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Addysg a Gwella Iechyd
Cymru (AaGIC)
Health Education and
Improvement Wales (HEIW)

Multiprofessional Musculoskeletal Capability Framework for Primary Care



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Section 1: Forewords

1.1 Cymru Versus Arthritis

The impact of arthritis and musculoskeletal (MSK) conditions on our nation's health is huge, with almost one third of our population in Wales living with an MSK condition. For many the condition intrudes on everyday life – affecting the ability to work, care for a family, to move free from pain and to live independently. MSK conditions pose a significant cost to individuals and to the wider economy.

Undoubtedly there are many challenges for healthcare professionals in our rapidly evolving and demanding healthcare system. Ensuring a competent, confident, skilled, and continually developed multi-disciplinary workforce is critical if we are to support people with MSK conditions to live well, both now and in the future.

Cymru Versus Arthritis are pleased to see the introduction of this important Framework which sets out the vision, ambition and approaches that are needed to provide value based, high standards of care and support across Wales.

Strong interpersonal skills are enshrined within the Framework, and we know good communication skills have a positive effect

on health outcomes. Equally, collaboration and knowing what matters to an individual is key for patient centred outcomes.

Effective communication and good interpersonal skills sit hand in hand with shared decision making and empowerment. Person centred support can make a significant difference in enabling someone to live the life they choose and prevent them from losing their independence altogether.

Thank you to all involved in the development of this framework, and indeed to all health care professionals who are working across Wales to improve the quality of life for people living with MSK conditions.

We hope this Framework enables and empowers our MSK workforce to strive for excellence, and to continue to make a much-needed difference to the lives of people living with MSK conditions across Wales. We look forward to working together with you, across sectors, to help deliver on the Framework's goals.

Mary Cowern

Head of Nation – Cymru Versus Arthritis



1.2 Primary and Community Care Strategic Programme

I am delighted to see the launch of the Primary Care Multi-Professional Musculoskeletal Capability Framework developed collaboratively by musculoskeletal practitioners for musculoskeletal practitioners.

The Primary Care Model for Wales envisions an integrated community care system providing care through extended multi-professional teams. As services focused on population needs are developed, we need a multi-professional workforce to deliver complex and specialised care in our communities. With 32% of our citizens living with musculoskeletal conditions, we need multi-professional teams who, not only understand their own role in supporting the person, but each other's roles too. This framework enables service design to consider the appropriate skillsets that the team requires to deliver high quality, prudent healthcare. It will support career pathway development for community musculoskeletal roles inspiring practitioners to develop their scope of practice and achieve the best outcome for each person.

I look forward to seeing the implementation of the framework. It will help our musculoskeletal teams to empower citizens to be active participants in their care and to provide improved access to services, closer to home.

Sue Morgan

National Director and Strategic Programme Lead for Primary and Community Care



Section 2: The Framework

2.1 Introduction

Musculoskeletal conditions affect an estimated 32% of the Welsh population (Versus Arthritis, 2021) and account for the most years lived with disability in the Wales (PHW Observatory, 2017). The NHS report 'NHS in 10+ Years'¹ describes the rising risk of ill health, with an ageing population living with more long-term conditions. MSK conditions impact and are impacted by other co-morbidities and mental health conditions. MSK health is therefore an increasingly important part of a person's ability to grow, live and age well.

The changing health needs of the population requires the transformation of service provision and workforce roles. [A Healthier Wales \(gov.wales\)](#) and the [\(Strategic Programme - Primary Care One \(nhs.wales\)\)](#) set out plans for providing care that is closer to home, with direct access to the right person at the right time, including the development of the Primary Care Model for Wales.

In recent years this has led to the transformation of MSK services within primary care, requiring clinicians with the appropriate skills and knowledge to support individuals with MSK conditions. In October 2023 the Welsh Government released the [Quality statement for musculoskeletal health | GOV.WALES](#), which sets out the expectations of MSK services in Wales, in response to A Healthier Wales and the National Clinical Framework. This includes the development of this capability framework.

2.2 Purpose

This Framework defines the capabilities required by professionally registered clinicians to meet the current and predicted health and wellbeing care needs of people with MSK conditions in primary care settings.

This will ensure consistency in the development of the current and future MSK workforce, and therefore the care provided by clinicians and services across Wales for people with MSK conditions, that will meet the quality standards set out in the Quality Statement for MSK Health (2023).

The framework takes a whole NHS system approach to managing people with MSK conditions. It will help develop clinicians who can manage people with MSK conditions, with a focus on patient centred care, supported self-management and prevention.

2.3 Scope

MSK care is provided by several professions across a wide range of settings and locations, and this framework is applicable to any profession that provides care to people with MSK conditions within primary care. Some clinicians may be expected to develop and maintain all the capabilities, whilst others may only look to use certain capabilities, depending on their role and job description.

Primary care services includes, but are not limited to, the community, general practice, urgent care settings and outpatient departments. The framework applies to any service or role encompassing this continuum and can be used by clinicians working across multiple MSK roles and services.

This will aid in the development of an agile and flexible MSK workforce. It supports the Health and Social Care Workforce Strategy (HEIW, 2020) for multiprofessional and multiagency working to provide seamless workforce models across MSK pathways. It does not however include provision of care in sub-specialist settings such as orthopaedics, rheumatology and persistent pain services.

2.4 Audience

The framework is a tool which should be used by:

🔧 Clinicians:

- ~ To identify and demonstrate the skills and knowledge required for their role
- ~ Identify individual learning needs and plan learning activities to meet them, with support from their employer as needed.
- ~ To plan their career development
- ~ Develop their scope of practice within their role, with a view to working at the top of their licence.
- ~ Maintain their CPD in line with professional requirements.

🔧 Service providers:

- ~ To evaluate their MSK workforce and ensure they have the skill and knowledge mix to provide an MSK service that meet current and future MSK needs of the population, in line with the Musculoskeletal Quality Statement (2023).
- ~ Agree scope of practice with clinicians and develop job descriptions.
- ~ To support MSK clinicians in identifying their learning needs
- ~ To support the development and training of MSK clinicians.
- ~ To increase awareness of MSK practitioner roles within the MSK service.
- ~ To improve recruitment and retention of the MSK workforce.

🔧 Education Providers:

- ~ To develop education and training with learning outcomes that are specific to the needs of MSK clinicians in Primary and Community Care settings across Wales.
This includes meeting the population health needs within their service, progressing in their career and building skills for ongoing improvement of the service through leadership, education and teaching, research, and strategic thinking.

🔧 Primary care academies:

- ~ To provide a repository of the multi-professional training and education available to support local delivery of Primary and Community Care MSK care.
- ~ Liaise with MSK systems to determine training and education needs.



2.5 Framework Development

This framework was developed by a Task and Finish group with representation from across multiple professions, services, trusts and all health boards in Wales (see appendix A). Input was also sought from the Welsh Advisory Group for Advanced Clinical Practice (WAGACP), AHP National Leadership Collaborative, AHP Transformation team (HEIW), NHS England, Musculoskeletal Association of Chartered Physiotherapists.

2.6 Delivery of the framework

Evidence of learning and continued CPD is already expected as part of professional practice and ongoing registration. The Professional Framework for Enhanced, Advanced and Consultant Clinical Practice in Wales also details the need for clinicians to have a personal development portfolio.

