

JOB DESCRIPTION: **PHYSIOTHERAPIST, BAND 6**
RESPONSIBLE TO: **THERAPY TEAM LEADER**
ACCOUNTABLE TO: **DIRECTOR OF CARE**
BASED AT: **ST ELIZABETH HOSPICE**



JOB SUMMARY

To provide physiotherapy assessment, treatment and on-going management to a wide range of patients with a palliative care diagnosis. Working within a multi-disciplinary team (MDT) to see patients on the inpatient unit, outpatients, day services and in their own homes. This post may require some weekend work to be carried out.

PROFESSIONAL RESPONSIBILITIES

- To be responsible for the accurate assessment and appropriate treatment of patients across all Hospice services and sites.
- To maintain high standards of physiotherapy practice and correct medical ethics, behaving in a professional manner at all times, in accordance with CSP and HCPC standards.
- To keep knowledge up-to-date observing best practice and to be pro-active in developing the service to meet patient and carer needs.
- To set appropriate goals with patients and their carers for short, medium and long-term achievement and to be prepared to teach patients simple treatment techniques to be carried out between consultations.
- To educate carers in the correct physical management of the patient.
- To liaise as appropriate with GPs, consultants and other relevant professionals.
- To be proactive in discharge planning, assisting the patient, carers and members of the multi-professional team.
- To be proactive in providing palliative rehabilitation in various settings - inpatient, day services, out-patient clinics and community visits.
- To provide instruction and supervision to junior staff, support staff, volunteers and professional students.
- To maintain safely the equipment within the Hospice, removing and reporting any that is defective.
- To work closely with the MDT, joint working as necessary.
- To be actively involved in group work such as exercise classes and symptom support groups.
- Have an understanding of safeguarding principles and be able to apply these within everyday practice and intervention/within your role.

MANAGEMENT RESPONSIBILITIES

- To maintain up to date and comprehensive treatment records using our electronic patient record system.
- To be responsible for stock control of medical and surgical items or equipment required for treatment, ensuring that orders are placed with the purchasing service in a timely manner.
- To collect and provide statistical information as required by the Hospice.
- To prioritise the workload to meet the changing needs of the service and allow time for administration.
- To attend relevant meetings, providing effective communication to ensure continuity of patient care.
- To participate in the development of clinical standards and clinical audit, working within the Clinical Governance framework at the Hospice.

- In conjunction with the Therapy Team Leader, to plan and evaluate physiotherapy services, implementing changes as appropriate, and actively participating in service development projects. This includes taking the lead with service development projects where appropriate.

PERSONNEL RESPONSIBILITIES

- To recognise indications of staff stress, feeding back to the line manager as appropriate, and facilitating support of other staff.
- To participate in the recruitment of staff as requested.
- To supervise and participate in the induction of new staff, as appropriate.
- To take on a mentor role to new staff, as requested.
- As requested, to participate in professional placements and lay person visits to the Hospice.
- To recognise the value of volunteer contribution and play an active part in their support and development where appropriate.

EDUCATIONAL RESPONSIBILITIES

- To maintain awareness of research and relevant findings and in conjunction with the multi-disciplinary team, work towards this being applied to practice.
- To participate in education programmes as required, particularly manual handling.
- To give feedback from attended education programmes/study days to the multidisciplinary team, actively participating in In-Service Training within the team.

PROFESSIONAL DEVELOPMENT

- To devise with the Therapy Team Leader a personal development plan in line with the Hospice objectives and personal needs.
- To maintain and increase personal clinical skills.
- To play an active role in service development where required.

ORGANISATIONAL RESPONSIBILITIES

- To work at all times within the policies and guidelines of the Hospice, and act within professional guidelines at all times.
- To uphold the hospice and individual team values at all times.
- To ensure effective use of resources.
- To play an active part in the development and maintenance of good relationships with all who have business with the Hospice.
- To respect at all times the confidentiality of information covering patients, staff and volunteers.
- To promote the Hospice philosophy of care towards patients, relatives and visitors.
- To work on weekends within the MDT community teams, as required.

Because of the special nature of the Hospice and its work, the post holder may on occasion be asked to undertake other duties to help maintain our high standard of care.

THIS JOB DESCRIPTION IS NOT NECESSARILY EXHAUSTIVE AND MAY BE SUBJECT TO REVIEW BY THE THERAPY TEAM LEADER IN CONJUNCTION WITH THE POST HOLDER.

**PHYSIOTHERAPIST
PERSON SPECIFICATION**

Requirement	Essential/Desirable
Qualifications & Training	
State registered Physiotherapist and a member of the Health and Care Professionals Council	Essential
Member of the Chartered Society of Physiotherapists	Desirable
Proven pre and post qualification experience in a range of areas – e.g. core rotations in orthopaedics, respiratory, musculoskeletal, neurology, community etc.	Essential
Experience in Palliative Care – placements/rotations	Desirable
Demonstrable interest and knowledge of palliative care and rehabilitation	Essential
Minimum of 18 months post qualification experience	Essential
Membership of appropriate special interest group, e.g. ACPOPC, ACPIN	Desirable
Qualification in acupuncture	Desirable
Knowledge & Experience	
Demonstrable knowledge and experience of working with patients with a range of conditions, within different settings relevant to palliative rehabilitation and care, e.g. respiratory care, neurology, orthopaedics, community work, ward based care.	Essential
Experience of working within a multi-disciplinary team	Essential
Able to assess the needs of people that are complex and changing and plan, deliver and evaluate care needs that may be complex and subject to change	Essential
Able to contribute to service development	Essential
Able to deliver 1:1 as well as group work to patients	Essential
To be able to work flexibly and use a high standard of prioritisation skills to meet service demand	Essential
Have an understanding of safeguarding principles and be able to apply these within everyday practice and intervention/within your role.	Essential

<p>Specific Skills</p> <p>Communication – ability to deal with complex matters requiring advanced communication skills</p> <p>Driver with access to own vehicle</p> <p>IT literate – ability to use Microsoft packages and Outlook and willingness to learn in-house online patient and staff systems</p> <p>Supervision skills – Experience of supervision of other staff, e.g. volunteers, Band 5 therapists, rehab assistants.</p>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Desirable</p>
<p>Personal Qualities</p> <p>To work professionally at all times, with good time management skills.</p> <p>To be able to work under pressure and remain calm in stressful situations.</p> <p>Be willing and able to develop own knowledge and skills and to contribute to the development of others, using research based evidence, best practice etc.</p> <p>To demonstrate personal qualities in line with the Hospice Core Values.</p>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>

O U R V A L U E S



st el i z a b e t h h o s p i c e . o r g . u k