ST GILES HOSPICE JOB DESCRIPTION

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| **Job title** | Specialist Physiotherapist (Band 6 equivalent) |
| **Accountable to** | Clinical Director |
| **Hours** | 30 hours per week |
| **Reports to** | Therapy Service Lead |
| **Key working relationships** | Internal: Inpatient unit staff including nursing, medical, care and other specialist professionals.  Community nursing teams and the wider hospice MDT. |
| External: Local community therapy teams, Social care teams, Other VCSE organisations. |
| **Job Summary** | We are seeking a dynamic, enthusiastic and experienced specialist physiotherapist to join our developing therapy service working between our inpatient and community services.  You will provide physiotherapy assessment and treatment to patients with a range of life limiting illnesses such as cancer, Motor Neurone Disease; end stage COPD; heart failure, as well as frail and elderly patients with multi-pathologies including falls and dementia.  In both aspects of this role the ability to work collaboratively to manage and prioritize a caseload of patients with complex needs is essential.  You will be aware of and deliver services in line with best practice guidelines, a working knowledge of a wide evidence base and the requirements of the care quality commission in order to ensure the aims and objective of the organisation are met.  Access to transport for work purposes is essential. |

**KEY RESPONSIBILITIES**

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| **Clinical duties** |
| 1. To be professionally and legally accountable for all aspects of own work, including the management of patients in your care. 2. Demonstrate collaborative working skills to screen referrals and identify appropriate patients for input. 3. To undertake a comprehensive assessment of patients including those with diverse or complex presentations/multi pathologies. Use specialist clinical reasoning skills and manual assessment techniques to identify, plan and monitor patient focussed goals. 4. Formulate and deliver an individual physiotherapy treatment programme based on sound knowledge of evidence based practice and treatment options. 5. Evaluate patient progress, reassess and alter treatment programmes if appropriate. 6. Assess patient understanding of treatment proposals, gain valid informed consent, and have the capacity to work within a legal framework with patients who lack the capacity to consent to treatment. 7. Work collaboratively with hospice staff to recommend levels of support required for discharge to family, Social Health and Care. This involves assessment of patient and carers needs and close collaboration with outside agencies. 8. When appropriate, to refer to other agencies and professionals e.g. GP’s, Consultants, District Nurses, and other Palliative Care Services both acute and community based. 9. To use a wide range of verbal and non-verbal communication tools to effectively communicate with patients and carers (as appropriate). This will include patients who may have difficulties in understanding or communicating, cultural issues and who require interpreters. 10. To provide spontaneous and planned advice, teaching and instruction to patients, relatives, carers and other professionals, to promote understanding of the aims of therapy and to ensure a consistent approach to patient care. 11. To manage clinical risk within own patient case load, at all times. 12. Work within hospice clinical policies, the **Chartered Society of Physiotherapy (CSP)** guidelines and to have a good working knowledge of national and local standards and monitor own and others quality of practice as appropriate. 13. When working in the community and domiciliary settings, work as a lone practitioner with telephone support from community lead and therapy colleagues if required. 14. To be responsible for maintaining accurate and comprehensive patient treatment records in line with CSP Standards of Practice and hospice policy. |

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| **Professional:** |
| 1. To abide by the CSP Code of Ethics and Professional Conduct.  2. To be responsible for maintaining own competency to practice through CPD activities, and maintain a portfolio which reflects personal development.  3. To identify self-training needs related to personal development.  4. Maintain and develop current knowledge of evidenced based practice in the area, developing specialist knowledge of particular conditions and related to specialist management.  5. Teach, assess and contribute to the competency performance assessment and appraisal of assistant therapy staff and where appropriate therapy colleagues and other professionals.  6. Undertake therapy focussed evidence based projects and develop improvements to therapy service delivery and clinical practice. Work collaboratively with Clinical Director and hospice colleagues to make recommendations for change and implementation where appropriate.  7. To regularly participate in the staff appraisal scheme as an appraisee and be responsible for complying with agreed personal development programmes to meet set knowledge and competencies.  8. Undertake the measurement and evaluation of your work and current practices through the use of e.g. evidence based practice projects, audit and outcome measures, either individually, with therapy colleagues, nursing colleagues, and therapists across the local community where appropriate.  9. To attend and complete all mandatory training, as required by Hospice policy.  10. To undertake as directed the collection of data for use in service audit and research projects, where appropriate. To manage and undertake research into specific areas of clinical practice and/or service delivery using a range of research methodologies.  11. Be actively involved in professional clinical groups and other professional development activities. |