This MSK capability framework is a tool that gives guidance and structure for how capabilities must be evidenced within a portfolio for clinicians providing care to people with MSK conditions.

Evidence should be collected by the practitioner, with support as required from their service lead, supervisor, or mentor. This may include using multi-professional contributions, encouraging inter-professional learning and education. The process of evidencing level of practice is supported by the [Portfolio Guidance for Enhanced, Advanced, and Consultant Clinical Practice in Wales \(nhs.wales\)](#).

The process for governing the assessment of capabilities must be developed by employers by a formal portfolio review process. Health Boards are developing multi-professional “Advanced Practice Boards” that are able to ratify that a clinician is working at a certain level of practice. A clinician’s portfolio should be reviewed as part of the practitioner’s annual PADR. When appropriate, this evidence should be presented to the above Advanced Practice Board for ratification.

The capabilities were developed by mapping competency and capability frameworks from Wales, the United Kingdom and internationally (see Appendix B). The capabilities were then aligned to Welsh NHS strategy.

A draft of the capabilities was shared nationally for consultation, before this final document was agreed by the Task and Finish group and signed off by the HEIW Executive Team.

HEIW is currently developing guidance for clinical supervision and assessment for learning. This will include recommendations on skills development for staff in clinical supervision roles. This will help to standardise the process of evidencing capabilities.

Service leads should agree with staff already in post what timescales are appropriate for retrospectively evidencing their capabilities. It is recommended that this should be approximately two years.

They should also determine a date at which those new in post will be expected to meet these capabilities as part of their job plan. A practitioner’s individual scope of practice will grow as they establish capability.

An e-portfolio is currently being developed by HEIW, that will be hosted on the Y Ty Dysgu digital platform. This will be used to house a practitioner’s evidence of meeting required capabilities. This will act as enabler to identifying learning needs and evidence capability. This will include standardised evidence proformas. Until available, example proformas are provided (Section 4).

It is expected going forward that there will be engagement with higher education institutes to develop courses that are specific to the capabilities set out in this framework and include work-based learning and a collaborative approach in recognition of level of practice.

Section 3: Capabilities

The framework incorporates the five pillars of practice (Figure 1). and details the capabilities required at foundation, enhanced, advanced and consultant levels of practice.

Its aligns and adds to the [Professional Framework for Enhanced, Advanced and Consultant \(EAC\) Clinical Practice in Wales](#) (2023), which should be read in conjunction with this document, whilst also including the capabilities required by a foundation practitioner.

Differences for each capability are highlighted across levels of practice. This gives clinicians a clear understanding of what skills and knowledge they require for their level of practice, as well as how to progress to further levels of practice, aiding staff development and career progression.

The framework incorporates the clinical pillars for advanced and consultant practice in line with the EAC framework.

To ensure that the levels at which the clinical practitioners function and meet the academic level that is needed to be attributed to their expertise, the [Credit and Qualifications Framework \(CQFW\) | GOV.WALES](#) is cross-referenced within this framework.

Additionally, with permission from the authors, this framework also provides reference to the levels of practice detailed within the EAC framework.

Using the CQFW defined levels provides a robust underpinning framework to support learner development and enable the differentiation between the levels of academia and practice required at each stage of the practitioner's clinical career and academic achievement.

This framework acknowledges the principles outlined in the EAC framework that:

- ~ Enhanced practice is supported by a minimum of level 6 education (recognising that many enhanced practitioners will have some level 7 education).
- ~ Advanced practice is supported by level 7 education.
- ~ Consultant practice is supported by level 7 education and extensive post graduate education. Level 8 level education (PhD/Professional Doctorate) may support the role but is not a prerequisite for appointment. An exception to this is for consultant clinical scientist appointment in NHS Wales.



Figure 1. The 5 Pillars of Practice

Table 1 gives an overview of the capabilities. The first three, under personal and professional, sit outside of the five pillars of practice, and these capabilities are golden threads that run through all other capabilities. In each specific capability, a clinician working at a certain level will be able to fulfil that capability for their level as well as all levels below.

Points of note

- ~ Clinicians will be expected to be autonomous at each capability, for example, knowing when they need guidance or support.
- ~ The personal and professional capabilities sit above and apply through the five pillars of practice.
- ~ Bold words highlight the changes in capabilities between the levels of practice



Table 1

Increasing breadth, depth - capabilities to deal with risk, complexity and uncertainty

Capability		Foundation	Enhanced	Advanced	Consultant	
Personal and Professional	Know Yourself	Meets professional registration standards.	Enhanced knowledge base, complex decision-making skills, clinical competence, and judgement.	Expert knowledge base.	Expert knowledge base.	
	Know the MDT					
	Communication					
Pillars of Practice		Independent learner.				
Clinical	Early accurate diagnosis	Consolidating knowledge and skills in practice under the supervision of enhanced and advanced practitioners.	Broad autonomy and judgement across a small area of work.	Broad autonomy and judgement across a significant area of work .	Broad autonomy and judgement and judgement.	
						Knowledge of MSK
						Knowledge of the Person
						Data Gathering
	Management					Care Planning
						Prevention
	Treatment	Able to use evidence and develop evidence.	Critically evaluate complex and complete information.	Critically evaluate incomplete and complex information.	Critically evaluate incomplete and complex information.	
Education		Able to use evidence and develop evidence.	Initiate and lead tasks and processes, taking responsibility, for the work and roles of others.	Initiate and provide leadership for complex tasks and processes within their own area of work.	Leadership as a leading practitioner with clinical expertise and influence.	
People Using Service						
Self						
Other professionals					Expertly evaluate incomplete and complex information.	
Leadership And Management					Design and lead research resulting in significant change.	
Self						
Others						
Team						
Research and Audit						
QA/QI						
Audit						
Research						
Strategy						
Creation						
Implementation						
Evaluation						
					Influences and sets local and national agendas and strategy.	

3.1 Know yourself: Work within own scope, in line with professional code, acting with integrity and openness

Foundation	Enhanced	Advanced	Consultant
Practice in compliance with respective code of professional conduct and within limits of own competence, scope of practice and job description, being responsible and accountable for decisions, actions and omissions.	Practice in compliance with respective code of professional conduct and within limits of own competence, scope of practice and job description, being responsible and accountable for decisions, actions and omissions.	Practice in compliance with respective code of professional conduct and within limits of own competence, scope of practice and job description, being responsible and accountable for decisions, actions and omissions.	Practice in compliance with respective code of professional conduct and within limits of own competence, scope of practice and job description, being responsible and accountable for decisions, actions and omissions.
Act on professional judgement about when to seek help, demonstrating critical reflection on own practice, self- awareness (e.g. beliefs, values, assumptions), with comprehensive emotional intelligence and openness to change.	Act on professional judgement about when to seek help, demonstrating critical reflection on own practice, self- awareness (e.g. beliefs, values, assumptions), with enhanced emotional intelligence and openness to change.	Act on professional judgement about when to seek help, demonstrating critical reflection on own practice, self- awareness (e.g. beliefs, values, assumptions), with expert emotional intelligence and openness to change.	Act on professional judgement about when to seek help, demonstrating critical reflection on own practice, self- awareness (e.g. beliefs, values, assumptions), with expert emotional intelligence and openness to change.
Can plan, organise and prioritise own work, with occasional support .	Can independently plan, organise and prioritise own work.	Can independently plan, organise and prioritise own work.	Can independently plan, organise and prioritise own work.
Ability to guide own thinking and actions based on a comprehensive awareness of one's own emotions and the emotions of others.	Ability to guide own thinking and actions based on an enhanced awareness of one's own emotions and the emotions of others.	Ability to guide own thinking and actions based on an expert awareness of one's own emotions and the emotions of others.	Ability to guide own thinking and actions based on an expert awareness of one's own emotions and the emotions of others.

