

Job Description – Hospice Physiotherapist

- Reports to:** Hospice Advanced Practitioner: ILT
- Responsible for:** Rehabilitation Assistants Bank Staff and Volunteers
- Location:** Hardwick Lane, Bury St Edmunds, Suffolk, IP33 2QY
- Job Purpose:** To give palliative rehabilitative physiotherapy support to patients and carers

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 meets this increasing demand from its community. The post holder will

- Manage a clinical caseload of palliative patients
- Lead and develop empowering patient focused therapeutic groups
- To support OT & physiotherapy practice in a variety of care settings as part of the wider patient/carer support team
- Contribute to the development of the expert patient & carer model being developed by the hospice to support the needs of its community
- To work with the education department on delivering quality education in Palliative rehabilitation to the wider clinical community

Key Responsibilities or Duties:

1. Acts as a role model demonstrating the highest standards of enabling palliative rehabilitative care and providing clinical leadership to others to do the same
2. Promotes a culture that supports self-management independence and embeds patient and community involvement within the sphere of practice
3. 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
4. Contributes to the development, management and promotion of the service ensuring the delivery of high quality rehabilitative palliation

5. Collates and evaluates data to provide evidence of productivity, outcomes and quality
6. Accountable for professional decision making
7. Participates in service review in order to drive service improvement
8. Contributes to the implementation and monitoring of adherence to clinical guidelines
10. 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
11. 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
12. Demonstrates skills in conflict resolution and competent negotiation skills when dealing with difficult or challenging situations such as managing patient and professional unmet expectation

Innovation

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

Expertise

1. Demonstrates a good and developing level of clinical, technical and research skills through breadth and depth of knowledge
2. Uses creative reasoning, experience and vision to enhance care
3. Demonstrates continuous evaluation of practice and make changes where appropriate
4. Contributes to effective project management skills to promote indirect care influence
5. 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)

1. 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
2. Actively integrates theory and practice

3. Co-ordinates care and provide easy access for ongoing support for patients and professionals
4. Pursues patient and carer problems to enable positive outcome
5. Assesses people's information needs and provides/signposts to resources to meet those needs
6. Admit and discharge patients from caseload and refer patients to other healthcare/social care professionals
7. Contributes to quality assurance e.g. through audit and research

Special Features of the job

1. The post holder may be expected to work outside of standard office hours
2. To have a full driving licence, access to own car for business and ability to drive throughout area

Personal Development (all staff)

- All staff and volunteers in the Hospice are encouraged to contribute to identifying and meeting their own job-related development needs. This will be achieved through a variety of processes including regular 1-2-1's with Line Managers or senior colleagues, annual appraisal and development reviews
- All employees are subject to an annual appraisal and to maximise the benefit from this process the employee must engage fully in the review and agree with their Line Manager organisational, team and personal objectives
- Each employee must co-operate and attend all appropriate mandatory and statutory training as required by the organisation and /or their professional bodies

Health and Safety (all staff)

- All staff have responsibilities to ensure that our working environment continues to be a safe, secure, healthy and fulfilling place to work
- Employees of St Nicholas Hospice Care are required to work in line with the Health and Safety Policy to ensure not only their own health and safety, but that of others too

People Management

Providing leadership, management and development of all staff and volunteers within area of responsibility through effective;

- Workforce planning, recruitment and selection
- Departmental communication and staff support
- Performance management
- Staff development including regular 1-2-1's, and annual appraisals
- Staff support including health and safety and wellbeing awareness
- Facilitation of a culture of learning and respect for difference

Governance (those with responsibilities for policy and procedure implementation, audit and monitoring responsibilities)

Ensure Hospice policies and guidelines/safe operating procedures are developed and implemented in association with Hospice Committees.

Develop monitoring systems to ensure compliance with policies and procedures in association with the Hospice Committees.

General (all staff)

- At the heart of our strategic vision, our “One Team” approach aims to support creative and flexible responses from every member of our workforce in order to benefit each and every person using our services, from clinical care, retail, fundraising, education and the support services. There is an expectation for everyone to support colleagues beyond their own team
- Ensure that all within the team have a grasp of the Hospice’s structure, values and purpose and have opportunities for involvement in its further development
- Ensure the maintenance of confidentiality in respect of staff, volunteer and client records and all privileged information relating to the services of the Charity, its patients, staff and volunteers and particularly of the area for which directly responsible
- Promote and foster the Hospice’s reputation and standing within the community and with private, statutory and voluntary sector agencies and organisations
- Undertake any other duties which may be reasonably required
- The philosophy of the Hospice is based on a multi-skilled, cross-departmental approach. Staff regardless of grade or discipline, are required to participate in this concept. The role of volunteers is integral with the work of St Nicholas and paid staff are required to underpin this in their attitude and actions
- All staff must be sympathetic to and able to project the philosophy and concept of hospice care
- The Hospice has in place provision for staff support. Staff are expected to exercise responsibility in accessing and providing whatever forms of support might be appropriate for them to ensure that they are able to offer the professional care for which they are employed

- This Job Description may change and the duties listed are not exhaustive, but such change will only be made following consultation between the (relevant) "Manager" and the post holder

References:

Recruitment Policy
Education and Training Policy
Disciplinary Policy
Health and Safety Policy

Job Description dated: April 2016