

# ST. LUKE'S HOSPICE

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**JOB DESCRIPTION:**                      **PHYSIOTHERAPIST  
SPECIALIST PHYSIOTHERAPY  
SERVICE**

**DATE:**                                      **MARCH 2022**

**WRITER:**                                  **HEAD OF INTEGRATED THERAPY  
SERVICES**

**FILE:**                                      a) **Strategies**  
    b) **Essential Reading Policies**  
    c) **Corporate Policies**  
    d) **Clinical Policies**  
    e) **Departmental Policies ✓**  
    f) **Induction Policies**

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OF PAGES:**                                  **12**

## **ST. LUKE'S HOSPICE (BASILDON)**

### **JOB DESCRIPTION**

#### **Our Statement of Purpose is:**

"In partnership with the community and the multidisciplinary team our organisation is committed to providing high quality, safe and supportive specialist palliative care services that will enable people to live as independently as possible and die with dignity and choice".

#### **CONTROLS ASSURANCE STATEMENT**

The purpose of this job description is to outline the level of responsibility and accountability of this post. This will ensure that all work undertaken by our staff is identified and lines of accountability made clear

<b>POST TITLE:</b>	<b>PHYSIOTHERAPIST</b>
<b>SALARY:</b>	St Luke's Pay Scale SL14 depending on experience and qualifications
<b>ACCOUNTABLE TO:</b>	Head of Integrated Therapy Services
<b>RESPONSIBLE TO:</b>	Allied Health Professional Clinical Lead
<b>HOURS OF WORK:</b>	30 hours per week, Monday to Friday
<b>LOCATION:</b>	Based at St. Luke's Hospice Basildon and Thurrock but required to work across South West Essex and at a range of satellite venues.
<b>QUALIFICATIONS:</b>	The post holder should be qualified as a Physiotherapist and registered with the Chartered Society of Physiotherapy (CSP) and the Healthcare Professionals Council (HCPC), with some experience in clinical settings, palliative and end of life care essential, with evidence of study/training related to the speciality.

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## INTRODUCTION

This post is designed to work within a Specialist Physiotherapy Service for patients with a cancer/palliative care diagnosis who have complex needs. The Service implements a structured and supported self-directed rehabilitative model of care available to patients towards the end of their cancer/illness journey.

The role of the Physiotherapist will contribute to the development of a comprehensive range of palliative and end of life care services for the local population. The team will be based at St. Luke's Hospice and will work very closely with the Site Specific Cancer Services /long term condition teams, the Specialist Palliative Care services and Palliative ward within Basildon and Thurrock University Hospital and will formulate a clear referral process providing equality of service between the hospital, community and hospice setting.

The post holder will have monthly one-to-one meetings with the Allied Health Professional Clinical Lead, will attend regular clinical team meetings, operational meetings and will be a member of the Palliative Care MDT and have access to regular clinical supervision.

The service is aimed at patients at the end of their cancer/illness journey from diagnosis to end stage disease, offering preventative, restorative, supportive palliative rehabilitation intervention. This may on occasions include those living beyond their cancer diagnosis left coping with the lasting effects of treatment.

In addition, support for carers and families will be a key element of this service, including attending the Hospice Carers Support group, the Lymphoedema Support group and other relevant therapeutic and support groups.

The team operate within the four level model of rehabilitation and support as set out within the National Cancer Peer Review Programme Manual for Cancer Services Rehabilitation Measures (NICE 2008).

The Physiotherapist (operating at Level 3 of the model with guidance for 18 months) will support the Specialist Physiotherapists (operating at Level 3-4) and Rehabilitation Assistant. It is envisaged these roles will include prioritising of referrals, holistic assessments of individual needs, liaison with other agencies, internal and external to the Hospice as appropriate, and co-ordinating, planning and implementing individuals' requirements as needed. They will provide specialist advice and support to patients as well as providing an expert resource

to colleagues. They will also feedback to specific teams and organisations as necessary, thus improving the care pathway for patients and their families.

