

JOB DESCRIPTION

Post:	Rehabilitation and Enablement Lead
Department:	Rehabilitation and John Cheverton Centre
Line Manager:	TBC
Accountable to:	TBC
Hours:	37.5 hours full time (flexible to meet the needs of the service including weekends, out of hours and on call when required)
Salary:	£45,753 - £51,668 Agenda for Change Band 8a (Dependent on competencies and development pathway)

Overview of Role

To lead, manage and develop a new model of service provision within the John Cheverton Centre and Rehabilitation teams in line with Mountbatten's Strategic Implementation Plan, providing expert operational and strategic leadership to the team and innovative development of services within John Cheverton Centre. Provide an expert physiotherapy service to patients under the care of Mountbatten IW (across the Inpatient Unit, outpatients, and community), promoting a palliative rehabilitation and enablement approach. The role will be pivotal in developing a philosophy of empowerment and enablement for service users and those closest to them, as well as staff and volunteers working within the Centre.

The John Cheverton Centre is a multifunctional environment that has many nursing, psycho-social and therapeutic functions catering for a wide group of patients, their families and visitors. It is also open to the public. The main aim for all people entering the John Cheverton Centre is that they feel welcome and that their holistic needs are met. You will also be responsible for facilitating a relaxed, welcoming and comfortable environment enabling a quality experience for all patients, carers and visitors using the Centre.

The post holder will be an experienced specialist Physiotherapist, with experience of working in a variety of settings. The post holder will be available to work flexibly over seven days and evenings as services within the Centre develop. You will have excellent clinical, administration, co-ordination and management skills, and will maintain excellent communication with the wider multi-disciplinary team, including volunteers, as well as patients and their families and other visitors taking into account their physical, emotional, spiritual and social needs.

The post holder will provide a professional and caring service with responsibilities in relation to managing and organising the John Cheverton Centre, co-ordinating patient plans, developing volunteers, the group work programme etc. and managing the John Cheverton Centre team.

As a Specialist Physiotherapist, you will exercise complex levels of judgement, discretion and decision making in clinical care. You will be able to demonstrate advanced practice skills to identify, assess, diagnose, treat and manage people affected by life limiting disease. You will work collaboratively with colleagues to best meet the needs of the patient and their families, supporting delivery of policy and procedures, and play an active part in the senior clinical leadership team. The role is one of Advanced Clinical Practice, working towards Consultant Clinical Practice following an agreed programme of clinical competency and CPD development.

The post holder will be a key member of the Multidisciplinary team providing specialist care to patients and families. You will support education, audit and research to influence the delivery of high-quality care and identify innovative ways of working which improve and develop the services offered.

You will provide visible and accessible leadership, creating a climate where individuals understand their roles and responsibilities and are empowered to be effective within their roles. You will lead key clinical service/project developments and improvement plans, working with internal and external stakeholders and support the Director of Nursing, Deputy Director of Nursing and Head of Community Services in providing strategic leadership, to ensure we build talented teams and capacity within the service for the future.

You will champion innovative practice within the field of hospice and end of life care, applying your extended knowledge and skills in the principles and practice of palliative care to support patients with the most complex needs across rehabilitation, day services and outpatient settings.

The postholder will lead the development and provision of a highly skilled, flexible and responsive service to meet the needs of patients and families across the Isle of Wight. You will contribute to service development plans both locally, within the network and further afield, that will contribute to the improvement of services for users and the advancement of palliative care at local, regional and national levels.

You will contribute to palliative care education and training programmes for employees across all disciplines and at all levels, working with the Head of Education and key others.

There may be occasions when you will be required to work at Mountbatten Hampshire and attend relevant meetings and other events in Hampshire. You will work closely with the CEO, Director of Nursing, Deputy Director of Nursing, General Manager, Head of Community Services, Ward Manager, Clinical Teams, Head of Education and Head of Quality to ensure services fully meet the CQC's Key Lines of Enquiry.

The post holder will also role-model flexible working practices across the hospice clinical services and participate in an on-call rota where required. You will be required to travel to Mountbatten Hampshire on occasions.