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| **Organisational** |
| 1. Responsibility for the supervision and management of therapy support worker, students and volunteers working as part of the therapy team on a daily basis. Including facilitating engagement in annual appraisals.  2. Ensure that your own practice and that of staff under your supervision meet the required professional standards of therapy practice.  3. To comply with the organisational and departmental policies and procedures and be involved in reviewing and up-dating as appropriate.  4. To be responsible for the safe and competent use of equipment by patients, by carers, by assistants and students through supervision of practice. Additionally ordering, monitoring and ensuring that equipment use is safe by checking / testing equipment prior to use and maintenance reporting.  5. To be actively involved in the collection of appropriate data and statistics for the use of the department on a monthly basis.  6. To observe a personal duty of care in relation to all resources, equipment and assets encountered in the course of your work.  7. To be responsible for organising and planning own caseload to meet service and patient priorities. Readjusting plans as situations change/arise.  8. To assist with advising and mentoring newly appointed therapists, and inducting them into the department.  **This job description does not attempt to list all the tasks that the post holder would be expected to undertake. The post holder may be required to achieve the Hospice’s objectives, commensurate with the grading of the post.** |

**ST GILES HOSPICE PERSON SPECIFICATION**

**Specialist Physiotherapist (AFC Band 6 equivalent)**

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| **Attributes** | **Essential** | **Desirable** | **Measurement**  Interview=I  Application=A |
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| **EXPERIENCE** | | | |
| Post registration experience in a variety of settings | X |  | A/I |
| Experience of palliative care conditions but not specifically specialised experience | X |  | A/I |
| Awareness of service development and innovation | X |  | A/I |
| Undergraduate/post graduate experience of working in a multi-disciplinary setting | X |  | A/I |
| Community experience | X |  | A/I |
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| **KNOWLEDGE** | | | |
| Awareness of the role of physiotherapy in palliative and end of life care | X |  | A/I |
| Awareness and application of standards of professional practice | X |  | **I** |
| Research/evidence based practice |  | X | **I** |
| Basic clinical knowledge of a variety of conditions including complex multi-pathologies and the physiotherapeutic management. | X |  | **I** |
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| **QUALIFICATION/TRAINING** | | | |
| Bsc/Bsc Hons/Diploma in Physiotherapy | X |  | **A** |
| Member of the Chartered society of Physiotherapy (CSP) | X |  | **A** |
| Registered with the Health and Care Professions Council (HCPC) | X |  | **A** |
| Demonstration of recent appropriate CPD | X |  | **A/I** |
| Mentorship qualification or willingness to undertake |  | X | **A** |
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| **SKILLS/ ABILITIES** | | | |
| Effective time management skills with the ability to prioritise and adapt to the unpredictable nature of the work | X |  | **I** |
| Previous experience in training, presentations and group work |  | X | **I** |
| Practice in acupuncture and Tens |  | X | **I** |
| Good written and verbal communication skills | X |  | **A/I** |
| Ability to form professional relationships and work with multi-disciplinary team/other professionals/agencies | X |  | **I** |
| Ability to work as part of a team and work independently |  |  |  |
| Ability to deal with emotive situations | X |  | **I** |
| IT skills- Word, Email, SystmOne or EMIS (or equivalent) | X |  | **A** |
| Previous use and familiarity with online platforms such as Zoom or Microsoft Teams | X |  | **A/I** |
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| **PERSONAL ATTRIBUTES** | | | |
| Car driver with access to a car with business use insurance | X |  | **A/I** |
| Motivated | X |  | **I** |
| Interpersonal Skills | X |  | **I** |
| Ability to be flexible when required | X |  | **I** |
| Ability to offer effective communication to provide and receive complex and sensitive information |  | X | **I** |