

JOB DESCRIPTION

'Happy to talk about Flexible Working'

Job Title:	Clinical Specialist Physiotherapist
Department:	Allied Health Professional (AHP) Team
Hospice Band:	Clinical Band 7
Reports to:	Lead Allied Healthcare Professional/Physiotherapy Lead
Responsible for:	N/A
DBS Required	Yes - Enhanced

Job Purpose

The main purpose of this post is to provide specialist physiotherapy input, as part of a multi-disciplinary team, to patients referred for specialist palliative care.

The post holder will:

- Act as lead clinician for the physiotherapy service at Birmingham Hospice Selly Park with responsibility for the management, planning and delivery of holistic care to patients' their family and carers on the physiotherapy caseload, both in the community and in hospice settings, as part of the Multi-Disciplinary Team (MDT)
- Lead the physiotherapy team at Selly Park in the development, management, promotion and evaluation of the physiotherapy service, ensuring high quality service delivery and cost effective care.
- Provide evidence based physiotherapy assessment and physiotherapeutic intervention, acting as an autonomous practitioner for patients with highly complex physical and psychological palliative conditions following Health & Care Professions Council (HCPC) clinical standards of care and Chartered Society of Physiotherapy (CSP) professional codes of conduct.
- Act as a role model demonstrating high standards of care and clinical standards.
- Provide highly specialist education, training and advice to other professionals and students (including generalist AHP professionals) to support the delivery of evidence based, safe and effective holistic patient care.
- Ensure appraisal and regular mentoring is completed as indicated for other physiotherapists within the Selly Park team.
- Promote the philosophy of person-centred goals and collaborative care for people affected by cancer, other palliative and long term conditions and encouraging understanding and self-management strategies.
- Be responsible for maintaining knowledge of national and hospice standards, protocols and guidelines, cascading and integrating into the physiotherapy team practice.
- Participate in multi-professional meetings, acting as patient advocate and team lead representing physiotherapy specific views.
- Use resources/services available to the patient, family and carers and signpost/refer to other services or professionals when appropriate.

- Record clear and thorough details of physiotherapy assessment, diagnosis, clinical reasoning and treatment plans and all other information related to patient contact on Systm1 templates, within the stipulated 24 hour time scale and ensure these standards are maintained within the physiotherapy team.
- Develop and maintain good multi-professional working relationships across the service divisions and clinical specialities to ensure optimal patient care.
- To demonstrate compliance with the hospice mandatory training programme and ensure other physiotherapy team members maintain compliance.
- To recognise that the hospice is a charity, committed to supporting palliative care and end of life services to the local community which relies on fund raising and marketing to raise the profile of the hospice to deliver a high quality service to the community it serves.
- Be an ambassador for the organisation at every opportunity, representing the philosophies and values of the hospice and promoting the service and the strategic vision of Birmingham Hospice.

Main Duties and Responsibilities

CLINICAL PATIENT SERVICES

- To provide responsive specialised clinical physiotherapy to patients under the care of the Hospice, in accordance with priorities set by the Director of Clinical Services and monitor compliance of the same by junior staff.
- To undertake all clinical duties as an autonomous practitioner with legal accountability for all aspects of own work within the standards set by the HCPC and CSP.
- To triage referrals for appropriate criteria for specialist, palliative/end of life care physiotherapy input and to manage a clinical caseload of patients with said care needs.
- To be a source of advanced clinical expertise in rehabilitative palliative care and palliative rehabilitation, providing highly specialist advice to patients and other healthcare professionals.
- To demonstrate advanced clinical knowledge, utilising highly specialised physiotherapy assessments and analytical skills to holistically diagnose, plan, problem solve, develop and provide evidence-based physiotherapy intervention and treatment plans for patients with a wide variety of complex conditions with physical, psychological and spiritual needs.
- To work in a highly diverse, multi-ethnic, multi-cultural and socio-economically varied environment to ensure treatment is of the highest standards regardless of cultural or language differences and support the staff you supervise in doing likewise. Skilled use of non-verbal communication and Wordski Interpreter service.
- To provide professional line management and support for junior members of the physiotherapy team and students. Regular on-going mentoring and monitoring of knowledge, skills, efficacy and evaluation of capabilities, demonstrated and documented through the appraisal system.
- To identify patient needs and refer to relevant agencies or other professionals if appropriate.

