

Job Description

Job Title	Grade/Salary
Physiotherapist	
Accountable to	Responsible for
Group Head of Wellbeing and Community	

Job Purpose and Role

The enthusiastic post holder will be responsible for delivering Physiotherapy to the palliative patients under the care of Teesside Hospice

The post holder will assess and devise holistic treatment plans tailored to the patient's needs on the in-patient unit and wellbeing services with added input to the community. The role will entail working autonomously and within the multidisciplinary team to provide effective palliative care. The post holder will have experience in supporting patients with long term conditions in particular palliative care, neurology, and respiratory physiotherapy, and be an advocate for promoting a rehabilitative environment to maximise patient's independence, function, and quality of life. The physiotherapist will contribute to rehabilitation, enablement, symptom management and discharge planning. They will plan and deliver workshops and group sessions including breathlessness management, seated exercise sessions, and play an active role in development and evaluation of new sessions/workshops within the Wellbeing service.

Main Duties and key result areas

General duties	- Complete holistic assessments of patient's needs to formulate a patient-centred specialised treatment plan including relevant symptom control with a view to improving/maintain their present level of functional independence and wellbeing - Build therapeutic relationships with patients, families, and carers to facilitate informed decision-making and be creative in promoting self-management strategies.
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	• Provide necessary equipment and aids and advice on their safe and proper use, as required in the provision of safe and responsive patient care including mobility aids, breathlessness management tools and other items. • Provide relevant professional advice, education and information to patients, families, carers, and professionals with use of relevant supporting materials in a variety of settings e.g. IPU, Wellbeing Centre. • To make recommendations to maintain the patient's functional abilities and quality of life within the community. • Maintain current registration with HCPC · Maintain membership of CSP • Assume responsibility for their own professional development and update and maintain own clinical skills as required for the role · • To be an integral part of the allied health professionals' team · • Comply with relevant legislation and guidelines for providing a high standard of care ensuring patients are safe inclusive of Mental Capacity, Safeguarding and Data protection • Comply with all statutory and local policy requirements, including Health & Safety, Fire etc. • Show evidence of updating own professional knowledge and skills and jointly establish a personal development plan with their line manager using the appraisal system. • Report promptly to the line manager and document appropriately any untoward incident, complaint, grievance etc. or other aspect likely to affect the safe and efficient functioning of the service. • To undertake activities from time to time, representing Teesside Hospice's service to outside groups or the public. • To assist in events and publicity on behalf of the Hospice, when required.
Clinical	• Ensure safe, efficient and effective delivery of patient focussed care in line with identified evidence-based practice, local and national standards • Autonomously complete holistic assessments of patient's needs to formulate and deliver a patient-centred specialised treatment plan including relevant symptom control with a view to improving/maintain their present level of functional independence and wellbeing • Build therapeutic relationships with patients, families, and carers to facilitate informed decision-making and be creative in promoting self-management strategies. • Provide necessary equipment and aids and advice on their safe and proper use, as required in the provision of safe and responsive patient care including mobility aids, breathlessness management tools and other items.



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	• Provide relevant professional advice, education and information to patients, families, carers, and professionals with use of relevant supporting materials in a variety of settings e.g. IPU, Wellbeing Centre. • To make recommendations to maintain the patient's functional abilities and quality of life within the community. • To engage in wellbeing activities in order to expand the range of therapeutic and group activities in a variety of settings e.g. IPU, Wellbeing Centre, and Community • Demonstrate a flexible approach to working in support of the whole in patient/wellbeing & community team • Ensure communication and written documentation is completed in a timely manner complying with Information Governance and in accordance with the standards of HCPC. • To communicate with, and to work closely with all members of the multidisciplinary team, other staff, and volunteers. • Participate in delegated projects for service development with the team. • To be an active part of
Managerial	• Be involved in the supervision of physiotherapy students whilst on placement at the Hospice. • Keep up to date patient notes and records in accordance with Hospice policy and with CSP standards. • Play an active role in developing/ contributing, reviewing concerning physiotherapy/ rehabilitation as requested.

Delivering to our Values

Accountable

- Able to justify actions or decisions
- Takes personal responsibility for their actions
- Able to describe the impact of their work in a way others understand
- Welcomes feedback as an opportunity to grow and develop

Trustworthy

- Working collaboratively with beneficiaries, colleagues, partners and supporters
- Being authentic and transparent
- Trusted to respond to needs and deliver what is expected of us
- Projecting a professional image that engenders trust

Principled

- To adhere to professional and clinical standards
- Maintain appropriate boundaries and relationships which are built on trust and honesty
- Avoid and speak out against any actions, or behaviours, that conflict with our values or could cause harm to any stakeholders
- Demonstrate strong moral principles which embody Teesside Hospice's vision and bring our values to life
- Do the right thing even in difficult situations, and always endeavour to work effectively and efficiently to maximise results and service

Skilled

- Having and showing the knowledge, ability or training to work well
 - Seeking opportunities to learn from a wide range of sources
 - Contributing to the provision of excellent, safe and effective care no matter what your role is in the organisation
- