

10

ways we can help you make a difference in your MSK career



Join the Connect team

Experienced physiotherapists tell us that working in a **motivated, ambitious and fast-growing team** which focuses on **clinical quality and developing talent** is why they work for Connect.

Here's the top 10 ways we can help you make a real difference in your MSK career.

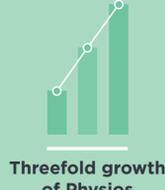
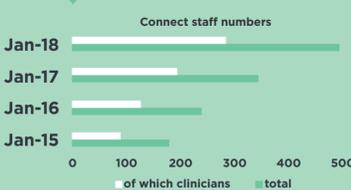
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Development

- We will support you to grow and develop
- There are opportunities to apply your skills in a specialist MSK organisation and learn new skills
- We have established interactive career pathways to achieve your career ambitions
- Join our highly motivated, like-minded clinicians

7 different pathways across Clinical, Management and Business functions

26 physios in senior management positions



“ Since joining Connect I have become a team leader and have been involved in development programmes which I'm really enjoying and finding extremely beneficial as a physio.”

Alison Byrne, MSK Physiotherapist and team leader, London

“ MSK is a fantastic area to work and if you're prepared to work hard in the speciality and in Connect, there are many opportunities and transferrable skills to take your career in any number of directions.”

Richard Pell, Senior Service Transition Manager, HQ

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Support

- We believe in really looking after our teams, by targeting support where it is needed the most
- High profile clinicians at Connect are helping drive change in the profession
- Communication between teams is second to none. Live "clinical chat" site provides clinicians across the country the forum to discuss clinical cases and relevant research
- Line manager, buddying and clinical supervision leads to objective building and performance related pay

“ We felt anxious of the future moving from one organisation to another but our fears have been allayed. There have been no changes to our package or pensions. The things most dear to us didn't change.”

Wendy Monaghan, Podiatrist & Service Manager, North East

Our clinicians have over 22k followers on Twitter between them

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Driving Clinical Excellence

- In-Service Training (IST) – regular, high quality in service training for all clinicians
- New graduate and Advanced Development Pathways for early career physios
- Bespoke Advanced Practice Physio IST with regional programmes
- Dedicated "MSKEdNet" educational events
- Developing Consultant Programme
- Our real time dashboard let's you know what's happening with your patient outcomes



19 MSK network events in last year

616 clinicians attended

“ In an NHS model I would have been less likely to get an APP (Advanced Practice Physiotherapist) job at this stage in my career. Connect focuses on competency and developing talent.”

Katharine Netherton, Senior Physiotherapist and Team Leader, London

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Build your Portfolio Career

- Bespoke leadership programmes
- Governance and audit skills
- Clinical supervision training
- Our ongoing research programme involves partnerships with several universities
- Expanding non-clinical career opportunities

53 clinicians attended leadership courses in the last year



“ It's different to anything I've done before and as a big company they put so much time and effort into training with lots of support to self-improve.”

Timothy Raffle, MSK Physiotherapist, North East

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Culture

- You'll work with an organisation that genuinely values physiotherapy and all the MDT, and wants to drive leadership and quality at every corner
- Non-hierarchical structure
- Regular team away days and management/director feedback
- Our culture is to support clinicians to spend more time on patient care by taking away the non-clinical tasks via our extensive admin team and Referral Management Centre



2 Away Days a year and quarterly director feedback sessions

“ Thanks for bringing me back to Connect Health, best thing I did!”

Jack Tindale, MSK Physiotherapist

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Quality outcomes

- Our recent study shows the EQ5D index improved significantly by + 0.203
- Compared to the mean of previous studies of +0.16 this is a large increase that suggests Community Physiotherapy from Connect services significantly increases quality of life and raises the bar for physiotherapy services
- We make a real difference – reducing patients' average waiting times from 8 weeks to just 48 hours for first contact with a physiotherapist
- We achieve RTT (referral to treatment) status of >95%
- See our work in Nottinghamshire [here](#)

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"Great place to work" survey

- 89% response rate which is well above the national average
- A 17% improvement in results
- Increase in all aspects and all areas

Credibility	73%
Respect	69%
Fairness	72%
Pride	68%
Camraderie	75%

“ Connect promotes flexible working with all staff. I think it is a huge benefit and promotes a good work/life balance.”

Alison Bryne, MSK Physio and team leader, London

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Investment in support infrastructure

- IT - Efficient and intelligent IT systems minimise administration burden for clinicians
- Business innovation – constantly striving to stay ahead of the game and innovate, providing the tools for clinicians to design implement and complete projects
- Business intelligence – includes data warehouse which provides clinicians with a unique live dashboard of all aspects of performance
- Efficiency savings are reinvested to continuously improve quality and clinical excellence

“ The admin support is fantastic - It all comes down to having more time with patients, less time running around, it's less stressful and there is more time to relax and focus.”

Helen Owen, MSK Physiotherapist, Midlands

“ I've been seriously impressed by the communications and the way everything has been handled. Everyone seems really friendly and professional and it makes a greatly refreshing change from the NHS recruitment processes I have experienced in the past.”

Physio in process of applying for role in Central region

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Bee Benefits

- Up to 30 days holiday pa
- Competitive salary
- Employee Nomination scheme
- Pension Scheme
- Childcare vouchers
- Just Ask – flexible working pattern requests
- Employee Discounts - access to hundreds of affordable and free perks, comprehensive health and wellness programmes, salary sacrifice schemes and more
- Recommend a Friend - up to £500 depending on role
- Car Lease / Ride 2 Work Scheme



Ave length of time from applying for role to offer is 2-3 weeks

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Birthday

- And if all that isn't enough, you get a day off on your Birthday



All colleagues had an extra day off on their birthday last year

You'll be registered with the HCPC and a member of the Chartered Society of Physiotherapy (CSP).

If you're able to manage a varied caseload of MSK patients, committed to CPD and have the desire to develop your role in the service, with a keen eye on improving patient care, then we'd be excited to hear from you.

For further information about careers at Connect Health, please contact the resourcing team | Talent@connecthealth.co.uk

