

JOB DESCRIPTION

Post:	Specialised Physiotherapist
Department:	Allied Health Professions Team
Reporting to:	AHP Lead
Hours:	Full Time, 37.5 hours per week
Annual Leave:	27 days per annum plus Bank/Public Holidays
Actual Salary:	Group 17b, Spine Point 70 -85 which represents £33,750- £39,575 per annum (equivalent to Band 6), being the full time equivalent

OVERALL AIM OF POST

The post holder will be an integral part of the Allied Health Professional team at St Christopher's and a key member of the multi-disciplinary team. They will be responsible for providing person-centred, holistic rehabilitation services to palliative care patients including those with cancer, heart failure, COPD, long term neurological and other progressive life threatening conditions.

MAIN RESPONSIBILITIES

Clinical

- To provide a skilled rehabilitation service to patients under the care of St Christopher's. To undertake specialist assessments of patients and develop dynamic treatment plans. To implement and deliver excellent treatment to the patients focusing on maximising function and engagement with their lives.
- Along with other AHPs to develop an appropriate rehabilitation programme for patients. Identify and work with patients at as early a point as possible to maintain or develop independence in activities of daily living and daily routines.
- To work as part of the MDT in meeting patient's personal goals around their needs and priorities whether they are an inpatient or an outpatient or at home.
- To work with patients in either a one to one or a group setting as appropriate across inpatients, outpatients and community as required. Primarily based at Sydenham but occasionally offering cover at Orpington site as needed.
- To provide education and support to carers when developing discharge plans. To actively involve both patient and carer in developing treatment plans.
- To act as a source of physiotherapy clinical expertise, consultancy and advice within the MDT.
- To regularly attend MDT meetings, family meetings and case meetings to supply specialist advice.
- To undertake risk assessments as required
- Responsible for safe manual handling of patients during mobility and transfers, including use of equipment such as hoists.
- Work in the rehabilitation gym safely, being familiar and competent with use of all equipment
- To be a lone worker, adhering to St Christopher's Lone Worker policy.
- Liaise regularly with the head of the AHP team to feedback progress or concerns regarding any aspect of clinical work.

- Liaise regularly with the head of the AHP team and the other members of the AHP team to structure workload appropriately.
- Be able to build relationships and work within a multi-professional team liaising with other members when appropriate.

Management / Administrative

- To delegate appropriate tasks to band 4 assistants and to ensure direction guidance and management of these tasks.
- To be involved in the supervision of physiotherapy students whilst on placement at St Christopher's.
- To keep up to date patient notes and records in accordance with St Christopher's policy and with CSP standards and to keep up to date statistical records as required using the Electronic Patient record system
- Show an awareness of St Christopher's strategic plan by working with the AHP Lead to identify opportunities for service development.

Communication

- To use formal and informal communication mechanisms including: fax, telephone, face to face, written and electronic to a wide variety of staff and people within and outside the department and external community. Both clinical and non-clinical information to ensure that effective communication is maintained between the therapy team and all other agencies (health, social care and voluntary) to enhance patient care.
- To maintain confidentiality consistent with St Christopher's policy and the CSP.
- To act as an advocate on behalf of patients and carers by adopting a person-centred approach
- To communicate with patients in emotionally charged situations using tact and empathy to communicate difficult and challenging information whilst encouraging client participation in therapy by using negotiation, reassurance and sympathy.
- To promote awareness of the role of physiotherapy and palliative rehabilitation at all times during one to one communication and meetings with AHP staff and other members of the multidisciplinary team.

Teaching, audit, CPD

- To deliver teaching courses organised by the Education Centre to healthcare professionals including those external to the organisation, in collaboration or consultation with the AHP lead.
- To provide teaching both within the department and to ward based staff on issues around rehabilitation within palliative care.
- To engage in evidence based practice by ensuring the most up to date and evidence based treatments and protocols are used.
- To be actively involved in own annual appraisal; both in setting annual objectives and by being responsible for meeting said objectives throughout the following year.
- To identify, initiate and undertake/ contribute to audit and research projects pertinent to physiotherapy, rehabilitation and the AHP team.
- To be responsible for the maintenance and development of own CPD. Regularly receiving supervision and actively seeking to develop skills and knowledge through reading, reflection and attending both internal and external teaching courses.

