflicts between the worker and the organisation Seeks assistance in complex, unpredictable situations	Manages potential tensions /conflicts between the worker and the organisation in complex, unpredictable contexts. Work effectively with others to meet the responsibilities of professional practice	Manages potential tensions /conflicts between the worker and the organisation in complex, unpredictable contexts. Work effectively with others to meet the responsibilities of professional practice, & uses innovative collaborative approaches that add value to & develop practice in Occupational Health
10.2	• **demonstrate respect for the individual and organisation;**	demonstrate respect for the individual and organisation by acknowledging their unique needs, preferences & values, autonomy & independence in accordance with legislation, policies, procedures & best practice.	demonstrate respect for the individual and organisation by acknowledging their unique needs, preferences & values, autonomy & independence in accordance with legislation, policies, & procedures, & by working to promote best practice in both clinical and occupational health management	demonstrate respect for the individual and organisation by acknowledging their unique needs, preferences & values, autonomy & independence in accordance with legislation, policies, procedures, & by working to inform & promote legislation, policies, procedures & best practice both clinical and occupational health management	demonstrate respect for the individual and organisation by acknowledging their unique needs, preferences & values, autonomy & independence in accordance with legislation, policies, procedures, & by working to inform, develop & promote legislation, policies, procedures & best practice both clinical and occupational health management

Behaviours, knowledge & skills required by Physiotherapists for working in Occupational Health

10.3	• provide information & support that enables an organisation and /or an individual to make informed choices;	information & support that empowers an individual to make an informed choice & to exercise their autonomy in accordance with legislation, policies, procedures & best practice.	information & support that empowers an individual to make an informed choice & to exercise their autonomy in accordance with legislation, policies & procedures, & work to promote best practice	provide information & support that empowers an individual to make an informed choice & to exercise their autonomy in accordance with legislation, policies, procedures, & work to inform & promote legislation, policies, procedures & best practice.	provide information & support that empowers an individual to make an informed choice & to exercise their autonomy in accordance with legislation, policies, procedures, & work to inform, develop & promote legislation, policies, procedures & best practice.
10.4	• involve the organsiation and individual in a participative approach to the shaping the design & delivery of their service	involve customers and clients in shaping the design & delivery of their service by working in accordance with policies & processes that promote a culture of service user involvement.	involve customers and clients in shaping the design & delivery of their service, & work with others to implement & support policies & processes that promote a culture of service user involvement.	involve customers and clients in shaping the design & delivery of their service, & work with others to critically appraise user involvement, & to develop & implement policies, & processes that promote a culture of service user involvement. Participatory approach	actively involve customers and clients in shaping the design & delivery of their service, & work with others to critically appraise user involvement, & to develop policies & processes that promote a culture of service user involvement that contribute to the development of best practice.

Behaviours, knowledge & skills required by Physiotherapists for working in Occupational Health

	Domain 11 Respecting & promoting diversity	A	B	C	D
11.1	the behaviour, knowledge & skills required to: • respect & value diversity;	respect & value diversity by working in accordance with legislation, policies, procedures & best practice.	respect & value diversity by working in accordance with legislation, policies, procedures, & to promote best practice.	respect & value diversity by working to inform & promote legislation, policies, procedures & best practice.	respect & value diversity by working to inform, develop & promote legislation, policies, procedures & best practice.
11.2	• examine own values & principles to avoid discriminatory behaviour & to minimise the potential negative effects of individual differences;	identify & articulate their own values & principles, & with guidance, evaluate how these may differ from other individuals/groups, & use this understanding to maintain high standards of practice even in situations of personal incompatibility.	identify & articulate their own values & principles, evaluate how these may differ from other individuals/groups, & use this understanding to maintain high standards of practice even in situations of personal incompatibility.	identify & articulate their own values & principles, critically evaluate how these may differ from other individuals/groups, & use this understanding to maintain high standards of practice even in situations of personal incompatibility.	identify & articulate their own values & principles, critically evaluate how these may differ from other individuals/groups, & use this understanding to maintain excellent standards of practice even in situations of personal incompatibility.
11.3	• work constructively with people of all backgrounds & orientations;	work constructively with people of all backgrounds & orientations by recognising & responding to individuals' expressed beliefs, preferences & choices.	work constructively with people of all backgrounds & orientations by recognising & responding to individuals' expressed beliefs, preferences & choices, & with guidance, support individuals who need assistance in exercising their rights	work constructively with people of all backgrounds & orientations by recognising & responding to individuals' expressed beliefs, preferences & choices, & support individuals who need assistance in exercising their rights.	work constructively with people of all backgrounds & orientations by recognising & responding to individuals' expressed beliefs, preferences & choices, & support individuals whose rights have been compromised

