

JOB DESCRIPTION

Job Title:	Specialist Physiotherapist (Or developing Specialist) – Palliative care
Grade:	Band 5 or 6 (dependent on experience)
Department:	AHP Team
Directorate:	Care Services Directorate
Reporting to:	AHP Lead
Responsible for:	Provision of specialist palliative physiotherapy service In-patient Unit , Day Patient Services, and Outpatients
Location	Dorothy House Hospice Care (DHHC), Winsley and other Community venues

Job Summary / Main Purpose:

- To provide specialist palliative physiotherapy interventions and to be an integral member of the Dorothy House Multi-disciplinary team
- To provide high quality specialist palliative physiotherapy support for DH patients, families and carers in liaison with the multidisciplinary team to achieve agreed goals using a personalised care approach
- To provide physiotherapy clinical guidance and advice to staff supporting people with complex specialist palliative care needs
- To champion the holistic rehabilitative palliative approach for physiotherapy

Principle Duties and Responsibilities

Direct casework

- To be an integrated member of the multidisciplinary team providing practical and emotional support to patients, their families and carers, and supporting colleagues involved in the care.
- To undertake specialist palliative physiotherapy, championing the holistic rehabilitative palliative approach, alongside personalised care.
- To work closely with the other members of the AHP teams to manage referrals into the team and any waiting lists
- To provide an assessment of patients, families and carers, formulating care plans and liaising with primary, secondary, statutory and voluntary agencies as needed.
- To work closely with the AHP Leads to ensure that patients and families receive a collaborative and integrated' service which meets their needs
- To supervise and review volunteers if required; to offer support, ensure best practice and their ongoing professional development.
- To use or be prepared to take part in extended scope courses to provide non pharmacological support to patients

Managerial

- To develop and participate in revision of policies, procedures, protocols, care pathways and documentation
- To line manage allocated staff, volunteers and assistant roles, including the Exercise Practitioner
- To mentor and clinically supervise pre and post registration students
- To plan, develop and evaluate allocated staff practice through Personal Development reviews and objective setting
- To contribute to funding proposals and income generating opportunities
- To adhere to DH's management and HR policies and procedures
- To work with the AHP Leads to highlight opportunities and areas of development for the Physiotherapy Service and therapy service as a whole
- To make the most effective use of clinical time, operating a clinic schedule whenever appropriate
- To participate (and lead where appropriate) in auditing and evaluating the Physiotherapy Service
- To attend meetings as appropriate in relation to Physiotherapy, the wider AHP and clinical teams
- To have an awareness of budget management and work within contract requirements and the budget for the service
- To listen and respond to any compliments, concerns and/or complaints from patients, families or professionals, informing the line manager or in their absence the Deputy Chief Operating Officer, record the concerns, follow-up and outcome in line with the Compliments, Complaints and Concerns Policy

Educational

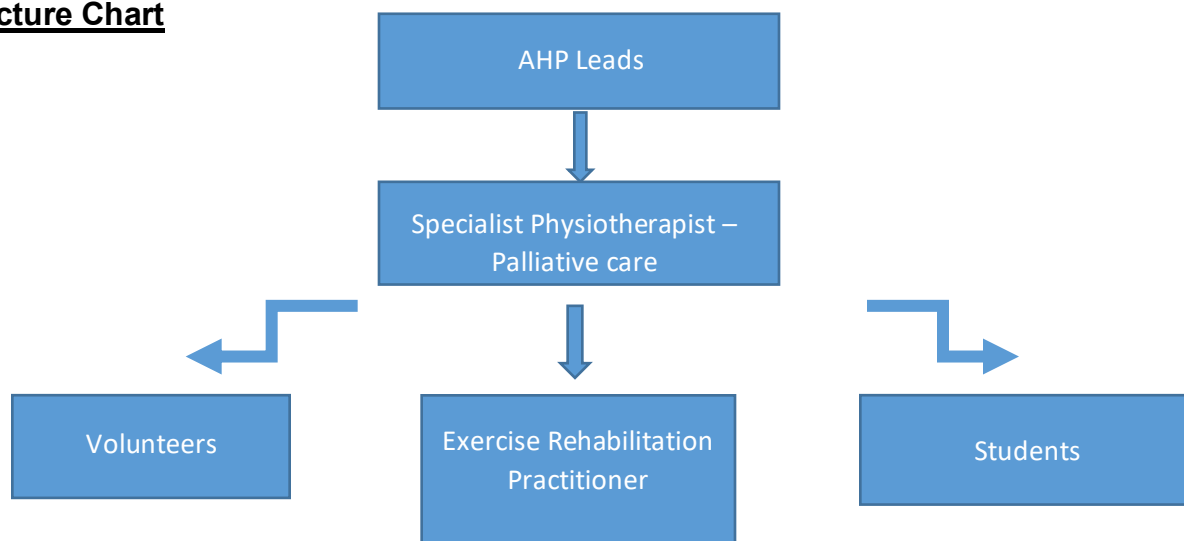
- To keep up to date with the current research and practice in Physiotherapy and identified extended scope activities with specific application to palliative and end of life care
- To demonstrate an interest in participating in research in palliative and end of life care across the hospice
- To engage with AHP colleagues across the BSW system who share an interest in palliative and end of life care, enabling joint study sessions, networking, sharing practice.
- To regularly participate in shared network meetings with other AHPs working in hospices e.g. south west hospices
- To participate in clinical supervision, reflective practice and coaching if required
- To participate in the Education programme for Dorothy House, in particular championing and advocating for rehabilitative palliative care
- To teach self-care techniques and Physiotherapy Intervention's to patients, their carers and colleagues
- To participate in group facilitation/teaching

