Specialist Palliative Care Physiotherapist

Job Description

POST: Specialist Palliative Care Physiotherapist

CONTRACT: Permanent

ACCOUNTABLE TO: Director of Nursing & Quality

REPORTS TO: Head of Day Services

JOB PURPOSE

- Lead, develop and manage the physiotherapy service for patients attending St John’s Hospice services, with an emphasis on symptom control, rehabilitation and improving/maintaining independence and quality of life.
- Manage specialised physiotherapy assessment, develop management and treatment plans, and deliver safe and effective physiotherapy interventions, in both one to one and group settings.
- Provide specialist expertise and advice to members of the multi-disciplinary team (MDT), hospice staff and volunteers, and to colleagues in external and partner organisations, through both formal and informal teaching and support.
- Be responsible and accountable for providing specialist physiotherapy assessment and treatment to patients with diverse health needs, who may have complex and /or chronic conditions.
- Be responsible for the education and training of staff from other disciplines and care settings within the multi-disciplinary service and the supervision and delegation of treatment programmes to staff from own and other disciplines.
- Act as a resource and support to hospice and external staff by offering specialist knowledge and skills in physiotherapy, meeting and understanding the psychosocial, physical, emotional and spiritual needs of patients.

KEY WORKING RELATIONSHIPS

Head of Day Services
Occupational & Wellbeing Therapist
Wellbeing Assistant
Inpatient department
Day services department
Hospice at Home department

MAIN DUTIES

Clinical Duties

- Takes responsibility and accountability for providing specialist physiotherapy assessment and treatment to patients with diverse health needs, who may have complex and /or chronic conditions.
• Undertakes comprehensive physiotherapy assessment and implementation of therapy intervention for patients with progressive and life threatening diseases as an autonomous practitioner. This includes using analytical skills, clinical reasoning and the use of appropriate outcome measures.

• Has a commitment to rehabilitative practice and person-centered goals.

• Works with the members of the multi-disciplinary team to facilitate physiotherapy services within the Inpatient Unit, Day Therapy services and outpatients.

• Uses excellent clinical reasoning skills necessary to tailor and adapt therapeutic interventions across a varied patient caseload.

• Take accountability for professional decision making.

• Gather, record and safely store sensitive information and data as required relevant to the role.

• Promotes a culture that supports self-management, independence and embeds patient and community involvement within the sphere of practice.

• Participates in service review with the Head of Day Services in order to drive service improvement.

• Contributes to the implementation and monitoring of adherence to clinical guidelines.

• Attends internal MDT meetings and other case meetings as relevant.

• Take responsibility for the maintenance of physiotherapy equipment, and provide aids and equipment appropriate to patient needs, giving instruction for its safe and correct use, in line with hospice policy.

• Supports the Wellbeing Assistant in the storage and maintenance of the equipment and management of stock levels.

• Assesses people’s information needs and provides/signposts to resources to meet those needs.

• Contributes to quality assurance e.g. through audit and research.

• Tailors therapy assessment and treatment with attention to patients multi-faceted individual needs and preferences spanning physical, emotional, social and spiritual dimensions and works with all members of the MDT to deliver this.

• Identifies and works with patients as early as possible to develop their independence and autonomy with activities of daily living (ADLs) to maximise their function and engagement in daily life.

• Provides high quality physiotherapy input to optimise non-pharmacological management of symptoms including breathlessness and pain. Is a source of expertise, advocating non-pharmacological approaches to symptom control within the interdisciplinary team, e.g. TENS and acupuncture.

• Is responsible for / contributes to the various patient education programmes in day services, providing leadership, co-ordination and delivery of group and individual exercise following individual assessment of patients.

• Re-assesses the on-going physiotherapy needs of the patient, adapting therapy input as their condition changes.

• Is responsible for, and proactively initiates, effective communication with other members of the Hospice team.
Encourages client participation in therapy by using negotiation, reassurance and support for both patients, families and staff.

Communicates effectively with formal carers and family carers, external agencies and with the statutory and voluntary sectors to ensure effective client care and continuity of care after discharge from Hospice services.

Participates fully in the MDT approach to rehabilitation, attending team meetings, case meetings and family meetings.

Monitors workload within the service and feedback to Head of Day Services any pressures as they arise.