3.2 Know the MDT: Works collaboratively with the multi-professional team, representing own profession while enabling others

Foundation	Enhanced	Advanced	Consultant
Participates in multi-professional working at a team level , showing respect for, understanding and ability to draw on others' expertise, to optimise people's outcomes.	Participates in service level and leads team level multi-professional working, showing respect for, understanding and ability to draw on others' expertise, to optimise people's outcomes.	Leads multi-profession working at a service level , showing respect for, understanding and ability to draw on others' expertise, to optimise people's outcomes.	Leads multi-professional working at a strategic level , showing respect for, understanding and ability to draw on others' expertise, to optimise people's outcomes.
Understanding of own role within local team , and knowledge of MDT roles across MSK pathways.	Understanding of own role within service, and enhanced knowledge of MDT roles across MSK pathways.	Understanding of own role across organisations, and expert knowledge of MDT roles across MSK pathways.	Understanding of own role across organisations, and expert knowledge of MDT roles across MSK pathways.
Knowledge of organisations and agencies across sectors that provide care and support for people with MSK conditions, as well as for co-morbidities and wider determinants of wellbeing and health.	Enhanced Knowledge of services, organisations and agencies across sectors that provide care and support for people with MSK conditions, as well as for co-morbidities and wider determinants of wellbeing and health.	Expert Knowledge of services, organisations and agencies across sectors that provide care and support for people with MSK conditions, as well as for co-morbidities and wider determinants of wellbeing and health.	Expert Knowledge of services, organisations and agencies across sectors that provide care and support for people with MSK conditions, as well as for co-morbidities and wider determinants of wellbeing and health.
Share knowledge and skills of profession to MDT, promoting understanding of MSK provision at a team level.	Share knowledge and skills of profession to MDT, promoting understanding of MSK provision at a service level.	Share knowledge and skills of profession to MDT, promoting understanding of MSK provision at a service level.	Share knowledge and skills of profession to MDT, promoting understanding of MSK provision at a system level.
Participates in a culture of partnership working across the MDT, manages differences and conflict with support.	Participates in and promotes a culture of partnership working across the MDT, manages differences and conflict with support.	Develops and promotes a culture of partnership working across the MDT, manages differences and conflict.	Develops and inspires a culture of partnership working across agencies and organisations, manages differences and conflict.
Able to seek support from the MDT when situation is not within scope of practice.	Able to seek support from the MDT when situation is not within scope of practice.	Able to seek support from the MDT when situation is not within scope of practice.	Able to seek support from the MDT when situation is not within scope of practice.

3.3 Communication: demonstrate effective communication with service user and MDT

Foundation	Enhanced	Advanced	Consultant
Demonstrates a range of effective (verbal and non-verbal) communication skills, and able to modify these to gain and share relevant and meaningful information, address concerns and beliefs, supporting and empowering people in making decisions, planning and delivering care.	Demonstrates an enhanced level of effective (verbal and non-verbal) communication skills, and able to modify these in situations involving complex communication and information needs , to gain and share relevant and meaningful information, address concerns and beliefs, supporting and empowering people in making decisions, planning and delivering care.	Demonstrates an expert level of effective (verbal and non-verbal) communication skills, and able to modify these in highly complex communication and information needs , to gain and share relevant and meaningful information, address concerns and beliefs, supporting and empowering people in making decisions, planning and delivering care.	Demonstrates an expert level of effective (verbal and non-verbal) communication skills, and able to modify these in highly complex communication and information needs to gain and share meaningful information, supporting and empowering people in making decisions, planning and delivering care.
Discuss relevant information with appropriate colleague or service with occasional support .	Discuss relevant information with appropriate colleague or service in a concise and systematic way with occasional guidance, for complex situations .	Discuss relevant information with appropriate colleague or service in a concise and systematic way, for highly complex situations .	Discuss relevant information with appropriate colleague or service in a concise and systematic way, for highly complex situations .

3.4 Knowledge of musculoskeletal systems

Foundation	Enhanced	Advanced	Consultant
Comprehensive knowledge of the form and function of the MSK system in relation to movement and activity.	Enhanced knowledge of the form and function of the MSK system in relation to movement and activity.	Expert knowledge of the form and function of the MSK system in relation to movement and activity.	Expert knowledge of the form and function of the MSK system in relation to movement and activity.
Comprehensive knowledge of common MSK conditions and masqueraders.	Enhanced knowledge of common and some rare MSK conditions and masqueraders.	Expert knowledge of MSK conditions and masqueraders.	Expert knowledge of MSK conditions and masqueraders.

3.4 Knowledge of musculoskeletal systems (continued)

Foundation	Enhanced	Advanced	Consultant
Comprehensive knowledge of comorbidities and wider determinants of health, how they impact MSK issues, and their relevance to the persons situation.	Enhanced knowledge of comorbidities and wider determinants of health, how they impact MSK issues, and their relevance to the persons situation.	Expert knowledge of comorbidities and wider determinants of health, how they impact MSK issues, and their relevance to the persons situation.	Expert knowledge of comorbidities and wider determinants of health, how they impact MSK issues, and their relevance to the persons situation.

3.5 Know the Person: works in partnership with persons, families and carers to identify what matters to the person, their strengths and barriers

Foundation	Enhanced	Advanced	Consultant
Works in partnership with individuals, families and carers to understand the individual and create a therapeutic relationship.	Works in partnership with individuals, families and carers to understand the individual and create a therapeutic relationship for complex situations .	Works in partnership with individuals, families and carers to understand the individual and create a therapeutic relationship for highly complex situations .	Works in partnership with individuals, families and carers to understand the individual and create a therapeutic relationship for highly complex situations .
Identifies and acts upon individuals' values, strengths, goals, circumstances, preferences in non-complex situations (e.g. communication, health literacy, activation levels) for non-complex situations with occasional support.	Identifies and acts upon individuals' values, strengths, goals, circumstances, preferences and needs in complex situations (e.g. communication, health literacy, activation levels).	Identifies and acts upon individuals' values, strengths, goals, circumstances, preferences and needs in highly complex situations (e.g. communication, health literacy, activation levels).	Identifies and acts upon individuals' values, strengths, goals, circumstances, preferences and needs in highly complex situations (e.g. communication, health literacy, activation levels).

3.5 Know the Person: works in partnership with persons, families and carers to identify what matters to the person, their strengths and barriers (continued)

Foundation	Enhanced	Advanced	Consultant
Identifies and acts upon the impact of a MSK condition in relation to what matters to the individual, taking a biopsychosocial approach, for non-complex situations with occasional support.	Identifies and acts upon the impact of a MSK condition in relation to what matters to the individual, taking a biopsychosocial approach, in complex situations.	Identifies and acts upon the impact of a MSK condition in relation to what matters to the individual, taking a biopsychosocial approach, in highly complex situations.	Identifies and acts upon the impact of a MSK condition in relation to what matters to the individual, taking a biopsychosocial approach, in highly complex situations.