Professional

- To utilise the database systems, keep professional and confidential notes as appropriate, and record all contacts regularly in line with professional standards and HCPC code of conduct.

- To contribute to the keeping of appropriate statistics for audit purposes and for the evaluation of the Physiotherapy service.
- To adhere to the Code of Practice and values of Physiotherapy as specified by the Health and Care Professionals Council
- To maintain links with the Association of Chartered Physiotherapists and other specialist interest groups to ensure best practice and to keep up to date with national and local legislation and policy developments.
- To identify own development needs and initiate a plan to meet these with the AHP Leads.
- To engage in receiving regular Group Clinical Supervision (attendance at least 8 supervision sessions per year).
- To participate in performance development review and coaching where identified as beneficial to the individual
- To comply with mandatory training requirements and contribute to the provision of sound information and training across the Organisation.
- To engage with physiotherapy and AHP colleagues across BSW to network, build relationships and look at opportunities for shared professional practice and clinical leadership.

Structure Chart



Contacts

- Patients and families
- Volunteers
- All members of the Hospice Multi-disciplinary Team
- All health and social care colleagues
- Other hospices, befriending services and specialist palliative care teams

Special Note

This job description does not form a part of the contract of employment but indicates how that contract should be performed. The job description will be subject to amendment in the light of experience and in consultation with the post holder.

Leadership Commitment

As a People Manager at Dorothy House, you play a vital role in shaping our culture, supporting our teams, and delivering our purpose “**to empower, collaborate and deliver so that no one faces death alone**”.

As part of our Manager Role Profile, this role is identified as a “**Team Leader**”. This means that you will commit to:

Lead Me Well:

- Set clear agreements and make sure people understand what's expected of them.
- Follow through on what you say you'll do.
- Tend to difficulties early - don't escalate issues that are yours to hold.

Support My Development and Wellbeing:

- Check in regularly on how people are doing - not just tasks.
- Spot strengths and offer opportunities to grow.
- Notice stress early and take action.

Listen to Me and Keep Me Informed:

- Keep to regular check-ins - don't cancel without good reason.
- Keep your team in the loop.
- Listen without distraction and respond clearly.

No Smoking Policy

Dorothy House operates a No Smoking Policy for all staff, volunteers and visitors in relation to promoting health. It applies to the Hospice premises and grounds at Winsley, all Dorothy House shops and when staff are on duty in patients' homes.

Confidentiality

All of the work relating to patients, carers, donors, staff and volunteers and any other information gained are of a confidential nature and must not be communicated to other persons except in the course of duty.

Safeguarding

Dorothy House is committed to promoting the wellbeing of all adults and children who use our services, ensuring that they live a life that is free from harm, abuse and neglect. We work in an open and transparent way and encourage staff, volunteers, patients and families to raise any

safeguarding concerns. All staff should ensure that they are aware of their responsibilities and attend the mandatory training as required.

Health and Safety at Work Act

It is the responsibility of all employees to ensure that the requirements of the Health and Safety at Work Act are complied with safe working practices are adhered to and that hazards are observed and reported to the appropriate office.

Person Specification –

Criteria	Essential	Desirable
Degree Qualification (Bsc/BSc (Hons) or equivalent) in Physiotherapy	✓	
Registration with Health & Care Professions Council as a Chartered Physiotherapist	✓	
Evidence of Continued Professional Development with an interest in complex care, palliative care	✓	
Can demonstrate knowledge and understanding of Palliative Care and an interest in rehabilitative palliative care.	✓	
Post-graduate experience of acute or community healthcare e.g. respiratory, frailty, medical care	✓	
Experience assessing complex physical conditions, formulating appropriate treatment plans taking into account personalised care and support and shared decision-making	✓	
Good administration and time keeping skills with the ability to work independently and prioritise own caseload.	✓	
Can demonstrate experience engaging with MDT and/or external organisations.	✓	
Can demonstrate extended scope practice or have a willingness to take part in post graduate training e.g. acupuncture		✓
Experience of working in the community		✓
Experience of working with volunteers, students and/or experience supervising staff		✓
Experience of providing education and training		✓

