

## JOB DESCRIPTION

**'Happy to talk about Flexible Working'**

<b>Job Title:</b>	Clinical Specialist Physiotherapist
<b>Department:</b>	Therapies
<b>Hospice Band:</b>	Clinical Band 6
<b>Reports to:</b>	Senior Physiotherapist
<b>Responsible for:</b>	n/a
<b>DBS Required</b>	Yes – enhanced

### Job Purpose

The main purpose of this post is to provide physiotherapy input, as part of a Specialist Multi-disciplinary Team, to patients referred for specialist palliative/end of life care. You may be expected to work at our partner hospice in Birmingham.

The post holder will:

- Be responsible for the 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)
- Provide evidence-based physiotherapy intervention to patients 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.
- Assist in provision of education, training and advice to other professionals and students involved in patient care, including generalist Allied Health Professionals (AHP).
- Support the team in the development, management, promotion and evaluation of the physiotherapy service, ensuring high quality service delivery and cost-effective care.
- Promote the philosophy of person-centred care, co-creating care with people affected by cancer, other palliative and long-term conditions and encouraging self-management.
- Adhere to the relevant clinical guidelines, follow standards and protocols from the Chartered Society of Physiotherapy and Health & Care Professions Council.
- Participate in multi-professional meetings, acting as patient advocate and representing physiotherapy specific views.
- Be aware of resources/services available to the patient, family and carers and signpost/refer to other services or professionals when appropriate.
- Participate in education and development to support the delivery of evidence based, safe and effective holistic patient care.
- Record clear and thorough details of physiotherapy assessment, diagnosis, clinical reasoning and treatment plans and all other information related to patient contact on Systm1, within the stipulated 24-hour time scale.

- Develop and maintain good multi-professional working relationships across the service divisions and clinical specialities to ensure optimal patient care.
- Promote and interpret national policies and guidance within the MDT to influence the patient journey and ensure delivery of quality care.
- To demonstrate compliance with the hospice mandatory training programme.
- 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 of the hospice and promoting the service and the strategic vision of the hospice.

## Main Duties and Responsibilities

### CLINICAL PATIENT SERVICES

- To provide responsive, clinical physiotherapy to patients under the care of the Hospice, in accordance with priorities set by the Director of Clinical Services.
- To undertake all clinical duties as an autonomous practitioner, including professional and legal accountability for all aspects of own work.
- To triage referrals for appropriate criteria for physiotherapy and to manage a clinical caseload of patients with palliative care needs.
- To holistically assess, plan, develop and provide evidence based physiotherapy intervention for patients with a wide variety of complex physical, psychological and spiritual needs.
- To identify patient needs and refer to relevant agencies or other professionals if appropriate.
- To utilise physiotherapy assessment and analytical skills to allow diagnosis and selection of precise and appropriate treatment options for a wide variety of conditions.
- 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 assist with the 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.
- Attend and actively participate in clinical meetings on the Inpatient Unit.
- Liaise/refer to the Hospice at Home, Clinical Specialist Nurses, and Social care teams, Community Healthcare or other voluntary agencies to ensure 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 highlighted on assessment. This may require signposting to other health services, provision of equipment or individualised physiotherapy input if unsuitable for group therapy.

#### **SERVICE DEVELOPMENT**

- To provide 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 service delivery within Palliative care which impact on other professions.
- To support education, supervision and assessment of undergraduate physiotherapy students is delivered to the standard required for degree level university and CSP standards within current national guidelines and recommendations. and be an active participant, or lead when relevant, in in-service education and presentation of case studies

#### **POLICIES, PROCEDURES AND AUDIT**

- To support the development of 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
- Undertake, review and evaluate audits and make recommendations to the organisation based on the findings when requested
- To be aware of the complaints procedure and the reporting of clinical incidents on Vantage

#### **COMMUNICATION**

- To effectively communicate and gain consent for any intervention to patients and their carers regarding the physiotherapy intervention and the management of their palliative

care and end of life symptoms; this may be in the hospice, within care establishments, during a visit to a patient's home. 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 of the legal framework for patients who lack capacity to consent to treatment
- To develop advanced communication skills in order to ascertain patients' wishes, respond appropriately to difficult questions and manage situations that may be emotionally charged which may include difficult to accept information such as expectations of treatment and prognosis
- To represent physiotherapy or patients at multi-professional team meetings to ensure the delivery of co-ordinated care.

