

## PEACE HOSPICE CARE

### Job Description

#### PHYSIOTHERAPIST: IN-PATIENT UNIT & OUTPATIENT GROUPS

<b>Job Title</b>	Physiotherapist	
<b>Salary Band</b>	Band E The Peace Way (£26,622-£31,110 pro-rata)	
<b>Hours</b>	18 hours per week (0.48wte)	
<b>Dept/Location</b>	Rehabilitation Team : IPU focused	
<b>Reporting to:</b>	Starlight Team Lead	
<b>Number of staff managed:</b>	<i>Direct reports: none</i>	<i>Managed through others: none</i>
<b>Budget responsibility</b>	Not applicable	
<b>Other information helpful to understand size/scope of job:</b>	<ul style="list-style-type: none"> <li>• The post holder works a part of a multi professional team.</li> <li>• To provide palliative rehabilitation interventions for up to 12 patients in the In-Patient Unit, to provide physiotherapy assessments, advice and interventions for outpatients, including leading several outpatient exercise groups</li> <li>• To write, implement &amp; review care plans with a focus on falls and mobility. As Falls Champion, to provide all clinical; staff with training and to raise awareness of falls risk and prevention.</li> </ul>	

#### Job Summary

To deliver high quality Specialist Palliative Physiotherapy as part of the multidisciplinary team at the Hospice.

To maintain a respectful, non-judgemental and caring attitude ensuring the Hospice vision and philosophy of care is integral to the care delivered and role undertaken.

To meet the aims and objectives of the Starlight Rehabilitation Service as part of the Rehabilitation team and wider Patient Services Team.

70% patient facing

10% admin

10% quality

10% learning & development

**KEY TASKS:** - Some tasks may be delegated but the postholder remains responsible for ensuring that they are carried out satisfactorily.

#### Clinical

- 1 To be an active participant in the multi-professional team, including the weekly MDT meetings and daily handovers, ensuring the physical and rehabilitation needs of patients are identified and addressed.
- 2 To implement rehabilitation models to ensure people with advanced disease have access to self-management programmes enabling them to reach their fullest physical,

psychological, social and vocational potential consistent with their limitations, desires and life plans.

- 3 To plan, deliver and evaluate physiotherapy interventions and/or treatments appropriate to palliative care patients and also to outpatients who are on a curative pathway.
- 4 To discuss progress and treatment with relatives/carers and teach them therapy techniques when appropriate. To ensure that patients and carers know about the full range of resources and services available through the Starlight Outpatients Service.
- 5 To be able to demonstrate through documentation and verbal communication the treatment undertaken and patient outcomes.
- 6 To be an active member of the MDT contributing to the presentation and decision making of care planning, including individualised care plans and timely note-keeping on the electronic record.
- 7 To be able to communicate highly sensitive information, ensuring patients and their families/ carers are adequately supported.
- 8 To be able to communicate effectively within the immediate team, extended team and outside agencies, ensuring continuity of care is maintained across the different care settings. Comprehensive understanding of the patient pathway referring to other professionals and sign-posting to other agencies as appropriate.
- 9 To participate in the development of standards of care and contribute to the wider clinical governance and audit programme, if appropriate.

### **Professional**

- 1 To act within the Codes of Practice as set by the Chartered Society of Physiotherapy and Healthcare Professionals Council.
- 2 To demonstrate and be accountable for ongoing personal and professional development in accordance with yearly appraisal objectives.
- 3 To have the highest regard for the principles of confidentiality and the importance of patient consent, ensuring adherence to the Hospice data collection and patient consent policy.
- 4 In accordance to all Hospice policies, best practice guidelines and clinical protocols ensure own and others practice is safe and effective.
- 5 To participate in keeping accurate and legible records in accordance with existing practice and procedure at the Hospice. To be aware of the legal requirements associated with keeping such records.
- 6 To deal with any initial complaints and conflict as required, in a polite, calm manner and report to line manager.

- 7 To be accountable for reporting any risk, hazards or accidents that may occur in the service area, and ensure compliance with the terms of the Health and Safety at Work Act.

**General**

Peace Hospice Care is committed to Equal Opportunities for all present and potential members of staff and patients. Therefore, Peace Hospice Care expects all employees and volunteers to understand, support, and apply this policy through their working practices which requires all individuals to be treated with respect, dignity, courtesy, fairness and consideration.

Peace Hospice Care is a registered charity. It relies on the local community for a major proportion of its income through fundraising. For this reason, it is expected that all members of staff will endeavour to support the fundraising activities of the Hospice.

This job specification may be modified in the light of development and changing circumstances, according to the needs of the service, and in consultation with the post holder. The post holder should be prepared to undertake any further duties that arise as the post develops. All members of nursing staff may at times be required to work in other parts of the Hospice, commensurate with the roles and responsibilities laid out in this job description.

<b>Signed (Employer)</b>		<b>Signed (Employee)</b>	
<b>Date</b>		<b>Date</b>	

**Physiotherapist  
Person Specification**

Each element of the specification should be assessed as follows:  
A = Application Form; I = Interview; T= Test

<b><i>QUALIFICATIONS Appropriate professional, educational requirements</i></b>	<b><i>ESSENTIAL/ DESIRABLE</i></b>	<b><i>ASSESSED</i></b>
Registered Physiotherapist	E	A

<b><i>EXPERIENCE Appropriate experience in order to carry out the role</i></b>	<b><i>ESSENTIAL/ DESIRABLE</i></b>	<b><i>ASSESSED</i></b>
Post registration experience	E	A
Experience of working within palliative care/long term conditions	E	A; I
Experience of working with neurological conditions	D	A:I
Experience of being part of a multi professional team	E	A; I
Experience of working in the community	D	A;I
Experience of caseload management	E	A;I
Experience of working with volunteers	D	I
Experience of working in rehabilitation and wellbeing group sessions	D	A;I

<b><i>SKILLS AND KNOWLEDGE Specific post related skills and abilities</i></b>	<b><i>ESSENTIAL/ DESIRABLE</i></b>	<b><i>ASSESSED</i></b>
Effective interpersonal and communication skills	E	I
IT literate	E	A; I
Ability to deal with complex and difficult emotional situations	E	A; I
Good organisation and negotiation skills	E	A: I
Ability to motivate self and others	E	I
Ability to work autonomously and as part of a team	E	A; I
Ability to support change and influence	E	I
Exemplar written skills	E	A; I
Flexible attitude to working	E	I

<b><i>PERSONAL QUALITIES</i></b>	<b><i>ESSENTIAL/ DESIRABLE</i></b>	<b><i>ASSESSED</i></b>
Diplomatic but objective	E	I
Calm and approachable manner	E	I
Self-aware and recognises own limitations	E	A; I
Willingness to undertake training appropriate to personal development within the role	E	I
Enthusiastic and creative approach to work	E	I

<b><i>ATTITUDES AND VALUES</i></b>	<b><i>ESSENTIAL/ DESIRABLE</i></b>	<b><i>ASSESSED</i></b>
A commitment to the vision, values and objectives of Peace Hospice	E	I
Understanding and commitment to the Hospice's Equal Opportunities policy.	E	I