Behaviours, knowledge & skills required by Physiotherapists for working in Occupational Health

11.4	• promote a non-discriminatory culture that values diversity, & enables individuals to contribute & realise their full potential.	identify discriminatory behaviour & take appropriate action to challenge this behaviour.	identify & challenge discriminatory practices & work with others to implement & promote policies & processes that promote a non-discriminatory culture.	identify & challenge discriminatory practices & work with others to critically appraise current practice, & to develop & implement policies & processes that promote a non-discriminatory culture	identify & actively challenge discriminatory practices & work with others to critically appraise current practice, & to develop policies & processes that promote a non-discriminatory culture that contribute to the development of best practice.

	Behaviours, knowledge & skills for PROBLEM-SOLVING & DECISION MAKING				
	Domain 12 Ensuring quality	**A**	**B**	**C**	**D**
12.1	**Ensuring quality** **the behaviour, knowledge & skills required to:** • **fulfil the requirements of the legal policy and professional frameworks governing practice in Occupational Health;**	fulfil the requirements of the legal & policy frameworks governing professional practice in OH .	fulfil the requirements of the legal & policy frameworks governing practice in Occupational Health, & work to promote best practice.	fulfil the requirements of the legal & policy frameworks governing practice in Occupational Health, & work to inform & promote legislation, policies, procedures & best practice.	fulfil the requirements of the legal & policy frameworks governing practice in Occupational Health, & work to inform, develop & promote legislation, policies, procedures & best practice.
12.2	• **recognise situations where the effectiveness, efficiency & quality of an Occupational Health service are compromised, & take appropriate action;**	with guidance, recognise situations where the effectiveness, efficiency & quality of a service are compromised, & with support, take	recognise situations where the effectiveness, efficiency & quality of an Occupational Health service are compromised, & with guidance, take	recognise & critically appraise situations where the effectiveness, efficiency & quality of an Occupational Health service are compromised, & take appropriate action to	recognise & critically appraise situations where the effectiveness, efficiency & quality of an Occupational Health service are compromised, & take appropriate action to resolve the situation &

Behaviours, knowledge & skills required by Physiotherapists for working in Occupational Health

		appropriate action to challenge the situation	appropriate action to challenge the situation	resolve the situation	contribute
12.3	• critically reflect on practice in the context of quality	with guidance, reflect on personal performance & use this evaluation to enhance the effectiveness, efficiency & quality of future practice.	reflect on personal performance & with guidance, use this evaluation to enhance the effectiveness, efficiency & quality of future practice	critically reflect on own & others' performance & use this evaluation to enhance the effectiveness, efficiency & quality of future practice	critically reflect on own & others' performance & use this evaluation to enhance the effectiveness, efficiency & quality of future practice (own & others).

Behaviours, knowledge & skills required by Physiotherapists for working in Occupational Health

