



## **JOB DESCRIPTION**

<b>Job Title:</b>	Physiotherapist (Role equivalent to Agenda for Change Band 7)
<b>Location:</b>	Community-based role covering an area within the wider Southern Trust geographical area
<b>Base:</b>	Southern Area Hospice Services (SAHS) Day Therapy Centre - St John's House, Newry and South Tyrone Hospital, Dungannon
<b>Reports to:</b>	Community Services Manager

### **Main Purpose of Job**

- Working as part of a multi-disciplinary team, to provide a high standard physiotherapy service to patients referred to SAHS' Community Outreach team. The role will involve the provision of expert physiotherapy interventions, advice and support to patients and their families/ carers in the community and in hospice hubs.
- To act as a source of clinical physiotherapy expertise and knowledge to other disciplines within the multi-disciplinary specialist team.
- To manage a complex caseload and be responsible for referred patients, working as an autonomous practitioner. The role will involve bespoke palliative physiotherapy group work to optimise breathlessness management, fatigue management, pain management and strength and conditioning.
- To participate in the assessment, planning, implementing and evaluating of care of patients encompassing the Hospice's philosophy of specialist palliative care

### **Main Responsibilities**

#### **Clinical Responsibilities**

- To be professionally and legally responsible and accountable for all aspects of your own work
- To undertake specialist therapeutic assessment using advanced clinical reasoning, investigative and analytical skills to make an independent clinical diagnosis, in patients presenting with multi-pathology, recommending the best course of intervention and formulate individualised holistic management and treatment plans to optimise quality of life
- To work as an expert practitioner and utilise highly specialist theoretical knowledge with cases of diverse or complex presentations and those referred

from other health care professionals for advice on further management

- To provide a high standard of care using safe effective, evidence-based interventions in accordance with current research and professional standards
- To take a lead role in decisions re. patient management, facilitating and planning appropriate onward referral, liaising with core community staff and specialist community teams
- To lead, develop and maintain effective communication and professional relationships within SAHS and community specialist palliative care team and other health and social care professionals including hospitals, GPs, District Nursing and Nursing Homes
- To develop multi-disciplinary working to facilitate partnership care with Nursing, Allied Health Professionals, Social Work and other agencies
- To plan, implement, monitor, and evaluate person-centred interventions using individual and group techniques as appropriate in order to ensure effective outcomes
- To maintain effective communication ensuring that complex information regarding assessment, prognosis, diagnosis, etc. is understood by the patient and their family for their long-term management
- To ensure that the patient's individual needs are met, reporting any issues or concerns, including safeguarding risks, to the Community Services Manager
- To ensure assessment of patient's understanding of treatment proposals, goal setting, gain valid informed consent and have the capacity to work within a legal framework with patients that lack capacity to consent to treatment
- To develop appropriate extended practice skills
- To maintain a safe and appropriate working environment at all times

#### **General Responsibilities**

- To take responsibility for managing and prioritising own workload in conjunction with the Community Services Manager
- To work collaboratively with the wider Community Outreach team and seek opportunities to support the development of the service
- To work independently, as part of the Community Outreach team and also as part of the wider Hospice team
- To promote and be an advocate for Southern Area Hospice Services at all times

#### **Reporting, Records & Evaluation**

- Maintain accurate records (manually/ electronically) as requested, ensuring all documentation is legible, accurate, written in black ink and clearly signed and time dated
- To adhere to all SAHS' policies, including Confidentiality and Data Protection (GDPR)
- When working remotely, to ensure sensitive information is treated with due care and respect to maintain confidentiality and security and that any SAHS property is stored out of sight in the boot of your car whilst away from Hospice premises (and that your car is locked when unattended)

- To maintain up to date and comprehensive treatment records using SAHS' electronic patient record system
- To collect and provide statistical information as required by the Hospice
- To prioritise workload to meet the changing needs of the service and allow time for administration
- To attend relevant meetings, providing effective communication to ensure continuity of patient care
- To participate in the development of clinical standards and clinical audit, working within the Clinical Governance framework at the Hospice
- To work in conjunction with the Inpatient Physiotherapist to plan and evaluate physiotherapy services, implementing changes as appropriate, and actively participating in service development projects. This includes taking the lead with service development projects where appropriate.