### **MAIN DUTIES:**

- The post holder will have an in-depth understanding of physiotherapy philosophy and its processes.
- The post holder will undertake physiotherapy assessments and develop home exercise plans (HEP) for patients presenting with problems in the field of palliative/end of life care, including carrying out ongoing reviews/follow ups.
- The post holder will act as a resource for palliative care physiotherapy and to provide advice, education and support to the other members of the multi-disciplinary team, and other healthcare professionals.
- The post holder will work with other Hospice and community services to provide support as appropriate – e.g. well-being management for survivors of cancer.
- The post holder will help to develop clinics that can support effective pain and symptom management, maintain mobility and promote lifestyle management and personal well-being.
- The post holder will promote the key values of specialist palliative care For patients, families and carers, ensuring equitable access to the Specialist Physiotherapy Service.
- The post holder will contribute to local, regional and national networks and forums for specialist cancer and end of life palliative care physiotherapy as indicated. i.e. Association of Chartered Physiotherapists in Oncology and Palliative Care (ACPOPC)
- The post holder will keep up to date with new initiatives and any developments in palliative care physiotherapy and maintain clinical practice and procedures in line with current best practice and the latest research outcomes, and monitor standards of care as outlined by Director of Care and Quality Services.

### **OVERVIEW OF RESPONSIBILITIES**

To work as an autonomous professional according to the Chartered Society of Physiotherapy (CSP) rules of Professional Conduct and Standards of Physiotherapy and the Health Professions Council's (HCPC) regulations.

## **RESPONSIBILITIES**

### **1. CLINICAL**

- 1.1. To be responsible for caseload/workload and be an active participant in the multi-disciplinary team, ensuring the physical, spiritual, emotional, psychological and social needs of patients are identified and addressed.
- 1.2. To plan, deliver and evaluate physiotherapy interventions to address patient's complex health and wellbeing needs, including one-to-one sessions and group sessions.
- 1.3. Specialist assessment of patients' needs regarding rehabilitation and lifestyle management/maintenance, and identifying level of rehabilitation potential for individuals, and developing/advising re strategies to help cope with fatigue and promote energy conservation.
- 1.4. Identifying symptoms/risk of malignant spinal cord compression, carrying out specialist assessment and intervention for those with malignant cord compression.
- 1.5. Carrying out mobility assessments to ensure safe discharge and re-admission avoidance
- 1.6. Identifying cases where discharge from hospital/hospice may be complex, and attendance at case conferences where required
- 1.7. Input to MDT assessments and care planning
- 1.8. To run Out-Patient Clinics within the Physiotherapy gym on a weekly basis.
- 1.9. To discuss progress and treatment with relatives and teach them therapy techniques if appropriate, and with the patients permission, giving relevant information, advice and support.
- 1.10. In conjunction with other members of the multi-professional team identify and provide support to relatives and friends of patients, maintaining appropriate confidentiality at all times.

- 1.11. Attendance at Carers Support group, or any other Hospice groups as needed, for information-giving via talks and demonstrations to promote the Specialist Physiotherapy Service.
- 1.12. To work proactively to maintain effective communication networks with all departments within the hospice to maintain a seamless delivery of physiotherapy services.
- 1.13. To keep clear records within the multi-disciplinary notes and on SystemOne, ensuring that both verbal and written communication is provided to a high standard.
- 1.14. To develop and facilitate long term condition management sessions, lifestyle management programmes, and support/therapy groups.
- 1.15. To actively promote and embed the use of End of Life Care tools within the role where appropriate.
- 1.16. To be responsible for the maintenance and safety of all physiotherapy equipment, including carrying out related risk assessments.
- 1.17. To be professionally and legally responsible and accountable for all aspects of clinical practice, including the management of patients in your care, and the quality of clinical practice within the team.
- 1.18. To represent the Physiotherapy Service and Hospice, as appropriate, both internally and externally.

## **2. EDUCATION/DEVELOPMENT**

- 2.1. To act as a resource for members of the Specialist Physiotherapy Service and other Hospice teams. To be responsible for taking part and delivering in regular in-service training with team members.
- 2.2. Participate in the hospice in-house educational programmes and the in-service induction and training of other professionals and volunteers as required.
- 2.3. To provide effective placements for physiotherapy students undertaking their professional training, and act as a facilitator to new members of staff and volunteers.
- 2.4. To actively participate in monthly clinical supervision. To provide appropriate line management/supervisory support to team members.