	Domain 13 Improving and developing services	A	B	C	D
13.1	**Improving & developing services** **the behaviour, knowledge & skills required to:** • **critically evaluate practice & use this appraisal to inform Occupational Health service improvement, development & redesign;**	with guidance, critically evaluate practice, & share the outcome of this appraisal with relevant personnel	critically evaluate practice, & with guidance, use this appraisal in combination with knowledge of best practice & political awareness to inform Occupational Health service improvement.	critically evaluate practice & use this appraisal in combination with knowledge of best practice & political awareness to identify opportunities for Occupational Health service improvement & development.	critically evaluate practice & use this appraisal in combination with knowledge of best practice & political awareness to identify opportunities for Occupational Health service improvement, development & redesign.
13.2	• **develop innovative & sustainable recommendations to improve the quality of the service in Occupational Health**	use a problem-solving approach to develop safe & effective recommendations for improving the quality of Occupational Health practice in predictable contexts.	use problem-solving approaches to develop safe, effective & efficient recommendations for improving the quality of Occupational Health practice in increasingly unpredictable contexts.	use problem-solving approaches to develop original, safe, effective & efficient recommendations for improving the quality of Occupational Health practice in unpredictable contexts.	use problem-solving approaches to develop original, effective & efficient recommendations that demonstrate evidence of positive risk taking, for improving the quality of Occupational Health practice in unpredictable & normally specialised contexts.
13.3	• **plan, facilitate & manage change;**	contribute to change & development within the profession or Occupational Health at a local level.	contribute to change & development within Occupational Health at a local level.	make an identifiable contribution to change & development within Occupational Health at a local & regional level.	make an identifiable contribution to change & development within Occupational Health & beyond – at a national or international level.
13.4	• **critically evaluate the process & outcome**		reflect on the change process, & use this information to	critically reflect on the change process, & use this information to	critically reflect on the change process, & use this information to appraise

Behaviours, knowledge & skills required by Physiotherapists for working in Occupational Health

			appraise the outcome & inform future practice	appraise the outcome & inform future practice	the outcome & inform future practice
	Domain 14 Lifelong learning (CPD)	A	B	C	D
14.1	Lifelong learning CPD the behaviour, knowledge & skills required to: • assess personal learning & development needs & preferences;	demonstrate self-awareness of learning preferences, & with guidance can identify personal learning & development needs	demonstrate increasing self-awareness of learning preferences, & with guidance can identify personal learning & development needs	demonstrate strong self-awareness of learning preferences, & with minimal guidance can identify personal learning & development needs	demonstrate strong self-awareness of learning preferences, & can independently identify personal learning & development needs
14.2	• develop & engage in a personalised plan designed to meet those needs;	independently advance personal knowledge, understanding & skills in line with identified learning needs, & with guidance & support, can use a variety of learning & development resources & opportunities.	independently advance personal knowledge, understanding & skills in line with identified learning needs, & with guidance, can use a variety of learning & development resources & opportunities.	independently advance personal knowledge, understanding & skills in line with identified learning needs by making appropriate use of a variety of learning & development resources & opportunities.	independently advance personal knowledge, understanding & skills in line with identified learning needs by making appropriate use of a wide variety of learning & development resources & opportunities.
14.3	• reflect on the learning process;	reflect on personal learning & development, & with guidance & support, use this information to inform the planning & management of future learning & development experiences.	reflect on personal learning & development, & with guidance, use this information to inform the planning & management of future learning & development experiences.	critically reflect on personal learning & development, & with guidance, use this information to inform the planning & management of future learning & development experiences.	critically reflect on personal learning & development & use this information to inform the planning & management of future learning & development experiences.

Behaviours, knowledge & skills required by Physiotherapists for working in Occupational Health

14.4	• document the process	with guidance & support, record the outcome of personal learning & development in a format that meets personal preferences & professional requirements.	with guidance, record the outcome of personal learning & development in a format that meets personal preferences & professional requirements.	record the outcome of personal learning & development in a format that meets personal preferences & professional requirements	record the outcome of personal learning & development in a format that meets personal preferences & professional requirements

Behaviours, knowledge & skills required by Physiotherapists for working in Occupational Health