### **Professional Responsibilities**

- Maintain professional registration with the HCPC, adhering to the HCPC code at all times
- Ensure professional and personal development and accountability in accordance with the HCPC Revalidation requirements, ensuring revalidation is completed 3 yearly
- Practice in accordance with Southern Area Hospice Services policies and procedures
- Actively participate in the annual performance review process to identify opportunities for learning and development
- Participate in continual professional development as required, ensuring required training is kept up-to-date and renewed on a timely basis
- Actively participate in clinical supervision and team meetings to ensure a contribution to the professional development of the team
- Maintain appropriate car insurance to cover business travel purposes and provide evidence of this at the time of annual renewal

### **Regulations & Standards**

- Lone working is a feature of this job given care will be delivered within the patient's own home - SAHS' Lone Working and Health and Safety Policies must be adhered to at all times
- All work must be undertaken in adherence to the ethical standards of practice as set down by the Department of Health (NI), and in accordance with RQIA requirements
- All safeguarding measures must be adhered to in undertaking the duties of this role

### **Health & Safety**

Under the Health and Safety at Work (NI) Order 1978, you are required to take all reasonable steps while at work to ensure your own health and safety and safety of those who may be affected by your acts or omissions at work. You are also required to co-operate fully with regard to the implementation of health and safety arrangements and should not interfere with or misuse anything provided in the interests of health, safety or welfare at work. You must familiarise yourself with and comply with all health and safety policies which are relevant to your area of work.

### **Equal Opportunities**

SAHS operates an equal opportunities policy in accordance with the Fair Employment (NI) Acts 1976 and 1989, the Sex Discrimination (NI) Order 1976, the Disability Discrimination Act 1995 and the Race Relations (Northern Ireland) Order 1997. All employees have a responsibility to be familiar with policies on equal opportunities and to help ensure a working environment in which the dignity of all fellow employees is respected.

### **Values & Behaviours**

- All employees of Southern Area Hospice Services are required to promote and support its mission and values:
  
- Core Values: Dignity, Compassion, Integrity, Innovation, Excellence and Equality
  
- Employees are expected to:
  - Always operate with honesty and integrity
  - Show respect for and a sensitivity towards all those you meet in your working day.
  - Always maintain the highest level of confidentiality
  - Actively develop self and others where possible
  - Participate in corporate or fund-raising events to enable all employees to make a personal contribution to the success of the charity.
  - Operate with tact, patience and diplomacy and maintain a sensitive and professional approach towards colleagues and service users.

*This job description will be reviewed in the light of new developments. It should not be regarded as restrictive or definitive but acts as a broad guide to the demands of the post.*

## PERSON SPECIFICATION – Physiotherapist



CRITERIA	ESSENTIAL	DESIRABLE
<b>Qualifications / Professional Memberships</b>	<ul style="list-style-type: none"> <li>• BSc (hons) degree in Physiotherapy or equivalent</li> <li>• Active registration with the Health Care Professions Council (HCPC)</li> <li>• Active member of The Chartered Society of Physiotherapy or can provide details of liability insurance from another body</li> </ul>	<ul style="list-style-type: none"> <li>• Membership of appropriate special interest group, e.g. PERL, ACPOPC, ACPIN</li> <li>• Qualification in acupuncture</li> <li>• Evidence of post graduate professional development - specialist short courses to masters equivalent level e.g. module from the Post Graduate Diploma/MSc in Palliative Care</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• A minimum of five years' post graduate experience including two years' experience as a Clinical Specialist</li> <li>• Experience in working in one of these areas in an inpatient, rehab or community post - orthopaedics, respiratory, oncology, musculoskeletal, neurology lymphoedema or palliative care</li> <li>• Robust clinical reasoning in the autonomous management of complex conditions</li> <li>• Specialist skills of assessment and treatment of patients with complex condition</li> <li>• Experience of contributing, driving and delivering to service development</li> <li>• Experience of delivering 1:1 support as well as group work to patients</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in a palliative care setting or in caring for patients with a palliative care diagnosis</li> <li>• Experience of providing care in a community setting</li> </ul>
<b>Skills &amp; Knowledge</b>	<ul style="list-style-type: none"> <li>• Excellent communication skills (both verbal and written)</li> <li>• Appropriate computer skills to enable required communication, presentations, data collection and research purposes</li> <li>• Good organisational and administrative skills</li> <li>• Ability to work flexibly and use a high standard of prioritisation to meet service demand</li> <li>• Ability to influence change in clinical practice effectively</li> <li>• Ability to teach and act as a resource for the multidisciplinary team and to liaise with and contribute to other multi-disciplinary teams encountered in the course of working</li> <li>• Knowledge of the practical application of Health and Safety at Work</li> </ul>	

	<ul style="list-style-type: none"><li>• A sound knowledge of recent developments/ principles and techniques and treatment in relation to physiotherapy</li><li>• Knowledge and understanding of RQIA standards</li></ul>	
<b>License</b>	<ul style="list-style-type: none"><li>• Full driving license with eligibility to drive in the UK and access to a car for work purposes.</li></ul>	