- To constantly evaluate patient progress, reassess and adjust treatment programmes as required and to liaise and discuss relevant information to other members of the clinical team.
- To identify the needs of the individual patient requiring specialist equipment and/or medical devices; ordering, managing delivery and teaching safe and effective use to the patient and/or family/carers.
- To liaise with other healthcare professionals in primary and secondary care to optimise the management and treatment of the patients on the physiotherapy caseload and to be available as a specialist resource for generalist healthcare professionals.
- Provide specialist physiotherapeutic intervention to patients and carers in their preferred place of care with the emphasis on empowerment, enablement and self-management in order to optimise each patient's quality of life.
- To communicate complex condition and treatment related information; to facilitate understanding, elucidate any barriers to intervention, and to establish an effective professional rapport to gain trust and confidence of the patients and carers.
- To regularly attend and contribute to multidisciplinary team meetings and, as required, to meetings of other multidisciplinary teams involved in providing palliative care for hospice patients
- To lead and participate in the organisation, development and running of patient self-management education programmes.
- Proactive discharge planning, identification and provision of equipment required to allow safe discharge, anticipation of needs when patient returns home. Follow up home visits if required to ensure optimal patient function and quality of life, irrespective of life expectancy.
- Identify, organise and chair any meetings relating to physiotherapy and patient centred care. Attend and actively participate in clinical meetings on the Inpatient Unit.
- Liaise/refer to Hospice at Home, Clinical Nurse Specialist (CNS), Social Care and Personal Health Budget (PHB) teams, Community Healthcare or other voluntary agencies to ensure optimal patient care and continuity of care for the patient at home.
- To liaise with health professionals involved in the care of each patient with regard to any problems, issues or concerns highlighted on assessment. This may require signposting to other health services, provision of equipment or individualised physiotherapy input if unsuitable for group therapy.

PROFESSIONAL

- To abide by the Chartered Society of Physiotherapy Professional Code of Conduct and Standards of Practice and the Health & Care Professions Council requirements for physiotherapy registration.
- To contribute to clinical governance activities, which will involve participation / leading in clinical audit, research, risk management and quality assurance.
- To develop, implement and maintain high clinical standards within the service, undertaking training which relates to the service development and utilising the skills learned in the supervision and teaching of others.

- To be a source of advanced clinical expertise in palliative care rehabilitation. To provide spontaneous and planned, highly specialist advice to patients and other healthcare professionals.
- To maintain comprehensive and accurate assessment and treatment records in line with legal, professional, hospice policies and guidelines.
- Develop collaborative working relationships with specialist therapists and other specialists working in Palliative Care for optimal patient care, peer support, and if mutually beneficial, closer alignment which may involve joint visits to see patients and their family/carers.
- To maintain and further develop own palliative care specialist knowledge, skills and attitudes, through strong commitment to own continuing professional development and evidence-based practice.

SERVICE DEVELOPMENT AND LEADERSHIP

- To develop the specialist clinical physiotherapy services at the Selly Park site and work with the clinical specialist physiotherapists at the Erdington site to ensure a high level of service and continued service development across both sites.
- To liaise with other regional palliative care physiotherapy services to ensure coordination of services across the region.
- To provide advanced physiotherapy knowledge and skills to other members of the healthcare team. Maintain and develop competency through Continual Professional Development (CPD) training, maintenance of portfolio and reflective practice.
- Attendance at MDT meetings to communicate specialist physiotherapy information and to contribute to the development of holistic service delivery within palliative care which impact on other professions.
- To provide support, in-service education, supervision and assessment of junior physiotherapists and undergraduate students delivered within current national guidelines and recommendations and standards of the Chartered Society of Physiotherapy and the Health and Care Professions Council.
- Influence the hospice strategy to ensure it encourages that future care is driven by patient goals and needs and has an enabling ethos.
- Support the Service Leads in identifying work force and skill mix requirements and participate in recruitment and development.
- Deliver excellent line management of team members, including appraisal, performance management, mentorship and compassionate support.
- Contribute to the production of timely accurate reports on areas of accountability to support decision making at Board, Senior Management Team, Clinical Governance Committee and Membership Council.

POLICIES, PROCEDURES AND AUDIT

- To support and develop related local policies, procedures, guidelines and clinical care pathways to ensure the delivery of a high quality, equitable service in all locations and to provide supportive information, education and training to staff as required to implement the same.