Monitors and manages risks involved in work activities and processes, for self, colleagues and patients.

Education & development

Provides spontaneous and planned advice, teaching and instruction to relatives, carers and other professionals in order to promote understanding of the aims of physiotherapy and to maximise patients’ rehabilitation potential, ensuring a consistent approach for patient care.

Takes part in post graduate and undergraduate education programmes at local HEIs and leads on student physiotherapy placements & assessments at SJH.

Takes responsibility for the education and training of staff from other disciplines within the multi-disciplinary service and the supervision and delegation of treatment programmes to staff from own and other disciplines.

Takes personal responsibility for life-long learning and own development through reflective practice, appraisal and actively engages with learning and development opportunities offered by the Hospice and relevant external education providers.

Acts as a resource and support to hospice staff by offering specialist knowledge and skills in physiotherapy, meeting and understanding the psychosocial, physical, emotional and spiritual needs of patients.

Contributes to the development of patient and community focused education, including coaching patients and their families and carers.

Demonstrates a good and developing level of clinical, technical and research skills through breadth and depth of knowledge.

Maintains own professional development to extend clinical and professional knowledge and maintain links with other hospice physiotherapists through the ACPOPC network and attending ACPOPC meetings.

Develops specialist knowledge and teaching skills in physiotherapy related to specialist palliative care.

Takes part in training programmes for Hospice staff.

Participates in study days, seminars and teaching programmes for health and social care professionals both at the Hospice and externally.

OTHER
ENHANCED DISCLOSURE REQUIREMENT

Enhanced + Barring Check

DUTIES AND RESPONSIBILITIES TO ST. JOHN’S HOSPICE

1. **Confidentiality**

   Each member of the Hospice staff is responsible for ensuring the confidentiality of any information relating to patients, personal information relating to staff, volunteers, supporters, visitors or contractors, financial information, commercial information, and for complying with all the requirements of the Data Protection Act 2018 and Caldicot Guidelines whilst carrying out the duties of the post. Any breaches in Hospice confidentiality will be dealt with by St. John’s Hospice Disciplinary Procedure and may result in dismissal.

2. **Health and Safety**

   Each member of the St Johns Hospice staff is responsible for ensuring that they carry out the duties of their post in accordance with all appropriate Health and Safety legislation, guidance and procedures and they do not, by any act or omission on their part, create a threat to the Health and Safety of any other person.

3. **External Interests**

   Each member of the St Johns Hospice staff is responsible for ensuring that any external interest they have do not conflict with the duties of their posts and they must disclose the external interest if this is likely to occur, or if they are in doubt about a possible conflict with their work. Each member of staff is reminded to refer to their employment contract in relation to any other secondary work that they may do alongside working for St John’s Hospice and their obligations under the Working Time Directive.

4. **Statutory Training**

   Each member of the St Johns Hospice staff has a statutory obligation to attend mandatory training. It is the responsibility of each member of staff to ensure that they comply with this legal requirement.

5. **Flexibility**

   This job description is intended to act as a flexible guide to the duties of the post and therefore will require revision in consultation with the post holder to reflect the changing requirements of the post, to enable the St John’s Hospice to achieve its corporate goals and objectives.

6. **Safeguarding**

   Each member of St John’s Hospice staff is responsible for understanding their responsibilities for Safeguarding Children and Vulnerable Adults in accordance with their job role and any requirements they are obliged to follow as members of their profession. Staff should seek guidance from their immediate supervisor if in doubt.

7. **Disclosure and Barring**

   Each member of staff is required to disclose any caution, fine, penalty or criminal conviction that may occur during the course of employment. This should include any motoring convictions as this
may affect the staff member’s ability to use Hospice vehicles. Any change in circumstance must be reported immediately to the staff member’s supervisor so that any impact on ability to work in post can be assessed.

8. **Equality and Inclusion**

Each member of staff is required to undertake their duties with due regard for the provisions of the Equality Act 2010 i.e. not to discriminate against members of staff, patients, patient family members, volunteers, supporters, contractors and any visitors to the Hospice.

9. **Volunteers**

The role of volunteers is integral with the work of St John’s Hospice and paid staff are required to underpin this in their attitude and actions.