- 2.5. To participate in research, audit and evaluation.

### **3. COMMUNICATION SKILLS**

- 3.1 Using verbal, non-verbal and written communication tools, ensure that patients and carers (if appropriate within the scope of patient confidentiality) have an understanding of their condition and the role and aims of Physiotherapy in relation to this. The Physiotherapist must be able to persuade, motivate and negotiate as well as demonstrate empathy and reassurance.
- 3.2 If it is in the best interests of the patient to objectively present clinical information regarding a patient to colleagues in order to contribute to the high standard of care e.g. to their supervising Physiotherapist, during handover to another Physiotherapist to update medical nursing and other allied health professional colleagues on a patient's condition or when liaising with Social Services or Education services.
- 3.3 To share information in a timely manner with supervising physiotherapist if there are concerns about a patient's safety, condition or progress.
- 3.4 To urgently report and seek guidance regarding any concerns about staff and/or patient safety to a more senior Physiotherapy staff member.

### **4. PROFESSIONAL RESPONSIBILITIES/ORGANISATIONAL**

- 4.1. To act within the Codes of Practice as set by the Chartered Society of Physiotherapy (CSP), Healthcare Professionals Council (HCPC), and Care Quality Commission (CQC).
- 4.2. Ensure the continued high quality service of the Specialist Physiotherapy Service by appropriate audit and standards.
- 4.3. To contribute to reports on outcomes, ensuring strong links are maintained and to work in partnership on service promotion & publicity.
- 4.4. To take responsibility for own professional and personal development which will be monitored in supervision sessions and in the annual appraisal -IPR.
- 4.5. To have a proactive and supportive leadership approach that facilitates

team cohesion and participation in decision-making processes.

## **5. GENERAL RESPONSIBILITIES**

- 5.1 The post holder must acquire and maintain an up to date working knowledge of all Hospice Strategies, Policies & Procedures.
- 5.2 The post holder will ensure Health & Safety regulations are adhered to.
- 5.3 The post holder will assist in ensuring the economical use and ordering of materials and equipment, maintaining an awareness of the need for good housekeeping and helping to ensure unit expenditure is within budgetary limits.
- 5.4 The post holder will maintain strict confidentiality within the Hospice and ensure that all staff and volunteers under their management adhere to The Hospice Confidentiality and GDPR Policy.
- 5.5 The post holder will be aware of and show a willingness to participate in other activities as may occur from time to time in order to promote the Hospice within the community.
- 5.6 The post holder will, once inducted, be expected to take on a special interest or Link responsibility, in which they will be expected to act as an information resource to the rest of the team, and provide evidence based practice in that area.
- 5.7 The post holder will undertake any other duties which are considered to be consistent and relevant to the post.
- 5.8 The post holder will be professionally and legally responsible and accountable for all aspects of their work, including the management of patients in their care.
- 5.9 The post holder will liaise with other services to ensure continuity of care, And to improve palliative care for patients in the community.

### **NOTES:**

- i) You must be sympathetic to and able to project the philosophy and concept of the Hospice.

- ii) You will potentially have access to confidential data on staff and/or patients and/or services within the Hospice. Failure to maintain confidentiality will lead to disciplinary action which could ultimately lead to dismissal.
- iii) You will be required to assess all risks to your systems, processes and environment and contribute towards the clinical and/or corporate governance agenda as appropriate.
- iv) You will be expected to produce work to a high standard and to promote quality in all areas at all times.
- v) The managerial and clinical philosophy of the Hospice is based on a multidisciplinary approach. Staff regardless of grade or discipline are required to participate in this concept.
- vi) You will be expected to keep yourself updated on all matters relating to Hospice policy. You are responsible for familiarising yourself with matters relating to Health & Safety management as they affect you personally, your department and/or the Hospice.
- vii) You will be expected to participate in an Individual Performance Review for yourself.
- viii) There is hope and expectation that you will attend some functions and fundraising events outside your normal working hours from time to time for which no additional payment will be made.
- ix) The above job description does not purport to be an exhaustive list of duties and responsibilities. The post holder will be expected to undertake additional duties as the requirements of the department and/or post change and/or develop.