- Demonstrate understanding and participation in all aspects of Clinical Governance, attendance and engagement in clinical governance meetings and other organisational meetings (including external meetings) to contribute towards the safe and effective running of the organisation and the development, improvement and implementation of clinical services.
- Contribute to the production of timely accurate reports on areas of accountability to support decision making at Board, Senior Management Team, Clinical Governance Committee and Membership Council.
- Undertake, review and evaluate audits and make recommendations to the organisation based on the findings when requested.
- To utilise the complaint and safeguarding procedures and the reporting of clinical incidents using the Vantage reporting system and ensure junior staff are aware of these procedures to maintain high standards of patient care.

COMMUNICATION.

- To effectively utilise advanced communication skills to gain collaborative management and consent for any physiotherapeutic intervention/management for patients and their carers with regard to their palliative and end of life symptoms. The post holder will need to strike an appropriate balance between relaying factual information and being sensitive to an emotionally charged atmosphere where high levels of emotion and distress are likely.
- To have knowledge and understanding of the legal framework for patients who lack capacity to consent to treatment, to convey sensitive information to next of kin or utilise other channels to provide appropriate support.
- To utilise advanced communication skills in order to ascertain patients' wishes, respond appropriately to difficult questions and manage complex situations that may be emotionally charged and highly sensitive. For example; information about expectations of treatment and prognosis, which may be extremely difficult for the patient, relatives or carers to accept.
- To provide specialist advice and support to patients, carers/relatives about end of life care, advanced care directives, preferred place of care and death.
- To represent physiotherapy and promote palliative care and palliative rehabilitation at multi-professional team meetings to ensure the delivery of holistic, co-ordinated care for all patients.

EDUCATION, AUDIT AND RESEARCH

- To participate in the delivery of formal educational programmes internally and with external clinical and academic partners.
- To provide opportunity for education of physiotherapy students on placement and provide education about the role of therapy in palliative care to students of other professions on placement at Birmingham Hospice.
- To take an active role in the clinical audit and research.
- To contribute to statistical activity and project reports in order to assess safety and quality of therapeutic care and services.

- To ensure Birmingham Hospice Mandatory training modules are completed and regularly updated for self and team.

COMPANY ROLE

- Act as an ambassador for all aspects of the company's operation adhering to the hospice values at all times.
- Maximise the efficiency of services, ensuring work and meetings are properly prioritised and where necessary take and communicate tough decisions on prioritisation of tasks.
- Maintain a comprehensive awareness of trends and developments in the field of palliative rehabilitation and to identify and share areas of good practice.
- Comply with the organisation's data quality standards. Address instances of non-compliance, error, omissions or inadequacies in procedures.
- Know and adhere to the organisation's equal opportunities policies and implement in relation to job responsibilities, promote policies and become a role model for the organisation.

FREEDOM TO ACT AND AUTONOMY

- The post holder will be part of a multi professional team and will act as an autonomous practitioner adhering to national, professional and local hospice policies and guidelines as directed by Birmingham Hospice the Health and Care Professions Council and the Chartered Society of Physiotherapy within their scope of practice.
- The post holder will be managed rather than supervised, demonstrating personal initiative to act independently to manage personal work schedules and priorities.
- To work collaboratively and delegate appropriate tasks and roles to other members of the Palliative care team to maximise the cost-effective and efficient use of resources.

General Duties

Confidentiality

- All employees are required to uphold the confidentiality of all information records in whatever format, encountered in the course of employment and after it.
- All employees are bound by the requirements of the General Data Protection Regulations when, in the course of their employment, they deal with information records relating to individuals

Equality and Diversity

- The Hospice is committed to promoting an environment that values diversity. All staff are responsible for ensuring that they treat individuals equally and fairly and do not discriminate on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex and sexual

orientation. The Hospice expects all staff to behave in a way that recognises and respects diversity in line with the appropriate standards.

Health and Safety

- All employees have a responsibility under the terms of the Health and Safety at Work Act 1974 to protect and promote their own health and that of others in the workplace
- All employees must comply with all Hospice Health and Safety Procedures Infection Control
- The prevention and control of infection is the responsibility of everyone who is employed by the Hospice. Employees must be aware of infection control policies, procedures and the importance of protecting themselves and their clients in maintaining a clean and healthy environment.

Information Governance

- All employees are responsible for ensuring they undertake any training relating to information governance, read the Hospice's policies, procedures and guidance documents relating to information governance, and understanding how this affects them in their role.