Key Tasks

- Develop, lead and manage a new model of service provision with the John Cheverton Centre and Rehabilitation services, facilitating a welcoming environment for patients, carers and visitors.
- Lead and promote a palliative rehabilitation and enablement philosophy and approach within Mountbatten IW and to other health and social care providers.
- To provide an expert and skilled service for patients under the care of Mountbatten IW and coordinate screening and triaging all new referrals to the John Cheverton Centre Rehabilitation team.
- To hold responsibility for own caseload and be responsible for a mixed caseload between inpatients, outpatients, day services and community and act as a specialist within Mountbatten IW for palliative rehabilitation and physiotherapy.
- To perform advanced physiotherapeutic assessment of patients with complex and diverse palliative care needs. To provide, develop and deliver individualised treatment programmes, and to undertake these tasks as an autonomous practitioner.
- Act as a specialist physiotherapy palliative care, rehabilitation and enablement resource; providing consultative advice, education and support to members of the Mountbatten multidisciplinary team and Primary Health and Social Care teams.
- Lead, manage, coordinate and develop the day to day operation of the Rehabilitation and John Cheverton Centre team, in line with Mountbatten's strategic direction.
- Working with the Rehabilitation and John Cheverton Centre team further develop and evaluate the circuit and therapeutic wellbeing and supportive self-management groups for those with life limiting and palliative conditions, and carers based in line with robust evidence-based practice.

Professional Responsibilities

- To be professionally and legally responsible for all aspects of your professional activities working within codes of practice and professional guidelines.
- Monitor and prioritise Rehabilitation and John Cheverton Centre team referrals with an awareness of team working and capacity.
- Work as an expert physiotherapy practitioner within the Multidisciplinary team (MDT) and hold a caseload of patients with complex needs (across the Inpatient Unit, outpatients and community); key working as appropriate.
- To undertake the comprehensive assessment of patients, including those with specialist palliative care needs with diverse or complex presentations / multi pathologies; use advanced clinical reasoning skills and manual assessment techniques to provide an accurate diagnosis of their condition.
- To be responsible, as an autonomous practitioner, for the Physiotherapeutic management of patients in your care with attention to patients multi-faceted, individual needs and preferences incorporating physical, emotional, social and spiritual dimensions.
- Maintain a focus on optimising patient's functional abilities and enabling them with what matters most to them, through tailored and appropriate rehabilitation.
- Work as part of the MDT in highlighting and meeting people's personal goals around their needs and priorities whether as an in-patient, outpatient or within the community.
- To work with patients in either a one to one or group setting as appropriate.
- To provide education and support to carers and actively engage both the patient and carer in developing treatment plans that include self-management.
- Offer family support as appropriate and be able to manage potentially stressful, upsetting or emotional situations in an empathetic manner.
- Act as an advocate on behalf of patients and carers, adopting and modelling a person-centred approach.

- Ensure close liaison between the wider teams within Mountbatten IW and with Community agencies, both statutory and voluntary, for the benefit of patients, families and carers.
- Participate in MDT, case conferences and family meetings and represent the rehabilitation team as appropriate.
- Maintain accurate records in line with Mountbatten policies and guidelines laid down by Professional Code of Conduct.
- Be responsible for the safe use of equipment and report any hazards or defects for repair through the appropriate channels.
- To demonstrate the physical ability to carry out moving equipment and people handling.

Managerial Responsibilities

- Oversee all aspects of the John Cheverton Centre and Rehabilitation teams' provision, providing advice and support to employees and volunteers when necessary.
- Develop teamwork and cohesion of the John Cheverton Centre and Rehabilitation teams with that of the wider Mountbatten services.
- Ensure the philosophy missions, values and behaviours of Mountbatten services and professional body are promoted and maintained with the team.
- Lead specific elements in the development and implementation of the Strategic Implementation Plan.
- Management of the John Cheverton Centre and Rehabilitation teams to include:
 - Recruitment and co-ordination of staff and volunteers
 - Undertake management/clinical supervision of team members
 - Coordinate mandatory training and annual leave
 - Undertake annual appraisals
 - Staff awareness of, and compliance with, Mountbatten policies and procedures
- Help maintain a safe environment and where appropriate help ensure compliance with the Care Quality Commission.
- To respond to any quality assurance, clinical governance or information governance issues sensitively and effectively when they may arise.
- Investigate and respond to any complaints/concerns or incidents relating to the John Cheverton Centre and Rehabilitation services, working closely with the Head of Quality.
- Lead on developing, reviewing and updating policies related to the Rehabilitation and John Cheverton Centre services and aspects related.
- Participate in Mountbatten Quality and Governance, Clinical Commissioning Group, Board and Committee meetings, as required.
- Provide support and a strategic leadership input to Mountbatten Hampshire Rehabilitation team, as required.

