

JOB DESCRIPTION

Job Title:	Physiotherapist
Department:	Rehabilitation & Wellbeing Service
Reports to:	Rehabilitation & Wellbeing Manager
Band:	6
Location/Base:	Garden House Hospice Care, Letchworth
Hours:	37.5 per week

Overall Aim

Garden House Hospice Care provides specialist palliative care for patients who are facing life limiting illnesses enabling them to have the best possible quality of life

Our aim is to ensure patients with life limiting illnesses, and those who matter to them, are at the centre of the care we provide whilst enabling them to continue to live their life as fully and independently as possible.

Hospice Day Services provide assessments, treatments and symptom management education to patients accessing our services across North Hertfordshire.

Job Summary

The position for an experienced Band 6 Physiotherapist has become available, to provide palliative rehabilitation assessment, treatment, and advice, which especially focuses on wellbeing, promoting mobility, self-management, independence, and confidence for patients with a wide range of frailty, life limiting, and palliative diagnosis.

Physiotherapist will work within the multi-disciplinary team (MDT) to meet the needs of patients accessing Garden House Hospice services, based within the Rehab and wellbeing team.

To utilise and promote a rehabilitative palliative care approach to:

- Provide physiotherapy interventions for patients on the In Patient Unit, within day services, within the patients home environment.
- Manage a caseload, using evidence based/patient centred principles within physical and psychological medicine to maintain independence and promote wellbeing.
- Support patients and those important to them with a palliative life limiting condition.
- To maintain clinical records in accordance with legal requirements and professional standards.

Main Responsibilities

- To continually monitor and evaluate therapy intervention, modifying as indicated to support patients (and their significant others) to set realistic individualised and patient centred goals, appropriate to their disease trajectory and to ensure their changing needs are met.
- To set appropriate goals with patients and their carers for short, medium and long term achievement and to be prepared to teach patients simple treatment techniques to be carried out between consultations.
- To work flexibly and be accountable for effective and efficient time management and prioritisation across the Hospice Inpatient Unit, Day Services, patients homes and Community Hubs.
- To advise on and implement therapeutic interventions aimed at optimising self-management of symptoms, ensuring involvement of the patient, their significant others and the Multi-disciplinary team
- To hold clinical responsibility for managing a complex patient caseload, undertaking appropriate and comprehensive specialist physiotherapy assessment and intervention for patients with life limiting conditions and Frailty.
- To be actively involved in the provision of group work such as exercise classes and symptom support groups (face to face and virtual).
- To educate Family/ Carers in the correct physical management of the patient.
- To maintain Physio equipment within the Hospice, removing and reporting if unsafe for use.
- To carry out all aspects of your role positively and with enthusiasm.

Professional Responsibilities

- To maintain high standards of physiotherapy practice and correct medical ethics, always behaving in a professional manner, in accordance with CSP and HCPC standards.
- To keep knowledge up-to-date observing best practice and to be pro-active in developing the service to meet patient and carer needs.
- To have a sound understanding of the complexities of working with patients with deteriorating conditions
- To have excellent communication skills and to be able to adapt communication style to the situation, with the ability to communicate sensitive and challenging information effectively and with empathy.
- To demonstrate knowledge of the grief and bereavement process recognising the need for referral and appropriate follow-up.
- To liaise as appropriate with GPs, consultants and other relevant professionals.
- To be proactive in discharge planning, assisting the patient, carers and members of the multi-professional team.
- To provide instruction and supervision to junior staff, support staff, volunteers and professional students.
- To be a practice educator, who is committed to supporting University students on placement.