### **FREEDOM TO ACT AND AUTONOMY**

- The post holder will be part of a team but will have the ability to act as an autonomous practitioner adhering to national professional and local policies and guidelines as directed by the Health and Care Professions Council and the Chartered Society of Physiotherapy
- 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 in order 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

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Requirements	Essential	Desirable	How identified
<b>Education and Qualifications</b>	<ul style="list-style-type: none"> <li>Honours degree level or equivalent in physiotherapy</li> <li>Current Healthcare Professions Council registration (HCPC)</li> <li>Evidence of Continuing Professional Development and relevant postgraduate training</li> <li>Evidence of CPD in the form of a structured portfolio</li> <li>To comply with the CSP &amp; NHS code of conduct</li> <li>Member of the Chartered Society of Physiotherapy</li> </ul>	<ul style="list-style-type: none"> <li>Communication skills training</li> <li>Accredited Clinical Educators course</li> </ul>	<p>A, C</p> <p>A, C</p> <p>A, C</p> <p>A, C</p> <p>A, C</p> <p>A, C</p>
<b>Knowledge and Experience</b>	<ul style="list-style-type: none"> <li>Post graduate experience of working with variety of patients in different physiotherapy specialities of cardiorespiratory, musculoskeletal, neurology, oncology, elderly care.</li> <li>Previous experience and ability to work as part of a multidisciplinary team</li> </ul>	<ul style="list-style-type: none"> <li>Previous postgraduate experience in a range of in and outpatient specialties</li> <li>Experience of working with palliative care patients with a malignant or non-malignant diagnosis</li> </ul>	<p>A, I</p> <p>A, I</p>



	<p>including Occupational Therapists, nurses, doctors, or other healthcare professionals.</p> <ul style="list-style-type: none"> <li>• Supervision of assistants and students.</li> <li>• To work as an autonomous practitioner within scope of practice.</li> <li>• Critical appraisal skills in assessing therapeutic evidence.</li> <li>• Excellent verbal, written and personal communication skills.</li> <li>• Computer literate, able to use emails &amp; Microsoft Word, Excel and PowerPoint.</li> <li>• Good organisational skills and personal effectiveness.</li> <li>• Ability to produce evidence-based clinical guidelines.</li> <li>• Ability to recognise and complete incident reports.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in developing and delivering training and education at postgraduate level</li> <li>• Experience of involvement/participation in clinical audits</li> <li>• Led or participated in healthcare research</li> <li>• Understanding of relevant guidance for cancer and non-cancer palliative care and end of life care</li> <li>• Able to successfully negotiate, facilitate and influence relevant physiotherapeutic interventions</li> <li>• Awareness of healthcare priorities and policies</li> <li>• Experience using Datix incident reporting</li> <li>• Familiar with SystmOne electronic patient administration systems</li> </ul>	<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>
<b>Personal skills and attributes</b>	<ul style="list-style-type: none"> <li>• High degree of self-motivation and ability to work using own initiative.</li> <li>• Ability to gain the confidence and credibility of a range of professionals and patients, relatives and carers.</li> </ul>		<p>I</p> <p>I</p> <p>I</p>

	<ul style="list-style-type: none"> <li>• Able to work under pressure and prioritise tasks to ensure urgent work is completed in a time appropriate manner.</li> <li>• Flexible and resourceful, responding positively and effectively to solve any unexpected situations and problems.</li> <li>• Good listening skills, compassion and an empathetic approach.</li> <li>• High level of integrity.</li> <li>• Full UK Driving License, access to own vehicle and business insurance</li> <li>• Demonstrates a commitment towards continuing professional development.</li> </ul>		I     I     I     I A, I , C  I
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**A= Application form**

**I=Interview**

**T=Test**

**C=Certificate**