General

- Exercises good personal time management, punctuality and maintains consistent and reliable attendance.
- Accepts responsibility for delegated departmental clinical and administrative duties.
- Participates in relevant St Christopher's meetings and in-service training sessions including mandatory training and annual updates.
- Complies with SCH policies procedures and regulations at all times.

Professional Behaviour: Code of Conduct

The post holder must comply with their relevant professional code of conduct at all times, where this exists. All roles have identified competencies to which post-holders will be regularly assessed against.

A job description does not constitute a 'term and condition of employment'. It is provided only as a guide to assist employees in the performance of their role. St Christopher's is a fast moving organisation and therefore changes to employees' duties may be necessary on occasion. The job description is not intended to be an inflexible or finite list of tasks and may therefore be varied from time to time, after discussion with the post-holder.

Safeguarding/MCA and DoLS

Staff are required to take responsibility in all areas of work for safeguarding people at risk (both adults and children) from any form of abuse or neglect. When delivering care and support, staff are required to comply with the requirements of legislation relating to care in the UK, including the Care Act (2014), and Mental Health Capacity Act 2005, which incorporates the Deprivation of Liberty Safeguards (DoLS). In order to achieve this, all staff are required to read St. Christopher's Safeguarding Policy and Procedure and to participate in both regular training and training updates and to incorporate preventative strategies into their work, as applicable.

General

All employees are required to undertake the following:

- To make positive contributions to all internal and external quality and/or best practice measures/processes.
- To fully participate in the annual appraisal process, to agree targets and objectives with line managers and to report on activity against agreed targets on a regular basis.
- To fully comply at all times, with St. Christopher's policies and procedures and to take responsibility for own actions/inactions.
- To fully comply with all mandatory and StC role specific training requirements
- To act in accordance with workplace legislation/requirements including Health and Safety, Equality and Diversity and Data Protection.
- To share and model St. Christopher's values and expected behaviours at all times.
- To fully support and engage with St. Christopher's fundraising activities and initiatives.
- To participate in all employee engagement activities including team, departmental or other staff meetings as required and to contribute to St. Christopher's annual staff survey.
- To maintain professional registrations (where applicable) and to keep up to date with mandatory training and other training requirements within own area of specialism/responsibility.
- Those in managerial or supervisory roles are expected to support the teaching, training and development of staff, and in some cases volunteers, as appropriate.

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This job description is subject to periodic review and change in line with a developing service and flexibility of work place.

PERSON SPECIFICATION: Specialised Physiotherapist

Education and Qualifications:	Essential	Desirable
Recognised qualification in Physiotherapy	√	
Registered with the Health Professions Council.	√	
MCSP or equivalent	√	
Evidence of further study within palliative care to Masters level or equivalent		√
Relevant clinical education courses		√

Knowledge, Skills and Experience:	Essential	Desirable
Ability to assess the needs of the individuals and groups including the whole family in order to work with them as a unit	√	
Excellent liaison skills and the ability to work independently and as part of multi-professional team	√	
Excellent communication and interpersonal skills	√	
Understanding of the dying process and the ability to manage the emotional impact of working with the dying and bereaved	√	
Understanding of loss and grief and its impact on individuals and families and their social networks	√	
Understanding of the importance of research, evaluation and audit	√	
Good organisational and administration skills including good computer literacy with knowledge of Windows based applications	√	
More than three years clinical experience across a range of clinical areas e.g. general medical, neurology, respiratory, orthopaedic, elderly care etc.	√	
Experience in Palliative Care and/or oncology	√	
Proven commitment to CPD	√	
Working with volunteers		√

Personal Qualities:	Essential	Desirable
Dynamic, enthusiastic and well-motivated	√	
Flexible, supportive, calm, approach in what can be a busy environment	√	
Open to change and new ideas	√	

Other Qualities:	Essential	Desirable
Professional and approachable	√	
Tactful and diplomatic and able to work confidentially	√	
Ability to work on own initiative and as part of a team	√	
Shares St Christopher's values	√	
Car driver / owner to undertake duties in community setting (e.g. home visits)	√	