	Domain 15 Practice decision making	A	B	C	D
15.1	Practice decision making the behaviour, knowledge & skills required to: • collect information from a variety of sources relevant to the decision making situation;	efficient & effective use of a wide range of routine & some specialised approaches & techniques to systematically collect information from a variety of sources relevant to the situation.	efficient & effective use of a wide range of routine & advanced approaches & techniques to systematically collect information from a variety of sources relevant to the situation.	efficient & effective use of a range of advanced & specialised approaches & techniques to systematically collect information from a variety of sources relevant to the situation.	efficient & effective use of a broad range of advanced & specialised approaches & techniques to systematically collect information from a wide variety of sources relevant to the situation
15.2	• process & analyse the information collected;	process & critically analyse information in complex & predictable situations where data/information comes from a range of sources or is incomplete.	process & critically analyse information in complex & unpredictable situations where data/information comes from a range of sources or is incomplete.	process & critically analyse information in complex & unpredictable situations where data/information is incomplete or consistent.	process & critically analyse information in complex, unpredictable & normally specialised situations where data/information is incomplete or inconsistent.
15.3	• draw reasoned conclusions & make informed judgements to address issues/resolve problems in Occupational Health practice;	draw reasoned conclusions, supported by current policy & evidence-based thinking, & make informed judgements to address ethical & professional issues in Occupational Health settings.	draw reasoned conclusions, supported by current policy & evidence-based thinking, & make informed judgements to address ethical & professional issues in Occupational Health settings.	draw reasoned conclusions, supported by current policy & evidence-based thinking, & make informed judgements to address ethical & professional issues in Occupational Health where situations are at the limits of current professional codes & practices.	draw reasoned conclusions, supported by current policy & evidence-based thinking, & make informed judgements to address ethical & professional issues in Occupational Health where situations are not addressed by current professional codes & practice.
15.4	• critically evaluate the decision making	with guidance, reflect	reflect on their	critically reflect on their	critically reflect on their

Behaviours, knowledge & skills required by Physiotherapists for working in Occupational Health

	process	on their decision making process & use this evaluation to appraise the outcome & to inform future practice.	decision making process & use this evaluation to appraise the outcome & to inform future practice.	decision making process & use this evaluation to appraise the outcome & to inform future practice.	decision making process & use this evaluation to appraise the outcome & to inform future practice.

Behaviours, knowledge & skills required by Physiotherapists for working in Occupational Health

	Domain 16 Researching & evaluating practice (audit)	A	B	C	D
16.1	Researching & evaluating practice audit the behaviour, knowledge & skills required to: • design, plan, conduct & manage the research/evaluation process;	with guidance, plan, conduct & manage evaluation & research projects to address a specific issue arising from Occupational Health practice.	plan, conduct & manage evaluation & research projects to address specific issues arising from Occupational Health practice	design, plan, conduct & manage evaluation & research projects to address problems & issues arising from Occupational Health practice.	design, plan, conduct & manage evaluation & research projects to address new problems & issues arising from Occupational Health practice.
16.2	• use methods of enquiry to collect & interpret data in order to address problems or issues arising from Occupational Health practice;	with guidance, apply a range of standard research methods/tools of enquiry showing an appreciation of related ethical considerations.	becoming increasingly confident to apply a range of standard research methods/tools of enquiry showing an appreciation of related ethical considerations.	apply a range of standard & specialised research methods/tools of enquiry showing a detailed understanding of related ethical considerations	apply a range of standard & specialised research methods/tools of enquiry, contributing to the development of new techniques or approaches, & showing a detailed understanding of related ethical considerations
16.3	• critically evaluate the research/evaluation process;	with guidance, reflect on the research process, & use this information to appraise the project & inform future practice	reflect on the research process, & use this information to appraise the project & inform future practice	critically reflect on the research process, & use this information to appraise the project & inform future practice.	critically reflect on the research process, & use this information to appraise the project & inform future practice
16.4	• communicate the outcome of the research/evaluation process.	identify, & with support, promote the practical & professional applications of completed work, & seek opportunities to	identify & promote the practical & professional applications of completed work, & seek opportunities to share & disseminate	identify & promote the practical & professional applications of completed work, & actively seek opportunities to share & disseminate findings to a	identify & promote the practical & professional applications of completed work, & actively create opportunities to share & disseminate findings to a wide range of audiences

Behaviours, knowledge & skills required by Physiotherapists for working in Occupational Health

		share & disseminate findings to both specialist & non-specialist audiences	findings to both specialist & non-specialist audiences.	range of audiences with different levels of knowledge & expertise	with different levels of knowledge & expertise

Behaviours, knowledge & skills required by Physiotherapists for working in Occupational Health