3.6 Data gathering: from a variety of sources to meet the needs of the individual

Foundation	Enhanced	Advanced	Consultant
Gathers information from a variety of sources (e.g. person, health records, documentation).	Gathers information from a variety of sources (e.g. person, health records, documentation) in a structured and efficient way.	Gathers information from a wide variety of sources (e.g. person, health records, documentation) in a structured and efficient way.	Gathers information from a wide variety of sources (e.g. person, health records, documentation) in a structured and efficient way.
Gathers an appropriate history , including the presenting complaint and its impact on the person, comorbidities, mental health and wider determinants of health, in non-complex situations with occasional support.	Gathers an appropriate history , including the presenting complaint and its impact on the person, comorbidities, mental health and wider determinants of health, in complex situations.	Gathers an appropriate history , including the presenting complaint and its impact on the person, comorbidities, mental health and wider determinants of health, for highly complex situations.	Gather an appropriate history , including the presenting complaint and its impact on the person, comorbidities, mental health and determinants of health, for highly complex situations.
Able to appropriately use risk stratification tools.	Able to appropriately use risk stratification tools.	Able to appreciate and modify data gathering, where information is incomplete or contradictory.	Able to appreciate and modify data gathering, where information is incomplete or contradictory.

3.6 Data gathering: from a variety of sources to meet the needs of the individual (continued)

Foundation	Enhanced	Advanced	Consultant
Able to plan and implement objective assessment for non-complex situations using comprehensive clinical reasoning and clinical skills, with appropriate use of data gathering and risk stratification tools.	Able to plan and implement relevant and objective assessment for complex situation , using enhanced clinical reasoning and breadth of clinical skills, modifying in practice , with appropriate use of data gathering and risk stratification tools.	Able to appropriately use risk stratification tools.	Able to appropriately use risk stratification tools.
Able to conduct red flag and non-MSK pathology screening with occasional support. Comprehensive understanding of commonly used investigations for MSK conditions, and their appropriate use, aligned to local and national pathways.	Able to conduct red flag and non-MSK pathology screening with occasional guidance. Enhanced understanding of investigations for MSK conditions, and their appropriate use, aligned to local and national pathways.	Able to plan and implement relevant and objective assessment for highly complex situation , using expert clinical reasoning and breadth of clinical skills, modifying in practice , with appropriate use of data gathering and risk stratification tools.	Able to plan and implement relevant and objective assessment for highly complex situation , using expert clinical reasoning and breadth of clinical skills, modifying in practice , with appropriate use of data gathering and risk stratification tools.

3.7 Data synthesis and diagnosis: Using clinical reasoning skills to synthesise information from multiple sources and reach an appropriate conclusion

Foundation	Enhanced	Advanced	Consultant
Able to use comprehensive clinical reasoning skills to develop a diagnosis, using complete information from the person, linking evidence base knowledge and the person context.	Able to use enhanced clinical reasoning skills to develop complex diagnoses, using complete information from the person, linking evidence base knowledge and the person context.	Able to use expert level of clinical reasoning skills to develop highly complex diagnoses. Able to do so using incomplete and complex information, linking expert knowledge of available evidence base, and able to apply this to the person context.	Able to use expert level clinical reasoning skills to develop highly complex diagnoses. Able to do so using incomplete and complex information, linking expert knowledge of available evidence base, and able to apply this to the person context.
Compassionately communicates clinical diagnosis / impression with the appropriate level of certainty in a way that the person can understand and act upon.	Compassionately communicates complex clinical diagnosis / impression with the appropriate level of certainty in a way that the person can understand and act upon.	Compassionately communicates highly complex clinical diagnosis / impression with the appropriate level of certainty in a way that the person can understand and act upon.	Compassionately communicates highly complex diagnosis / impression with the appropriate level of certainty in a way that the person can understand and act upon.
Able to identify and discuss diagnostic uncertainty or concerning features, with appropriate level of urgency, with appropriate colleagues.	Able to identify and manage diagnostic uncertainty or concerning features, with an appropriate level of urgency, on some occasions in line with local pathways, and identify when discussion with senior colleague is required.	Comfortable managing diagnostic uncertainty and concerning features, with an appropriate level of urgency, in line with local pathways.	Comfortable managing diagnostic uncertainty and concerning features, with an appropriate level of urgency, in line with local pathways.

3.8 Care planning: Co-creation, through shared decision making, of a care plan, aligned to local pathways of care, that meet the identified needs, wants and values of the individual.

Foundation	Enhanced	Advanced	Consultant
Seeks to help individuals better understand their MSK condition, treatment options, and ways to reduce the impact of their condition on wider aspects of their life, with occasional support.	Seeks to help individuals better understand their MSK condition, treatment options, and ways to reduce the impact of their condition on wider aspects of their life, for complex presentations.	Seeks to help individuals better understand their MSK condition, treatment options, and ways to reduce the impact of their condition on wider aspects of their life, for highly complex presentations.	Seeks to help individuals better understand their MSK condition, treatment options, and ways to reduce the impact of their condition on wider aspects of their life, for highly complex presentations.
Using comprehensive clinical reasoning, co-creates a collaborative care plan with persons and their support networks for self-management, supportive treatment and interventions for non-complex presentations , applying comprehensive knowledge of up-to-date guidelines and best practice and aligned to local pathways of care, with consideration of local resources across organisations and sectors that meet the identified needs, wants and values of the individual, with appropriate use of decision support tools. Will require occasional support to achieve this.	Using enhanced clinical reasoning, co-creates a collaborative care plan with persons and their support networks for self-management, supportive treatment and interventions for complex presentations , applying enhanced knowledge of up-to-date guidelines and best practice and aligned to local pathways of care, with consideration of local resources across organisations and sectors that meet the identified needs, wants and values of the individual, with appropriate use of decision support tools. Will require occasional support to achieve this.	Using expert clinical reasoning, co-creates a collaborative care plan with persons and their support networks for self-management, supportive treatment and interventions for highly-complex presentations , applying expert knowledge of up-to-date guidelines and best practice and aligned to local pathways of care, with consideration of local resources across organisations and sectors that meet the identified needs, wants and values of the individual, with appropriate use of decision support tools.	Using expert clinical reasoning, co-creates a collaborative care plan with persons and their support networks for self-management, supportive treatment and interventions for highly-complex presentations , applying expert knowledge of up-to-date guidelines and best practice and aligned to local pathways of care, with consideration of local resources across organisations and sectors that meet the identified needs, wants and values of the individual, with appropriate use of decision support tools.

3.8 Care planning: Co-creation, through shared decision making, of a care plan, aligned to local pathways of care, that meet the identified needs, wants and values of the individual (continued)

Foundation	Enhanced	Advanced	Consultant
Identify and implement strategies to empower persons and optimise their activation, self-management ability and resilience, with occasional support.	Identify and implement strategies to empower persons and increase their activation, self-management ability and resilience for complex presentations.	Identify and implement strategies to empower persons and increase their activation, self-management ability and resilience for highly complex presentations.	Identify and implement strategies to empower persons and increase their activation, self-management ability and resilience for highly complex presentations.
Participates in care planning within a multi professional team.	Leads complex care planning within a multi professional team.	Leads highly complex care planning within a multi professional team.	Leads highly complex care planning within an multi professional team.
Create clear agreed follow up plan, including appropriate safety netting, with occasional support.	Create clear agreed follow up plan, including appropriate safety netting for complex presentations.	Create clear agreed follow up plan, including appropriate safety netting for highly complex presentations.	Create clear agreed follow up plan, including appropriate safety netting for highly complex presentations.
Evaluates and reflects on person outcomes and modifies ongoing management in response to changes. Identifies those who do not respond as expected or present with new or worsening signs and symptoms and seeks support from senior colleagues.	Evaluates and reflects on person outcomes and modifies ongoing management in response to changes. Identifies and manages those who do not respond as expected or present with new or worsening signs and symptoms, with support from senior colleagues occasionally.	Evaluates and reflects on person outcomes and modifies ongoing management in response to changes. Independently identifies and manages those who do not respond as expected or present with new or worsening signs and symptoms.	Evaluates and reflects on person outcomes and modifies ongoing management in response to changes. Independently identifies and manages those who do not respond as expected or present with new or worsening signs and symptoms.