Management Responsibilities

- To ensure compliance to CQC regulation.
- To raise awareness of the therapy team across the hospice community
- To ensure that opportunities to learn are not lost, to improve patient experience.
- To undertake investigations into complaints as directed by the DOPS.
- To support data collection and audit required to measure service performance.
- To play an active role in the clinical governance programme.
- To be responsible for supporting, developing, implementing and maintaining the safe, and effective delivery of care, including the management of incidents and identification and management of risks.
- To ensure that the team report and document all incidents/accidents and near misses leading initial investigations of clinical incidents as directed.
- To take part in formulation and review of clinical procedures and policies in liaison with the management team and the Quality and Compliance Manager.
- To be responsible for conducting clinical and organisational audit of the service with particular reference to input from users.

Education and Audit

- Participate in new starter induction programme
- To maintain and develop own core skills and knowledge and professional competence, ensuring these skills are widely shared by acting as a mentor, role model, practice based educator.
- To ensure Therapy and wellbeing Assistants professional competence and capability is updated and maintained by CPD opportunities and training.
- To provide informal learning opportunities, and formal teaching sessions for the hospice team and other colleagues.
- To collaborate with the Education Lead, to develop and contribute to internal education/ training programme and competency framework for both staff, and volunteers.
- To attend annual manual handling trainer updates and appropriate training, as and when required.
- To facilitate manual handling and risk assessment education and training in house and externally appropriate.
- To promote and drive continuous service improvement through Protected Learning Time (PLT) sessions, Case Study Reviews and Journal Club
- To ensure up to date knowledge of new policies, national guidance, standards and best practice and share with the wider team where appropriate.
- To support programmes to facilitate an understanding of the hospice philosophy and services available
- To support the planning and supervising of the induction of new rehab and wellbeing staff, and new staff working closely with the Hospice Team and other relevant agencies.
- To participate in the teaching of both pre and post registration nurses.
- To represent the North Hertfordshire Hospice Care Association at functions to promote public awareness of the role of GHHC as required.

Confidentiality

The contractual relationship between the Hospice and its employees is founded on trust. Employees will treat as confidential all information regarding the business of the Hospice, information with regard to and agreements with suppliers, and information gained about other employees and consultants.

General

This job description is not an exhaustive list of duties but it is intended to give a general identification of the range of work undertaken and will vary in detail in the light of changing demands and priorities within the Department. Substantive changes in the range of work undertaken will be carried out in consultation with the job holder.

Purpose and core values

All Hospice staff are expected to work in line with Garden House Hospice Care Purpose and Core Values as these act as a value base which directly influences how all work activities are undertaken. The ethos of the Hospice should be apparent in the behaviours and attitudes of all employees as the work they undertake, whether it is direct or indirect care, is ultimately for the benefit of patients. The Purpose and Core Values are an integral part of all job descriptions, recruitment, the probationary period and performance and development reviews.

Caring and compassion

We will care with compassion, communicate with honesty and sensitivity, facilitate understanding and choice and ensure both respect and dignity.

Accountability

We will dedicate ourselves to safeguard and support our patients, their families, our volunteers and our staff by working to the highest professional and ethical standards.

Respect

We will respect all regardless of their ability, age, gender, race or sexual orientation and we will not tolerate prejudice of any kind.

Excellence

We will remain committed to continual learning and development to ensure we deliver excellence in all that we do.

Health and Safety

- Ensure familiarity with procedures for dealing with incidents such as accidents or fire
- Attend fire lectures annually and take part in maintaining fire safety within the building
- Attend moving and handling training bi-annually and infection control training annually
- To ensure that all events are appropriately risk assessed for the safety of participants, staff, volunteers and the general public
- Ensure risk assessments are completed efficiently for all activities related to this role.

Additional responsibilities

- There is a requirement to comply with all the Hospice policies, procedures and guidelines, including those relating to Health & Safety, confidentiality and the Data Protection Act, as required by Information Governance
- Each member of the hospice team has a responsibility to contribute to the clinical governance programme
- Each team member to take appropriate action to maintain the highest level of infection prevention and control.