	Domain 17 Using evidence to lead practice	A	B	C	D
17.1	Using evidence to lead practice evidence based practice the behaviour, knowledge & skills required to: • systematically search for evidence;	with guidance, use a range of approaches & techniques to systematically search for evidence from a variety of sources relevant to the situation.	use a range of approaches & techniques to systematically search for evidence from a variety of sources relevant to the situation	efficient & effective use of a range of approaches & techniques to systematically collect information from a variety of sources relevant to the situation.	efficient & effective use of a broad range of approaches & techniques to systematically search for information from a wide variety of sources relevant to the situation
17.2	• critically appraise evidence & use the information to address problems & issues arising in Occupational Health practice.	critically evaluate current research & scholarship & with guidance, use the appraisal to address specific issues arising in Occupational Health	critically evaluate current research & scholarship & use the appraisal to address specific issues arising in Occupational Health.	critically evaluate current research & scholarship & use the appraisal to address issues which are at the forefront or informed by developments at the forefront of Occupational Health.	critically evaluate current research & scholarship & use the appraisal to address new problems & issues arising in Occupational Health.

Behaviours, knowledge & skills required by Physiotherapists for working in Occupational Health

APPENDIX 1: BEHAVIOURS, KNOWLEDGE & SKILLS REQUIRED FOR PRACTICE IN OCCUPATIONAL HEALTH MAPPED TO OTHER STANDARDS & FRAMEWORKS

		SEQOHS (2010)	CMSUK(2009)	HPC (2008) SCPE	CSP (2010) Framework	COT PGQF	HPC (2007) SoP: Psych	DoH (2004) KSF	PHRU/SfH (2008)
1	Values	Stds A - F	Stds 1-15	Stds 1 - 14	✓	✓	✓		
2	Knowledge & understanding of Occupational Health [OH]	Stds A - F	Stds 1- 15	Stds 1 - 14	✓	Knowledge & skills	✓		Areas 1-9
3	Self-awareness	Stds A,C, E, F	Stds 1-5;7-15	Stds 3-6, 12,13	✓	✓	✓		Area 5
4	Political awareness	Stds A,E, F	Stds 3,4,7,10, 15	Std 1	✓	Critical thinking; Communication	✓	Core4,5; HWB3	Areas 3 – 4
5	Psycho-motor skills		Stds 3, 4		✓	✓	✓	Core 3; HWB1-2, HWB4-10; EF1	
6	Communicating	Stds E F	Stds 1-7; 9-15	Stds 2,4, 6-10,14	✓	Communication	✓	Core 1; IK1; G8	Areas 1,2,4-9
7	Helping others learn & develop		Stds 4,7-9,12	Std 8	✓	Involvement in education of others	✓	Core 2; HWB4; G1, G7	Area 8
8	Managing self & others	Stds A- F	Stds 1,3-15	Stds 3-6,8, 11-13	✓	Leadership/management	✓	Core 2, 3, 5; IF1-3; G3-7	Areas 4,6,9
9	Promoting integration & teamwork		Stds 4,9,11,15	Stds 6,8	✓	Teamworking; Leadership/management	✓	Core 1; G6	Area 4
10	Putting the service user at the centre of practice	Stds E,F	Stds 2-14	Std 1	✓	Service user involvement	✓	Core 1, 3; HWB1-6	Area 5
11	Respecting & promoting diversity	Stds E, F	Stds 2-5, 7, 9-15		✓	Service user involvement	✓	Core 5,6; HWB4	Areas 5,9
12	Ensuring quality	Stds A - F	Stds 1-15	Stds 1 – 14	✓	Critical thinking; Risk management; Ethical practice	✓	Core 3,5,6; HWB3; EF1-3; IK1, IK3	Areas 1-3,9

Behaviours, knowledge & skills required by Physiotherapists for working in Occupational Health

13	Improving & developing services		Stds 7-9		✓	Evidence based practice; Leadership/management	✓	Core 3,4; IK1-3; G2, G5	Area 9
14	Lifelong learning	Std C	Stds 7-9	Std 5	✓	CPD/LLL	✓	Core 1,2,5	Area 9
15	Practice decision-making		Stds 3,4		✓	Critical thinking	✓	Core 5; HWB2,6,7; IK1-3	Areas 1,2,6,7
16	Researching & evaluating		Stds 4,7,11		✓	Research	✓	Core 1; IK1-3;G5	Areas 2,3,7-9
17	Using evidence to lead practice		Stds 3,4,7,11, 15		✓	Evidence based practice	✓	Core 4; IK2	Areas 2-5