

Role Profile

because
you matter

**St Nicholas
Hospice Care**

A Registered Charity No. 287773

St Nicholas Hospice Care is recognised as a great place to work, to learn and to grow. Where everyone matters, where everyone is encouraged, energised and enabled to play their part in delivering our vision.

Job role	Physiotherapist
Reports to	Independent Living Team Lead
Responsible for	Rehabilitation Assistant, Bank staff and volunteers
Location	Whilst your normal place of work is St Nicholas Hospice Care, Hardwick Lane, Bury St Edmunds, Suffolk, IP33 2QY you will also be required to work at such other place or locations within the Bury St Edmunds, West Suffolk and Thetford area as we may reasonably determine
Job Purpose	<p>To give palliative rehabilitative physiotherapy support to patients and carers.</p> <p>As experts in the field of end of life care our vision is to “make living with dying better” for patients and their families facing death and bereavement. The Physiotherapist role will be instrumental in ensuring that St Nicholas Hospice Care (SNHC) meets this increasing demand from its community.</p>

What the job involves

Key Responsibilities or Duties:

- Acts as a role model demonstrating the highest standards of enabling palliative rehabilitative care and providing clinical leadership to others to do the same
- Promotes a culture that supports self-management independence and embeds patient and community involvement within the sphere of practice
- Contributes to and delivers specialist education and training to other professionals involved in patient care. Contributes to the development of patient and community focused education, including coaching patients and their families and carers
- Contributes to the development, management and promotion of the service ensuring the delivery of high quality rehabilitative palliation
- Collates and evaluates data to provide evidence of productivity, outcomes and quality
- Accountable for professional decision making
- Participates in service review in order to drive service improvement
- Contributes to the implementation and monitoring of adherence to clinical guidelines

- Demonstrates expertise in multi-professional meetings, such as the Gold Standard Framework, acting as patient advocate and representing SNHC views from a palliative rehab perspective
- Makes sure that people with life-limiting illnesses are aware of the full range of resources and services available. Working closely with statutory and private sector OT and Physio services
- Demonstrates skills in conflict resolution and competent negotiation skills when dealing with difficult or challenging situations such as managing patient and professional unmet expectation

Moving and Handling

- To work as a moving and handling trainer to provide competent and practical support to reduce the risk of musculoskeletal injuries to employees and volunteers that may arise at work, and to ensure high standards of care in patient handling.
- Provide ergonomic advice regarding work stations and environment to encourage safe working, particularly if required for pregnant employees or those returning from a long term absence.

Innovation

- Develops new skills in response to emerging knowledge and techniques.
- Works across professional boundaries using creative reasoning and problem-solving
- Manages change within a complex environment
- Influences the development of others through education and training
- Promotes patient and public experience feedback to influence innovation and change

Expertise

- Demonstrates a good and developing level of clinical, technical and research skills through breadth and depth of knowledge
- Uses creative reasoning, experience and vision to enhance care
- Demonstrates continuous evaluation of practice and make changes where appropriate
- Contributes to effective project management skills to promote indirect care influence
- Takes personal responsibility for life-long learning and own development through reflective practice, appraisal and actively engages with learning and development opportunities offered by St Nicholas Hospice Care's Learning and Development Services

Excellence (clinical)

- Puts quality at the heart of practice by delivering evidence-based individualised and personalised care through holistic needs assessment, planning and evaluation of care and all care and palliative rehabilitation based activities/interventions
- Actively integrates theory and practice
- Co-ordinates care and provide easy access for ongoing support for patients and professionals
- Pursues patient and carer problems to enable positive outcome
- Assesses people's information needs and provides/signposts to resources to meet those needs
- Admit and discharge patients from caseload and refer patients to other healthcare/social care professionals
- Contributes to quality assurance e.g. through audit and research

What we want from you

- Degree or Diploma in Physiotherapy
- HPC Registration
- Post graduate experience as a qualified rehabilitation professional
- Evidence of CPD
- Excellent core rehabilitation assessment and treatment skills
- Excellent communication and caseload management skills
- Ability to teach and coach patients, carers and colleagues
- Excellent interpersonal skills
- Excellent presentation and teaching skills
- Ability to reflect and adapt practice to suit individuals needs
- Experience of multi-disciplinary team working
- Effective time management skills
- Ability to creatively problem solve
- Experience of supervision and appraisal of rehabilitation support staff and volunteers, both Motivated and enthusiastic
- Compassionate
- Commitment to expert patient care
- Enabling and empowering approach
- Innovator
- Willingness to develop collaborative working with other provider groups qualified and unqualified
- Full current driving licence with ability and willingness to use own vehicle
- Commitment to the work and Values of St Nicholas Hospice Care

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