Education and Training Responsibilities

- To be responsible for maintenance and development of own Continued Professional Development, regularly access supervision and actively seek to develop skills through research, reflection and attending both internal and external teaching course relevant to the role.
- Keep up to date with relevant developments in rehabilitative palliative care.
- Attend relevant study opportunities in a relevant subject.
- To network with other rehabilitation and enablement teams across the network, south coast localities and nationally.
- Be an expert resource for therapy and palliative rehabilitative and enablement issues.

- Ensure and coordinate support, training and supervision for staff, support workers, students and volunteers working within the John Cheverton and Rehabilitation teams and development of specific job roles and competencies.
- Take on the role of Clinical Supervisor for students, with the appropriate training.
- Provide clinical supervision for the Band 6 Physiotherapist at Mountbatten Hampshire and the wider Rehabilitation team, as required.
- Participate and deliver in-service training and induction training of other professionals and volunteers both in the community and in the hospice.
- To lead the team of trained staff who provide moving and handling training to employees and volunteers at Mountbatten IW and Hampshire and take part in the delivery of training as part of mandatory training and competency programme.
- Initiate and participate in projects and where appropriate publish and disseminate, evaluating outcomes.
- Present and teach locally and nationally on palliative therapy and palliative rehabilitative and enablement.
- Work towards a Consultant Physiotherapy role, underpinned by a competency pathway.

Research, Audit and Service Evaluation Responsibilities

- Initiate, lead and participate in the continuing development of the Rehabilitation and John Cheverton Centre services in line with the Strategic Implementation Plan and areas of interest and expertise, in consultation with the Community Lead and Director of Nursing.
- To lead, participate and complete relevant audits in line with key performance indicators.
- Identify risks and lead risk management issues within the Rehabilitation and John Cheverton Centre services.
- Implement research knowledge and evidence-based practice to enhance the quality of patient care.

Key Relationships

- Line managing Band 6 Physiotherapist and Occupational Therapist, John Cheverton Centre Band 5 Nurse, Support workers and volunteers
- Patients, families and carers
- The Mountbatten Group Chief Executive Officer, the Senior Management Team and Board of Trustees
- Head of Community Services, Community Nursing Team including Domiciliary Care, Ward Sister and nursing team, Volunteers, Consultant(s) in Palliative Medicine and Medical Team
- Head of Education
- Head of Quality
- Director of Psycho-Social Care and Bereavement Team
- Social Worker and Volunteer Lead
- Spiritual Care Lead
- Members of various hospice working groups and committees, including the Services Committee, Quality & Governance Committee, internal user group
- Therapy team at Mountbatten Hampshire
- Institutes of higher education
- Clinical Commissioning Groups

- Mountbatten Hampshire Therapy team
- Specialist Palliative Care regional network
- Relevant professional organisation's and external groups as appropriate.

GENERAL

All Employees Are:

- Required to abide by the Health and Safety at Work Act
- Required to attend mandatory and refresher training annually
- Required to respect confidentiality applying to all Mountbatten matters
- Required to work within Mountbatten policies and procedures
- Required to participate in and contribute to team meetings
- Required to cooperate and liaise with departmental colleagues
- Required to adhere to the Data Protection Legislation and General Data Protection Regulations in all aspects
- Required to provide a new DBS Certificate every three years in line with the Disclosure and Barring Policy and Procedure
- Expected to promote, at all times, Mountbatten's philosophy and uphold the Mountbatten core values
- Expected to demonstrate at all times a commitment towards equality and diversity
- Expected to demonstrate a commitment to their own development, to take advantage of education and training opportunities and develop their own competence
- Expected to support and encourage harmonious internal and external working relationships
- Expected to make a positive contribution to fundraising and raising the profile of Mountbatten