3.8 Care planning: Co-creation, through shared decision making, of a care plan, aligned to local pathways of care, that meet the identified needs, wants and values of the individual (continued)

Foundation	Enhanced	Advanced	Consultant
Appropriately involves and refers to the wider MDT (across pathways, organisations and sectors), and sub-specialist care services, in agreement with the person, with occasional support .	Appropriately involves and refers to the wider MDT (across pathways, organisations and sectors), and sub-specialist care services, in agreement with the person, for complex presentations with occasional support .	Appropriately involves and refers to the wider MDT (across pathways, organisations and sectors), and sub-specialist care services, in agreement with the person, for highly complex presentations .	Appropriately involves and refers to the wider MDT (across pathways, organisations and sectors), and sub-specialist care services, in agreement with the person, for highly complex presentations .

3.9 Prevention: Engages in a public health approach including primary and secondary prevention

Foundation	Enhanced	Advanced	Consultant
Identifies causative factors for MSK conditions and some other comorbidities with occasional support .	Identifies causative factors for MSK conditions and other comorbidities.	Identifies causative factors for MSK conditions and other comorbidities.	Identifies causative factors for MSK conditions and other comorbidities.
Engages in behavioural change strategies for modifiable behaviours linked to MSK conditions and other morbidities.	Enhanced ability to engage in behavioural change strategies for modifiable behaviours linked to MSK conditions and other morbidities in complex situations .	Expert ability to engage in behavioural change strategies for modifiable behaviours linked to MSK conditions and other morbidities.	Expert ability to engage in behavioural change strategies for modifiable behaviours linked to MSK conditions and other morbidities.
Incorporates health promotion into person care, with an awareness of public health initiatives.	Incorporates health promotion into person care, with an awareness of public health initiatives.	Incorporates health promotion into person care, with an awareness of public health initiatives.	Incorporates health promotion into person care and contributes to public health initiatives.

3.9 Prevention: Engages in a public health approach including primary and secondary prevention (continued)

Foundation	Enhanced	Advanced	Consultant
Signposts and refers to resources and services appropriately to reduce the risk of developing or worsening preventable conditions, across organisations and sectors, with occasional support .	Signposts and refers to resources and services appropriately to reduce the risk of developing or worsening preventable conditions, across organisations and sectors, with occasional guidance .	Signposts and refers to resources and services appropriately to reduce the risk of developing or worsening preventable conditions, across organisations and sectors.	Signposts and refers to resources and services appropriately to reduce the risk of developing or worsening preventable conditions, across organisations and sectors.
Works within population health services to deliver primary prevention for MSK conditions.	Works within population health services to deliver primary prevention for MSK conditions.	Works within population health services to deliver primary prevention for MSK conditions.	Works within population health services to deliver primary prevention for MSK conditions.

3.10 Supportive Treatments and interventions: Enables access to and delivers appropriate supportive treatments and interventions, in line with the agreed care plan.

Foundation	Enhanced	Advanced	Consultant
Deliver advice, signposts and provides access to supportive treatments, interventions, and supported self-management in line with agreed care plan, and with consideration of available resources, with occasional support .	Deliver advice, signposts and provides access to supportive treatments, interventions, and supported self-management in line with agreed care plan, and with consideration of available resources for complex presentations .	Deliver advice, signposts and provides access to supportive treatments, interventions, and supported self-management in line with agreed care plan, and with consideration of available resources for highly complex presentations .	Deliver advice, signpost and provide access to highly complex supportive, interventions, and supported self-management in line with agreed care plan, and with consideration of available resources for highly complex presentations .

3.10 Supportive Treatments and interventions: Enables access to and delivers appropriate supportive treatments and interventions, in line with the agreed care plan (continued)

Foundation	Enhanced	Advanced	Consultant
Provide appropriate profession specific supportive treatments and interventions in line with agreed care plan, with occasional support .	Provide appropriate profession supportive treatments and interventions in line with agreed care plan, with occasional guidance .	Provide wide array of appropriate profession specific supportive treatments and interventions in line with agreed care plan.	Provide wide array of appropriate profession specific supportive treatments and interventions in line with agreed care plan.
Knowledge of pharmacotherapy for pain management for MSK conditions.	Enhanced Knowledge of pharmacotherapy for pain management for MSK conditions.	Expert knowledge of pharmacotherapy for pain management. Able to prescribe medications that are within scope of practice, if appropriately qualified and in line with local and national policies, legislation and professional registration.	Expert knowledge of pharmacotherapy for pain management. Able to prescribe medications that are within scope of practice, if appropriately qualified and in line with local and national policies, legislation and professional registration.
Knowledge of role of joint and soft injection therapy in pathways of care for MSK conditions.	Enhanced knowledge of appropriate role of joint and soft tissue injection therapy in pathways of care for MSK conditions.	Expert knowledge of the appropriate role of joint and soft tissue injection therapy in pathways of care for MSK conditions. Able to perform injection therapy within scope, if appropriately qualified and in line with local and national policies, legislation and professional registration.	Expert knowledge of the appropriate role of joint and soft tissue injection therapy in pathways of care for MSK conditions. Able to perform injection therapy within scope and if appropriately qualified and in line with local and national policies, legislation and professional registration.

3.11 Leadership and management: Takes a compassionate and collective leadership approach

Foundation	Enhanced	Advanced	Consultant
Takes personal responsibility for own performance and wellbeing. Can plan, organise and prioritise own work and objectives, accounting for local needs and priorities, with occasional support.	Takes personal responsibility for own performance and wellbeing. Can plan, organise and prioritise own work, objectives, and development, accounting for local and regional needs and priorities, with occasional support. Able to support others in achieving this.	Takes personal responsibility for own performance and wellbeing. Can work independently to plan, organise and prioritise own and others' work, objectives, and development, accounting for regional and national needs and priorities.	Takes personal responsibility for own performance and wellbeing, can work independently to plan, organise and prioritise own and others' work, objectives and development, accounting for regional and national needs and priorities.
Role model for NHS Wales and local health board values and behaviours.	Role model for NHS Wales and local health board values and behaviours.	Role model for NHS Wales and local health board values and behaviours.	Role model for NHS Wales and local health board values and behaviours.
Acts within shared goals, purpose and vision of local level, and applies value-based healthcare principles.	Supports and promotes shared goals, purpose and vision at a service level, that incorporates value-based healthcare principles.	Develops and inspires shared goals, direction, purpose and vision at service level, that incorporates value-based healthcare principles. Pioneers' new approaches to practice.	Develops and inspires shared goals, direction, purpose and vision at strategic level, that incorporates value-based healthcare principles. Pioneers' new approaches to practice and develops new insights from a variety of resources.
Participates in effective multidisciplinary teamwork and participates in compassionate leadership.	Supports and participates in effective multidisciplinary teamwork, and promotes compassionate leadership.	Creates and leads effective multidisciplinary teamwork, and establishes compassionate leadership.	Creates and leads effective multidisciplinary teamwork, and establishes compassionate and transformational leadership.
Participates in team-based activities and areas of responsibility.	Leads on team-based activities and areas of responsibility.	Leads on service activities and areas of responsibility.	Leads on system activities and areas of responsibility, across organisations and agencies, creating joined up working and partnerships.