General duties

- To comply at all times with the requirements of the Health & Safety regulations under the Health & Safety at Work Act (1974) and to take responsibility for the health and safety and welfare of others in the working environment ensuring that agreed safety procedures are carried out to maintain a safe environment
- To comply at all times with the Hospice Information security policy. Also to respect confidentiality of information about staff, patients and health service business and in particular the confidentiality of electronically stored personal data in line with the Data Protection Act
- It is the responsibility of all Hospice employees to fully comply with the safeguarding policies and procedures of the Hospice. As a Garden House Hospice Care employee, you must ensure that you understand your role in protecting adults and children that may be at risk of abuse. Individuals must ensure compliance with their safeguarding training
- The Hospice is committed to a policy of equal opportunities. A copy of our policy is available from the human resources department
- The Hospice operates a no-smoking policy
- The role description gives a general outline of the duties of the post and is not intended to be an inflexible or finite list of tasks. It may be varied, from time to time, after consultation with the post holder
- All appointments are subject to pre-employment health screening
- It is the responsibility of all employees to ensure that they comply with the Hospice Infection control practises, as outlined in the Health Act 2008 and staff must be familiar with the policies in the Organisation's infection control manual, this includes Infection Prevention and Control Adult Hospice Policies and Safe Practice Guidance
- All staff are required to implement infection control policies and practices, including hand hygiene, waste disposal, staff uniform and occupational health responsibilities, as detailed in the Hospice Policies
- It is the responsibility of all staff to ensure that they have evidence of annual/or otherwise infection control training as appropriate.

NB. The role description is a reflection of the current position and may change emphasis or detail in the light of subsequent developments, in consultation with the post holder.

"team" refers to all members of staff including volunteers

Garden House Hospice Care is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

PERSON SPECIFICATION

Criteria	Essential	Desirable
Qualification	<p>BSc in Physiotherapy</p> <p>Registration with the Health Care Professions Council</p> <p>Full UK driving license</p> <p>Current registration with professional body eg CSP</p>	<p>Post registration qualification in cancer or palliative care</p> <p>Advanced communications training</p>
Experience	<p>Significant post-graduate experience of working in a variety of settings with people with cancer, palliative care needs or long term conditions</p> <p>Working post qualification</p> <p>Working in a multidisciplinary team</p> <p>Supervisory skills</p>	<p>Running workshops/group sessions</p> <p>Working with volunteers</p> <p>Staff supervision</p> <p>Delivering education and training</p> <p>Working in the community</p> <p>Undertaking research and audit</p>
Knowledge, Skills and abilities	<p>Understanding of palliative care and Hospice philosophy</p> <p>Understanding of the importance of the supported self-management model</p> <p>Effective interpersonal and communication skills</p> <p>IT literate</p> <p>Ability to motivate self and others</p> <p>Ability to work autonomously and as part of a team</p> <p>Knowledge of adaptations and equipment</p> <p>Awareness of current legislation relevant to the post e.g. MCA</p> <p>Ability to prioritise workload and work to deadlines</p> <p>Understanding of social issues pertaining to Disability</p> <p>Ability to manage own caseload</p> <p>Ability to work in multidisciplinary team</p> <p>Good organisational skills</p> <p>Good time management</p> <p>Excellent oral and written communication skills</p> <p>Ability to lead/influence</p>	<p>Health and safety training</p> <p>Previous teaching experience and willingness to undertake appropriate specialist training as required e.g. clinical educators course, adaptations courses</p> <p>Ability to evaluate various treatment techniques used and to research new/alternative methods</p> <p>Teaching skills</p> <p>Supervisory skills</p> <p>Knowledge of current national and local guidance in palliative care</p> <p>Evidence of involvement in service improvement</p>

<p>Personal Qualities</p>	<p>Able to present and maintain the Hospice aims and responsibilities in working relationship</p> <p>Recognition of own limitations</p> <p>Willing to undertake appropriate training for professional development</p> <p>Professional appearance</p> <p>Able to work flexibly to meet needs of post Car Driver</p>	<p>Flexible attitude</p> <p>Sense of humour</p> <p>Empathetic manner</p>
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