



ST RICHARD'S HOSPICE JOB DESCRIPTION

Job Title: Physiotherapist
Responsible to: Therapy Team Leader
Accountable to: Head of Living Well Services
Our Values:

Caring

Caring is at the heart of everything we do.

We are inclusive and treat everyone as an individual who we respect and value.

We take time to listen and respond to the needs of each person.

Compassionate

We work with empathy, sensitivity and understanding.

We are considerate, kind and fair.

We support and empower individual choice.

Committed

We are dedicated, reliable and hard working.

We continuously strive to deliver high-quality services.

We support each other and work together for the benefit of our patients and loved ones.

Professional

We aspire to be the best in everything we do.

We are innovative and develop our skills through continuous learning and evaluation.

We take responsibility for our actions and are accountable.

Job Summary:

- To work as part of St Richard's Hospice specialist multi-disciplinary palliative care team, contributing to the effective provision of rehabilitation and therapy services in Living Well Services, the In-patient Unit and Community, to support patients and carers, virtually or face to face depending on the need
- To undertake holistic Physiotherapy assessment and treatment of palliative care patients as an autonomous practitioner, with support from colleagues, for patients with complex needs.
- To work within quality standards of St Richard's Hospice. To act as a resource for health care professionals and relevant agencies on Physiotherapy issues

Main Duties and Responsibilities:

Clinical

With the support of the other physiotherapists and the Therapy Team, the post-holder will: -

- Undertake comprehensive Physiotherapy assessment and implementation of therapy intervention for patients with progressive and life threatening diseases.



- This includes using analytical skills, clinical reasoning and the use of appropriate outcome measures as required.
- Tailor holistic therapy assessment and treatment, with attention to patients' multi-faceted individual needs and preferences spanning physical, emotional, social and spiritual dimensions.
- Continually assess the on-going Physiotherapy needs of the patient, adapting therapy input in response to changing needs.
- Identify patients with complex clinical needs and draw on support from the Multidisciplinary team to ensure these are best managed.
- Be responsible for managing a case load of patients across In-patient and Living Well Services in close liaison with the Therapy Team leader and other therapy team members
- Work with patients to develop their mobility, independence and autonomy with functional activities as part of their rehabilitation goal, involving patient, carer, and other team members in the treatment plan.
- With support of other members of the multi-disciplinary team, undertake group work to enhance the function of patients.
- Provide advice, education and support to patients and carers to self-manage symptoms such as fatigue, breathlessness and other symptoms relating to their condition.
- Provide advice, education and training to patients, carers and other professionals regarding safe use of recommended aids to promote independence in pADLs and as part of the patients rehabilitation programme.
- Liaise with community Physiotherapy colleagues and other health services to promote a cohesive service to patients.
- Alongside physiotherapy colleagues be a source of expertise, providing advice on managing patients' functional ability and moving and handling needs for the wider hospice MDT.
- Work with patients, families and other members of the multidisciplinary team in guiding safe and timely discharge planning as appropriate from the IPU and Living Well Service.
- Provide spontaneous and planned advice, teaching and instruction to relatives, carers and other professionals in order to promote safe moving and handling techniques and to maximise rehabilitation potential, ensuring a consistent approach to patient care.
- Participate in multi-disciplinary team, professional and family meetings and offer specialist input and advice and advocate for patients when appropriate.
- Support the holistic rehabilitation agenda across the whole hospice.

Communication

- To use effective and appropriate communication with patients and carers/families in emotionally charged situations, using tact and empathy to communicate complex and challenging information.
- To be responsible for and proactively initiate effective communication with other members of the Therapies team.



- Encourage patient participation with Physiotherapy by presenting the positive outcomes of participation and also the risks to the patient of not engaging, for example risk of pressure ulcers, loss of function and independence, chest infections etc.
- Communicate effectively with carers, external agencies and other statutory and voluntary organisations to ensure effective care, continuity and discharge.
- Participate fully in the multi-disciplinary approach to rehabilitation and discharge planning, attending and contributing to team meetings, case meetings and family meetings.

