

Weldmar Hospicecare

Job Description and Person Specification

Job Title:	Specialist Physiotherapist
Location:	Inpatient Unit, Dorchester Working across a variety of locations and settings
Hours of work:	37.5 hours a week
Grade:	Clinical Band 6
Reports to:	Specialist Allied Health Care Professional Lead

Job Context

Weldmar Hospicecare is an independent charity that provides specialist end of life care to patients and those that are important to them throughout Dorset. This care is given in the comfort of patients own homes by Weldmar Community Nurses, via Day Services held across the county or as patients at our Inpatient Unit in Dorchester. Our team of dedicated staff and volunteers ensure that we can continue to support patients through one of life's most difficult journeys. We work closely with other health care providers including the NHS to ensure that our patients receive the highest possible care.

We do receive some funding from the NHS but the majority of our income is generated by our fundraising and retail teams, which plays a vital part in securing income to fund our care, both now and in the future.

Specialist Physiotherapists work within the multidisciplinary team, to minimise some of the effects which the disease or its treatment has on the patient. To improve the patient's quality of life by helping them achieve their maximum potential of functional ability and independence, or gain relief from distressing symptoms. This includes specialist treatment and rehabilitation of Inpatients, patients attending day services and delivery of the specialist service to patients in the community.



There is a role in providing education re: specialist palliative care physiotherapy, both in-house and to external agencies.

Job Purpose

- To provide a specialist physiotherapy service to palliative care patients, helping them to maintain and/or improve their quality of life through the delivery of a range of physiotherapy interventions.
- To contribute to the ongoing development of the physiotherapy service.
- To act as an educational resource for the charity and the wider community as required.
- To play a lead role in the ongoing development of a specialist physiotherapy therapy service.

Scope and Limits of Authority

- The physiotherapist is required to act as an autonomous practitioner; assessing and treating a specialist caseload of patients and maintaining records in line with the charity guidelines/policies.
- The physiotherapist will organise and prioritise their own tasks/caseload.
- The post holder has no direct budget responsibility but must be aware of cost implications and make effective use of resources
- Postholders will have knowledge and experience of some of the physiotherapy specialisms relevant to palliative care e.g. respiratory care, oncology, neurology, palliative care, elderly care, and an interest in developing their palliative care expertise. They will work within their level of competency consulting with more senior colleagues to gain advice and guidance when dealing with complex assessment and treatment issues, as necessary.
- Postholders will lead and act as mentor for less experienced physiotherapists, and play a key role in the development of the physiotherapy department and policies working consultatively with the Specialist Allied Healthcare Professional Lead.



Job tasks

Clinical Practice

- To work as an autonomous practitioner for the assessment, diagnosis, treatment and management of palliative care patients allocated to caseload, who may be complex in their needs and seek assistance and advice as appropriate.
- To provide a patient centred approach, meeting the needs of the patient and their carers.
- To obtain and record informed consent from all patients prior to any physiotherapy intervention.
- To employ sound clinical reasoning and best/evidence based practice in order to deliver specialist physiotherapy intervention.
- To maintain contemporaneous, accurate and comprehensive documentation meeting professional, legal and charity standards.
- To work in partnership with other agencies and professionals to ensure a seamless journey of care for the patient and their carers.
- To employ developed interpersonal and communication skills in order to be able to provide and receive complex and sensitive information.
- To be responsible for establishing and maintaining excellent communication with other agencies and professionals, patients and their carers.
- To be responsible for the safe use of equipment related to the delivery of physiotherapy interventions in accordance with current legislation and charity policy.
- To participate in specialist palliative care clinics, as required.
- To educate carers and other professionals to deliver physiotherapy treatment programmes as appropriate.
- To provide statistical data for the charity when required.
- To continuously learn/develop good practice as agreed at annual appraisal.
- To be a specialist educational resource for therapists and other health care professionals within the charity and wider community.
- To develop and deliver formal and informal training sessions to other health care professions.
- To provide guidance, support to Level One physiotherapist.
- To deliver/develop specialist clinics, as required.
- To support the delivery of respiratory services to patients living with Motor Neurone Disease (MND) patients.
- To support the development of day services, where patient self -management and education will become a greater focus for service delivery.



- To deliver /develop the specialist physiotherapy service within the charity working closely with the Specialist Allied Healthcare Professional Lead.
- To undertake delegated development projects, including drafting of policies or guidelines.

Professional Development

- To maintain continuing professional development, by attending annual performance reviews, participating in performance partnership held as a minimum of every six weeks and engaging in learning opportunities meetings and through engaging in learning opportunities.
- Complete mandatory Training Tracker modules on an annual basis.
- To attend courses which have been identified as supporting development of knowledge and skills relevant to this post.

Professional Responsibilities

- To be professionally and legally accountable for all aspects of own work and to adhere to the Chartered Society of Physiotherapy Rules of Professional Conduct and meet the Health and Care Professions Council (HCPC) Standards of Conduct, Performance and Ethics.
- To maintain registration with the Health and Care Professions Council.
- To comply fully with the charity's Operational and Clinical Guidelines and Policies.



PERSON SPECIFICATION

Qualifications and Knowledge

- A Degree/diploma in Physiotherapy.
- Membership of the Chartered Society of Physiotherapy / Membership of the Association of Chartered Physiotherapists in Oncology and Palliative Care.
- Registration with The Health and Care Professions Council.
- Membership of the Association of Chartered Physiotherapists in Oncology and Palliative Care.
- Contribution towards the development of a specialist service.

Experience

- Experience of working in the NHS in one or more of the following specialist areas: neurology, care of the elderly, palliative care, oncology, respiratory care.
- Preferably some previous experience of working in isolation.
- Experience of working within at least two of the specialist areas.
- Experience or evidence of at least one of the following:
 - Post-graduate research/audit
 - Education of health care professionals and/or students.
- Working in the community setting.

Skills and Abilities

- The ability to apply the patient centred approach to assessment (physical, psychological, social and spiritual) followed by appropriate goal setting in partnership with the patient and their carers.
- To utilise outcome measures, appropriate to palliative care, as agreed at department and wider charity level.
- The ability to work collaboratively within a small team acknowledging and respecting the unique contribution of the other members of staff.
- High levels of dexterity, coordination and sensory skills for the assessment and management of patients.
- Developed interpersonal skills, including listening and negotiating, the ability to motivate and re-assure, and to provide non-judgemental and empathetic emotional support to patients/carers whilst maintaining safe and appropriate boundaries.
- The ability to work within the emotionally demanding field of palliative care.



- Maintain and develop skills and knowledge in line with the requirements of the post and the development of a specialist palliative care service.
- Developed planning and organisational skills in order to manage efficiently own caseload and departmental activities
- Evidence of IT skills
- Developed communication skills
- Developed teaching and mentoring skills.
- Ability to monitor and analyse the performance and development of the physiotherapy role in the charity.
- Ability to contribute to policy and development of the specialist therapy department.

Other Requirements

- Commitment to the values and ethos of Weldmar Hospicecare
- Act as an advocate and ambassador for the Charity
- Commitment to and understanding of equality and diversity and how this translates into good practice
- Understands and conforms to Weldmar Hospicecare infection prevention and health and safety policies and actively promotes best practice at all times.
- Commitment to own continued professional and personal development
- Ability to travel which requires a full valid driving licence and business insurance (if applicable)