## **SMOKING POLICY**

St. Luke's is committed to a policy which actively discourages smoking and adheres to current legislation while allowing for patient choice. Please see Smoking Policy.

## **SAFEGUARDING**

All employees are required to act in such a way that at all times safeguards (and promotes) the health and well-being of children and vulnerable adults.

Familiarisation with and adherence to safeguarding policies is an essential requirement of all employees as is participation in related mandatory/statutory training.

### **EQUAL OPPORTUNITIES**

St. Luke's Hospice operates an Equal Opportunities Policy and expects staff to have a commitment to equal opportunity policies in relation to employment and service delivery.

### **CHANGES TO THIS JOB DESCRIPTION**

You have the responsibility to discuss any job changes with your Line Manager at the time the change occurs and agree any permanent substantial change.

**DATE COMMENCED IN POST:** \_\_\_\_\_

**SIGNATURE: (New employee)** \_\_\_\_\_ **DATE:** \_\_\_\_\_

**SIGNATURE: (Line Manager)** \_\_\_\_\_ **DATE:** \_\_\_\_\_

**and title:** \_\_\_\_\_

**ST. LUKE'S HOSPICE**

**PERSON SPECIFICATION**

**JUNIOR PHYSIOTHERAPIST**

<b>REQUIREMENTS</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>Qualifications relevant to Post</b>	<ul style="list-style-type: none"><li>• Registered Physiotherapist with HCPC</li><li>• Degree in Physiotherapy</li><li>• Diploma in Physiotherapy</li><li>• Member of ACPOPC</li><li>• Registered with CSP</li></ul>	Has an interest in Palliative Care
<b>Previous / General Experience.</b>	<ul style="list-style-type: none"><li>• Awareness of the principles of palliative and end of life care and appropriate related physiotherapy interventions</li><li>• Be aware of HCPC/CSP standards and scope of practice</li><li>• An understanding of the importance of multi-professional team-working and the ability to promote it within the organisation</li></ul>	<ul style="list-style-type: none"><li>• Has some experience of working as a Physiotherapist</li><li>• Has worked with Physiotherapy patients.</li><li>• Experience and evidence of quality and audit issues.</li><li>• Evidence of CPD recent &amp; updated</li><li>• Evidence of effective Physio therapeutic provision with therapeutic outcomes with some physiotherapy experience</li></ul>

<p><b>Job Related Skills.</b></p>	<p>Strong interpersonal skills.</p> <p>Leadership and management skills</p> <p>An understanding of importance of team working/ promoting team building.</p> <p>Effective team player.</p> <p>Good communication skills both written and verbal.</p> <p>Ability to train, develop and assess staff.</p> <p>Reflective practitioner.</p>	<p>Experience of community physiotherapy</p> <p>Experience of teaching/facilitating others</p> <p>Understanding /awareness of current health issues particularly relating to palliative/end of life care.</p>
<p><b>Personal Skills.</b></p>	<p>Enthusiastic and creative approach to work, and commitment to working as a team.</p> <p>Understanding of, and respect for the importance of confidentiality with regards to personal information relating to clients, members of the public, and staff.</p> <p>Good personal and organisational skills.</p> <p>Confident, enthusiastic and willingness to learn.</p> <p>Good level of self-awareness.</p> <p>Able to articulate and explore own feelings and those of others.</p> <p>Well presented, friendly, approachable caring manner.</p>	<p>Experience in Hospice setting</p>

<p><b>Specific physical Requirements related to Post.</b></p>	<p>Occupational Health fit.</p> <p>Car driver with current licence and car</p> <p>Good general mobility, dexterity and stamina.</p>	
<p><b>Other requirements.</b></p>	<p>Willing to undertake courses appropriate to personal development within role.</p> <p>Empathy with Hospice foundation and aims.</p> <p>Ability to operate computer systems</p>	