3.11 Leadership and management: Takes a compassionate and collective leadership approach (continued)

Foundation	Enhanced	Advanced	Consultant
Aware of and supports local delivery of MSK Quality statements aligned to the principles of the MSK framework.	Aware of and supports local delivery of MSK Quality statements aligned to the principles of the MSK framework.	Facilitates, develops and leads local and regional delivery of MSK Quality statements aligned to the principles of the MSK framework and health promotion, using influence as MSK expert tool.	Facilitates, develops and leads local, regional and national delivery of MSK Quality statements aligned to the principles of the MSK framework and health promotion, using influence as MSK expert, developing services that are co-produced with local populations and addresses local and national health inequalities.
Supports the health and wellbeing of colleagues and team, and treats others with care, understanding and respect.	Supports the health and wellbeing of colleagues and team, and leads others with care, understanding and respect.	Supports and manages the health and wellbeing of colleagues and team, and creates a culture of mutual care, understanding and respect.	Supports and manages the health and wellbeing of colleagues and team, and creates a culture mutual care, understanding and respect.
		Development of workforce capability at a service level, with consideration of future needs.	Development of workforce capability at a strategic level, with consideration of future needs.
		Source of professional expertise for the MDT across organisations and agencies, and clinical, academic and research networks.	Source of multi-professional expertise across organisations and agencies, and clinical, academic and research networks.

3.12 Education: Is an active participant in own and others' learning

Foundation	Enhanced	Advanced	Consultant
Is an independent learner with awareness of own learning needs and methods to meet them, with support through mentoring, coaching and supervision.	Is an independent learner with awareness of own learning needs and methods to meet them, with support through mentoring, coaching and supervision.	Is an independent learner with awareness of own learning needs across the 4 pillars of advanced practice , and methods to meet them, with support through mentoring, coaching and supervision.	Is an independent learner with awareness of own learning needs across the 5 pillars of consultant practice and methods to meet them, with support through mentoring, coaching and supervision.
Engages in culture of continual organisational learning and evidence-based practice.	Contributes to culture of continual organisational learning and evidence-based practice.	Leads and inspires culture of continual organisational learning and evidence-based practice.	Leads and inspires culture of continual organisational learning and evidence-based practice.
Supports the identification and methods to meet the learning needs of others a level 3 to 5 (CQFW).	Supports the identification and methods to meet the learning needs of others at level 3 to 6 (CQFW).	Leads and supports the identification and methods to meet the learning needs of others a level 3 to 7 (CQFW).	Leads and supports the identification and methods to meet the learning needs of others a level 3 to 8 (CQFW).
Participates in learning opportunities within the MDT, learning networks and other training providers across different sectors.	Disseminates knowledge to MDT .	Creates and Disseminates knowledge across the MDT, organisations and sectors .	Creates and Disseminates knowledge across the MDT, organisations, sectors and nations .
Educates local population on basic MSK conditions and associated health and wellbeing, to empower them, increase health literacy and confidence, maximising health and wellbeing.	Contributes to the creation and implementation of learning opportunities within the MDT.	Creates, implements and evaluates learning opportunities to meet identified needs of MDT.	Creates, implements and evaluates learning opportunities to meet identified needs across organisations and agencies.
	Contributes to development of local and engages in national learning networks.	Develops and supports local and national learning networks.	Develops and supports local and national learning networks.

3.12 Education: Is an active participant in own and others' learning (continued)

Foundation	Enhanced	Advanced	Consultant
	Educates local population on MSK conditions and associated health and wellbeing, to empower them, increase health literacy and confidence, maximising health and wellbeing.	Educates local and regional population on MSK conditions and associated health and wellbeing, to empower them, increase health literacy and confidence, maximising health and wellbeing.	Educates local and regional population on MSK conditions and associated health and wellbeing, to empower them, increase health literacy and confidence, maximising health and wellbeing.

3.13 Research: Is an active participant in quality assurance / improvement, audit and research. Research is conducted in line with national health and social care policy ([UK Policy Framework for Health and Social Care Research - Health Research Authority \(hra.nhs.uk\)](http://www.hra.nhs.uk))

Foundation	Enhanced	Advanced	Consultant
Contributes to research at local level .	Contributes to research at local level .	Instigates, leads and encourages contribution (including from service users) to research at a local and service level . Innovative in ideas .	Instigates, leads and encourages contribution (including from service users) to research at a systems level , using expert research knowledge base. Innovative and transformative in ideas.
Contributes to quality improvement assurance through the collection of data (practice to data).	Contributes to quality improvement and assurance through the collection and analysis of data (practice to data and data to knowledge).	Leads quality improvement and assurance through the collection, analysis and synthesis of data (practice to data, data to knowledge and knowledge to practice) and develops robust governance structures.	Leads quality assurance through the collection, analysis and synthesis of data (practice to data, data to knowledge and knowledge to practice) and develops robust governance structures.

3.13 Research: Is an active participant in quality assurance / improvement, audit and research. Research is conducted in line with national health and social care policy (continued)

Foundation	Enhanced	Advanced	Consultant
Identifies and contributes to opportunities for quality improvement at a team level , that is co-produced with service users and key stakeholders.	Identifies and contributes to opportunities for quality improvement at a service level , leads on initiatives at local level , that is co-produced with service users and key stakeholders.	Leads on quality improvement initiatives and redesign at service level , that is co-produced with service users and key stakeholders.	Leads on quality improvement initiatives and redesign at system level , setting clear quality standards of care, that is co-produced with service users and key stakeholders.
Participates in local audit in line with local and national requirements.	Contributes to the development of local audit in line with local and national requirements.	Champions high quality care, strives to continually improve services and challenges current ways of working, engaging and motivating the MDT's involvement.	Champions high quality care, transformational in striving to continually improve services, challenges current ways of working and pioneering news ways of working. Engages and motivates the MDT's involvement.
Seeks to improve knowledge and apply evidence-based practice within local pathways and national guidelines with occasional support .	Seeks to improve knowledge and apply evidence-based practice within local pathways and national guidelines with occasional guidance .	Leads audit at a local and service level in line with local and national requirements.	Leads audit at system level in line with local and national requirements.
		Independently seeks to improve knowledge and apply evidence-based practice within local pathways and national guidelines.	Independently seeks to improve knowledge and apply evidence-based practice within local pathways and national guidelines.