Professional

- To be professionally and legally accountable and responsible for planning own caseload to meet service and patient priorities and to adjust plans in response to changing circumstances.
- Adhere to the Chartered Society of Physiotherapy Code of Members' Professional Values and Behaviour and the HCPC standards of conduct, performance and ethics and Standards of Proficiency.
- Maintain accurate and up to date documentation for all patients, consistent with St Richard's Hospice documentation, Chartered Society of Physiotherapy and Health and Care Professionals Council standards.
- Work with the therapy team and line manager to identify opportunities for service development that align with the hospice clinical strategy. Actively contribute to service development initiatives.
- Assist in the direction and guidance of the Therapy Assistant(s) and volunteers.

Educational

- Take responsibility for own continued professional development and undertake annual Individual Performance Review with line manager, responding to agreed action plan. Participation in internal and external development opportunities and keeping up-to-date with current literature
- To contribute to staff and service development through attendance at staff meetings, in-service training sessions and mandatory training.
- To contribute to the evaluation of the service through the use of audit, outcome measures and in-house research.
- To supervise physiotherapy students on practice placement (as appropriate).
- To be a member of Chartered Society of Physiotherapy specialist interest group – Association of Chartered Physiotherapists in Oncology and Palliative Care.
- To participate in relevant and appropriate research projects, audits and evaluations when necessary.
- Undertake and keep updated with mandatory training in line with hospice policy
- Take responsibility to access clinical supervision and other professional development opportunities.



St. Richard's
Hospice
CHANGING LIVES

General

- Be responsible for the safe use of equipment used in the course of duties and report any hazards or defects to the line manager.
- Attend and contribute to team, multi-disciplinary and external meetings as required.
- Abide by St Richard's Hospice policies and procedures, including confidentiality, equal opportunities and data protection.
- To identify areas where the Physiotherapy profile can be raised within the Hospice.

This job description is not exhaustive and may be reviewed on agreement of the post holder and Line Manager.

Signed.....Date.....

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ST RICHARD'S HOSPICE
PERSON SPECIFICATION

JOB TITLE: **Physiotherapist**
Responsible to: **Therapy Team Leader**
Accountable to: **Head of Living Well Services**

	Essential	Desirable
Education, Qualifications and Training	<p>Physiotherapy Degree or Diploma</p> <p>Registered with Health and Care Professions Council</p> <p>Evidence of ongoing professional development.</p>	Membership of the Chartered society of physiotherapy
Knowledge	<p>Knowledge and application of physiotherapy assessments and interventions</p> <p>Knowledge of relevant legislation and its impact on current practice</p>	Knowledge of rehabilitative palliative care
Experience	<p>Experience of working in a relevant setting</p> <p>Minimum of 18 months post registration Physiotherapy Experience</p>	<p>Experience of facilitating group work</p> <p>Experience of working with patients requiring palliative care</p>



	Experience of working with a Multidisciplinary team	
Skills and Abilities	<p>A positive attitude with the ability to motivate patients to achieve goals</p> <p>Able to assess patients for physiotherapy and plan and deliver effective treatment.</p> <p>Able to use tact and empathy to communicate challenging and complex information to patients and families to facilitate decisions regarding their care</p> <p>Able to assess and manage risk in own area of practice</p> <p>Good time management skills</p> <p>To be able to prioritise workload effectively</p> <p>Able to build effective relationships</p> <p>Good IT skills</p>	Ability to assess patients with complex needs and work with them to set achievable goals
Personal Qualities and Aptitudes	Supportive of the ethos, values and strategic objectives of St Richard's Hospice	



	<p>Professional and personal commitment to the delivery of high quality patient care</p> <p>Flexibility</p> <p>Positive professional approach and image</p> <p>Full driving licence with access to own transport</p>	
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