OUR VALUES

We care about what we do. We appreciate that people are different and we are kind and compassionate to our patients and families, to our local community and to each other

We are experts in our field. We are professional at all times, aspiring to be the best that we can be in everything that we do

We are innovative and bold. We respond quickly and creatively to the changing needs of our society within the scope of our human and financial resources

We respect our community. We exist for our local population, now and into the future, and we believe that we can achieve more together by working in partnership with others

This role profile is not exhaustive, and all employees are expected to undertake additional reasonable duties as requested. The profile will be subject to periodic review and may be amended following discussion between the post holder and employer.

**PERSON SPECIFICATION
REHABILITATION AND ENABLEMENT LEAD**

Description		E	D
Qualifications	Degree/Diploma in Physiotherapy	✓	
	HCPC Registration	✓	
	Continued Professional Development, including reflective practice, courses attended, clinical experience gained	✓	
	Evidence of study at Masters level or equivalent or willingness to work towards	✓	
	Evidence of further study within palliative care or rehabilitation and enablement	✓	
	Postgraduate qualification in management/leadership		✓
	Trained in delivering manual handling training		✓
	Membership of a Specialist Interest Group		✓
Experience	Understanding of a palliative rehabilitative and enablement approach and application to practice	✓	
	Previous experience at a Senior level (Band 7 Agenda for Change) with clinical experience across a range of clinical areas, e.g. respiratory, rehabilitation, older people, community	✓	
	Proven experience of successful people and team management within a clinical setting	✓	
	Proven experience of innovation and service development/improvement in a care setting	✓	
	Proven experience of leading and managing change at practice and service levels to the benefit to users	✓	
	Advanced communication skills	✓	
	Experience of working within multidisciplinary teams	✓	
	Remains up to date with professional practice and new research	✓	
	Advanced knowledge and experience of clinical governance and the implications for services including experience of quality issues and audit	✓	
	Experience of developing and implementing policies and procedures	✓	
	Experience of supervision of staff	✓	
	Student supervision / clinical education	✓	
	Experience of running patient / carer groups	✓	
	Experience of chairing meetings	✓	
Experience of working with volunteers		✓	
Skills	Understanding of working with death, loss and bereavement and the ability to manage the emotional impact	✓	
	Advanced clinical reasoning and clinical skills	✓	
	Flexible, calm and professional demeanor	✓	
	Skills in leadership, influencing, negotiating and motivating others and the ability to engage and inspire others	✓	
	Excellent communication both written and oral	✓	
	Creative thinker	✓	
	Highly developed organisational skills including planning complex service delivery and able to delegate	✓	
	Presentation Skills	✓	

Abilities	Ability to work under pressure and meet deadlines	✓	
	Ability to work on own initiative, independently or part of a team	✓	
	Resilient and a confident decision-maker	✓	
	Proactive and uses own initiative	✓	
	Evidence of participation and leading research / audit / service developments related to practice	✓	
Other	Ability to keep legible and accurate patient records in English	✓	
	Able to present information, written and orally, in a clear and logical manner	✓	
	Competent IT skills, including Windows based applications	✓	
	Willing to work flexible hours to meet the needs of the service	✓	
	High levels of personal resilience and the ability to concentrate on the most complex and challenging issues	✓	
	High level of emotional resilience and ability to work under pressure	✓	
	Ability to foster positive relationships, excellent interpersonal skills, including complex facilitation and negotiation and the ability to establish collaborative working relationships	✓	
	Diplomatic, honest, behaves with integrity	✓	
	Confident and self-aware of own limitations and professional boundaries	✓	
	Can demonstrate a commitment to Mountbatten's Missions, Vision, Values & Behaviours	✓	
	Current Driving License	✓	
	Use of a vehicle, with insurance for business purposes	✓	
	Professional Committee Membership		✓

E = Essential and D = Desirable