3.14 Strategy: Contributes to local or national policy design and implementation

Foundation	Enhanced	Advanced	Consultant
Aware of the development and application strategic direction.	Aware the development and application of strategic direction.	Supports the development and application of strategic direction for the MDT at a service level.	Sets and leads the strategic direction for the MDT at service and organisational level.
		Contributes to organisational and system leadership for the provision of care for people with MSK conditions.	Provides organisational and system leadership for the provision of care for people with MSK conditions.
		Participates in national workstreams in MSK care.	Leads, participates and influences in national workstreams in MSK care.
		Interprets and implements national strategy. Contributes to the development of local policy.	Designs and implements new or improved services, in collaboration with appropriate stakeholders, including service users.
		Develops experience and knowledge of strategic matters from mentoring with existing consultant practitioners or executive / director.	Contributes to the development of national strategy, policy, clinical guidelines.
			Acts and ambassador for organisation and MSK national strategy.
			Is an active influence on aspects of professional or service developments in relation to care for people with MSK conditions.

3.14 Strategy: Contributes to local or national policy design and implementation (continued)

Foundation	Enhanced	Advanced	Consultant
			Proactively seeks to understand the current and future MSK care needs of the community they serve.
			Promotes service requirements and developments in line with needs of the community.
			Strategic development of capability and capacity for required services, locally regionally and nationally.
			Develops experience and knowledge of strategic matters from mentoring with existing consultant practitioners or executive / director.

Section 4: Templates

Direct Observation of Procedural Skill (DOPS)

This template enables the mentor/supervisor to assess and document the knowledge base of the individual and the practical skills required to enable management of the patient e.g., system examination, physiological monitoring, communication with patient.

Clinician Name				
Capability being assessed:				
Please indicate level of achievement				
Novice	Advanced Beginner	Competent	Proficient	Expert
Brief description of the practical skill/ clinical encounter observed:		Give rationale for & evidence to support decision:		
What were the learning needs identified during the discussion?		How will these learning needs be met and when?		
Assessors name (print)				
Designation				
Assessing Qualification (if applicable)				
Signed				
Date				

Multisource Feedback (MSF)

Clinician Name	
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Please provide feedback on the clinician in the following areas. The feedback should be non-judgemental, based on observation and provide support on how you feel they might improve as well as areas they are performing well in and should continue in their current practice.

1. Professionalism

Novice	Advanced Beginner	Competent	Proficient	Expert
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Detail performance areas to be commended:

Suggested areas for improvement in performance:

2. Communication Skills

Novice	Advanced Beginner	Competent	Proficient	Expert
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Detail performance areas to be commended:

Suggested areas for improvement in performance:

3. Management of Clinical Presentations

Novice	Advanced Beginner	Competent	Proficient	Expert
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Detail performance areas to be commended:

Suggested areas for improvement in performance:

4. Record Keeping

Novice	Advanced Beginner	Competent	Proficient	Expert
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Detail performance areas to be commended:

Suggested areas for improvement in performance:

5. Teamworking

Novice	Advanced Beginner	Competent	Proficient	Expert
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Detail performance areas to be commended:

Suggested areas for improvement in performance:

Assessors name (print)	
Designation	
Date	

This form should be returned to: _____

Case Based Discussion (CBD)

Clinician Name				
Capability being assessed:				
Please indicate level of achievement				
Novice	Advanced Beginner	Competent	Proficient	Expert
Brief description of the case:				
Focus of discussion:				
What were the learning needs identified during the discussion?				
How will these learning needs be met and when?				
Assessors name (print)				
Designation				
Assessing Qualification (if applicable)				
Signed				
Date				

Reflective Review

A page is required for each reflective review. Do not include any information that might identify a specific patient, service user or colleague.

Clinician Name				
Capability being assessed:				
Please indicate level of achievement				
Novice	Advanced Beginner	Competent	Proficient	Expert
<p>What was the nature of the CPD activity and/or practice-related feedback and/or event or experience in your practice?</p>				
<p>What did you learn from the CPD activity and/or feedback and/or event or experience in your practice?</p>				
<p>How did you change or improve your practice as a result?</p>				
Assessors name (print)				
Designation				
Assessing Qualification (if applicable)				
Signed				
Date				

Supervisor Meeting

Clinician Name	
Review of clinician since last meeting	
Review evidence in the clinician's portfolio and sign off capabilities where appropriate	
Plan for next 3 months (until next review)	
Assessors name (print)	
Designation	
Assessing Qualification (if applicable)	
Signed	
Date	

Section 5: Appendix

5.1 Appendix A Task and Finish Group

Name	Title	Role
David Price-Smith	Allied Health Professions Clinical Lead for Multiprofessional Primary Care MSK Capability Framework, HEIW	Chair / Subject Matter Expert and Content Lead
Ellie Murphy	Allied Health Professions Clinical Lead, Primary and Community Education and Training Team, HEIW	Reporting Officer and Implementation Lead
Louise Urien	Project Manager, Primary and Community Education and Training Team, HEIW	Project Manager
Gafin Morgan	Podiatry Consultant, Cwm Taf Morgannwg UHB	Member
Owen Pearce	Podiatry MSK Clinical lead Cwm Taf Morgannwg UHB	Member
Derek Protheroe	Podiatrist, Hywel Dda UHB	Member
Kevin Maloy	Podiatrist, Hywel Dda UHB	Member
Mike Mulroy	Podiatrist, Hywel Dda UHB	Member
Alex Gigg	Occupational Therapist, Primary Care Network Lead, Swansea Bay UHB	Member
Angharad Ralley	Occupational Therapist MSK Outpatient Lead, Cardiff and Vale UHB	Member
Helen Petherick	MSK Occupational Hand Therapist, Cardiff and Vale UHB	Member
Emma Ralph	Occupational Therapist, Rheumatology, Aneurin Bevan UHB	Member
Lynette Jones	Occupational Therapist, Betsi Cadwaladr UHB	Member
Yvonne Roberts	Occupational Therapist, Betsi Cadwaladr UHB	Member
Gemma Cartwright	MSK Physiotherapy Clinical Lead, Cwm Taf Morgannwg UHB	Member
Sam Haworth-Booth	Physiotherapy manager, service transformation, Aneurin Bevan UHB	Member
Gethin Harries	Consultant Physiotherapist, Rehabilitation, Powys UHB	Member
Mark Knight-Davies	Consultant Physiotherapist, Aneurin Bevan UHB	Member
Delyth Jones	First Contact Physiotherapy Clinical Lead Physiotherapist, Cardiff and Vale UHB	Member
Yvonne Rimmer	Allied Health Profession Consultant, Betsi Cadwaladr UHB	Member
Jessica Thomas	MSK Physiotherapy Lead, Cwm Taf Morgannwg UHB	Member

Carwyn Davies	Consultant Physiotherapist, Powys UHB	Member
Hannah Stockham	APP Physiotherapist and service lead, Swansea Bay UHB	Member
Rhodri Parfitt	Clinical Specialist CMATS and FCP Physiotherapist, Powys UHB	Member
Ema Geddas	Advanced Paramedic Practitioner, Welsh Ambulance Services University NHS Trist (WAST)	Member
Tess Saunders	Royal College of Podiatry	Member
Helen Branthwaite	Royal College of Podiatry	Member
David Davies	Royal College of Occupational Therapy	Member
Calum Higgins	Chartered Society of Physiotherapy	Member
Catherine Chin	Chartered Society of Physiotherapy	
Pete Daffada	First Contact Practitioner MSc module lead, Cardiff University	Member
Jonathan Thomas	Chair Welsh Advanced Practice Educators Network	Member
Angharad Ladd	Advanced Practice MSc lecturer, Swansea University	Member
Robert Letchford	MSK National Lead, Welsh Government Allied Health Profession Consultant, Cardiff and Vale UHB	Member
Nia Broughton	Consultant Nurse Primary Care, Betsi Cadwaladr UHB	Member
Chris Williams	Advanced and Consultant Practice Development Manager, HEIW	Member
Meinir Jones	MSK National Lead, Welsh Government	Member
Judith John	All Wales Allied Health Professions Public Health and Prevention Lead, HEIW	Member
Jamiee Baines	Nurse Clinical Lead, Primary and Community Training and Education Team, HEIW	Member
Kerrie Phipps	National Allied Health Professions Lead, Strategic Programme for Primary Care	Member