Professional Development

- All employees must participate in an annual appraisal and develop a personal development plan with their Line Manager
- All employees are responsible for maintaining their statutory and mandatory training.

Safeguarding Children, Young People and Vulnerable Adults

- The Hospice is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All employees and volunteers are expected to behave in such a way that supports this commitment
- In the event of a pandemic or major incident, the post holder may be asked to undertake other duties not necessarily commensurate to the banding of this role. This could include duties in any part of the Hospice. Prior to undertaking any duties, the member of staff will have full training and induction. We won't ask any member of staff to undertake duties for which they are not competent or where they feel unsafe in their environment or could put patients or themselves at risk.

The job description is not exhaustive and may be amended following appropriate consultation in the light of business needs

PERSON SPECIFICATION

Job Title:	Clinical Specialist Physiotherapist
Department:	AHP Team
Hospice Band:	Clinical Band 7

Requirements	Essential	Desirable	How identified
Education and Qualifications	<ul style="list-style-type: none"> Honours Degree level or equivalent in Physiotherapy Current CSP and Health Professions Council registration Evidence (in the form of a structured portfolio) of Continuing Professional Development and relevant postgraduate training in Oncology/Palliative care/ End of Life care/Advanced Communication 	<ul style="list-style-type: none"> Communication skills training Accredited Clinical Educators qualification 	<p>A, C</p> <p>A, C</p> <p>A, C, I</p>
Knowledge and Experience	<ul style="list-style-type: none"> Knowledge of and compliance with the CSP & HCPC code of conduct Significant post graduate experience of working with variety of patients in different physiotherapy specialities e.g. cardiorespiratory, musculoskeletal, neurology, oncology, elderly care. 	<ul style="list-style-type: none"> Experience in developing and delivering training and education at postgraduate level. Experience of involvement/participation in clinical audits Led or participated in healthcare research. 	<p>A, I</p> <p>A, I</p>

	<ul style="list-style-type: none"> • Previous experience and ability to work as part of a multidisciplinary team • Experience working in a multidisciplinary palliative care setting (or relevant transferable clinical experience) • Supervision/mentoring of assistants and students • Experience of leading projects and service developments • Experience of individual staff management and clinical supervision • Experience of managing distressing situations and evidence of emotional resilience • To work as an autonomous practitioner within scope of practice • Critical appraisal skills in assessing therapeutic evidence • Excellent verbal, written and personal communication skills • Computer literate, able to use Emails, Microsoft Word, Excel and PowerPoint • Good organisational skills and personal effectiveness • Ability to produce evidence-based clinical guidelines • Ability to recognise and complete incident reports 	<ul style="list-style-type: none"> • Experience using Vantage incident reporting system • Familiar with SystmOne electronic patient record system • Project management skills ability to implement, lead and deliver projects within timeframe and in line with specified milestones and outcomes • Advanced communication skills training: to enable effective, sensitive communication with patients, families and colleagues in complex emotional situations • Knowledge of Palliative Care Outcome Measures 	<p>A, I</p> <p>A, I</p> <p>A, I</p> <p>A, I</p> <p>A, I</p> <p>I</p> <p>I</p> <p>A, I</p> <p>A, I</p> <p>A, I</p> <p>I</p> <p>A, I</p> <p>A, I</p>
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	<ul style="list-style-type: none"> • Understanding of relevant guidance for cancer and non-cancer palliative care and end of life care • Able to successfully negotiate, facilitate and influence relevant physiotherapeutic interventions • Awareness of healthcare priorities and policies 		<p>I</p> <p>I</p> <p>I</p>
Personal skills and attributes	<ul style="list-style-type: none"> • Full and Valid UK driving license and access to own vehicle • High degree of self motivation and ability to use own initiative, utilise and rationalise clinical reasoning skills • Demonstrate drive, energy and enthusiasm for own profession relating to palliative care • Solution focussed • Ability to gain the confidence and credibility of a range of professionals • Able to work under pressure and prioritise tasks to ensure urgent work is completed within specified time limits • Flexible and resourceful, responding positively and effectively to solve unexpected issues, concerns or problems 		<p>A, C</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p>

	<ul style="list-style-type: none"> • Good listening skills and an empathetic approach • High level of integrity • Demonstrates a commitment towards continuing professional development • Affinity to work with people and build effective and open working relationships • A commitment to the development and adherence of the hospice strategies and values 		I I A, I, C I I
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A= Application form

I=Interview

T=Test

C=Certificate