5.2 Appendix B Documents reviewed in development of capabilities

Document	Publisher	Web address
The United Kingdom Musculoskeletal Advanced Practice Standards	Health Education England MSK Partnership Group	The United Kingdom Musculoskeletal Advanced Practice Standards (arma.uk.net)
Musculoskeletal Capability Framework	Royal College of Podiatry	Musculoskeletal Capability Framework Aug 2021 (16).pdf
Musculoskeletal core capabilities framework for first point of contact clinicians	Health Education England	musculoskeletal_framework2.pdf (csp.org.uk)
Paramedic Specialist in Primary and Urgent Care Core Capabilities Framework	NHS England College of Paramedics	Paramedic Specialist in Primary and Urgent Care Core Capabilities Framework.pdf (hee.nhs.uk)
Physiotherapy competence framework. Version 7.1	Australian Physiotherapy Association	APA COMPETENCE FRAMEWORK_v7.1_FINAL.pdf (australian.physio)
Developing an international competency and capability framework for advanced practice physiotherapy: a scoping review with narrative synthesis	Tawiah et al. 2023. Physiotherapy, 122, pp 3-16.	https://www.physiotherapyjournal.com/article/S0031-9406(23)00036-6/abstract
An NHS Wales Competence Framework for Nurses working in General Practice	Health Education and Improvement Wales	heiw.nhs.wales/files/nhs-wales-competence-framework-for-nurses-working-in-general-practice/
Healthcare Leadership Model	NHS Leadership Academy	Explore the Healthcare Leadership Model - Leadership Academy
Clinical Leadership Competency Framework	NHS Leadership Academy	65589 CLCF Layout 1 (leadershipacademy.nhs.uk)
GPwER in MSK Medicine Framework	Royal College of General Practitioners	GPwER-MSK-Framework-copy.pdf (fsem.ac.uk)

Person-Centred Approaches: Empowering people in their lives and communities to enable an upgrade in prevention, wellbeing, health, care and support. A core skills education and training framework	Skills for Health, Health Education England	Person-Centred-Approaches-Framework.pdf (skillsforhealth.org.uk)
Multi-professional framework for advanced clinical practice in England	NHS England	multi-professionalframeworkforadvancedclinicalpracticeinengland (1).pdf (hee.nhs.uk)
Health & Care Professions Council	Standards Of Proficiency. Chiropodists / podiatrists	standards-of-proficiency--chiropodists-and-podiatrists.pdf (hcpc-uk.org)
Health & Care Professions Council	Standards Of Proficiency. Occupational therapists	standards-of-proficiency---occupational-therapists.pdf (hcpc-uk.org)
Health & Care Professions Council	Standards Of Proficiency. Physiotherapists	standards-of-proficiency---physiotherapists.pdf (hcpc-uk.org)
Health & Care Professions Council	Standards Of Proficiency. Paramedics	standards-of-proficiency--paramedics.pdf (hcpc-uk.org)

Section 6: Glossary

Biopsychosocial: An approach that considers the interaction of biological, psychological, and social factors in a person's presenting condition and the delivery of health care.

Complex: The non-linear, unpredictable presentation of a person's MSK condition and behaviours, within the context of an interaction of biopsychosocial factors. Influencing factors may include multi-morbidities, low capacity to manage problems, a passive approach, high individual burden of their problem, past experiences of healthcare and person-practitioner relationships. Complex presentations are associated with diagnostic uncertainty and non-routine decision making, requiring novel, emergent practice.

CQFM: Credit and Qualifications Framework (Credit and Qualifications Framework (CQFW) | GOV.WALES)

Foundation level of practice: for anyone new to providing care to people with MSK conditions. This may be a newly qualified practitioner, or an experienced practitioner recently starting out in an MSK role.

Interventions: A health intervention is an act performed for, with or on behalf of a person or population whose purpose is to assess, improve, maintain, promote or modify health, functioning or health conditions.

Local: The area that a specific MSK service delivers care to, for example a single outpatient department or GP cluster.

MDT: Multi-disciplinary team. A group of people working collaboratively with the same goals and vision. This may be within or between health, independent, third sector and social care providers, as well as involving members from separate professional groups, organisations, or disciplines within a professional group.

MSK: Musculoskeletal. A broad spectrum of conditions of four groups; inflammatory conditions, MSK conditions of pain, bone health and MSK related neurological dysfunction.

Organisation: A defined group, or number of groups, working together for the same purpose.

PADR: Performance appraisal and development review.

Primary care: applied in its widest sense, encompassing the continuum of Primary and Community Care services who provide and coordinate care as part of a whole system pathway approach. It includes a variety of settings based upon local pathway and partnership working arrangements e.g. general practice, community facilities and outpatient settings.

Regional: In Wales, there are 7 regions: Cardiff and Vale, Cwm Taf Morgannwg, Gwent, West Wales, North Wales and West Wales. Each will have a Regional Partnership Board. Within the regional boards are professional collaborative groups.

Service level: An MSK service within a single organisation. Depending on the local MSK service structure, this may be, for example, a single outpatient department or service made up of multiple teams, working together to provide one seamless MSK service, potentially across multiple local agencies, clusters or pan clusters.

Supportive Treatment: Helping people deal with symptoms and impacts of a disease or condition, where cure is not possible

System Level: multiple organisations and agencies, internal and external of the health board, that may be local, regional or national. This includes health, independent, third sector and social care.

Team: Identified group of people working within single unit, providing MSK care to specific group of patients, for example an outpatient department, a general practice or cluster, or an urgent care centre.

Values based healthcare: Healthcare that is focused on outcomes that are important to patients, relative to the costs of delivering those outcomes.

Wider determinants of health: The social, economic, environmental, and structural factors that affect health, well-being, and health inequalities

Section 7: References

A Healthier Wales (2022)	A Healthier Wales (gov.wales)
Credit and Qualifications Framework (2023)	Credit and Qualifications Framework (CQFW) GOV.WALES
Framework for Enhanced, Advanced and Consultant Clinical Practice (2023)	heiw.nhs.wales/files/enhanced-advanced-and-consultant-framework/
Public Health Wales Observatory 2017	phw.nhs.wales/services-and-teams/observatory/data-and-analysis/publication-documents/health-and-its-determinants-in-wales-2018/health-and-determinants-in-wales-interim-report-exec-summary-pdf/
Quality Statement for Musculoskeletal Health (2023)	Written Statement: Quality Statement for Musculoskeletal Health (12 October 2023) GOV.WALES
Strategic Programme for Primary Care 2023-2024	Strategic Programme - Primary Care One (nhs.wales)
Versus Arthritis: The State of Musculoskeletal Health 2021	Versus Arthritis: The State of Musculoskeletal Health 2021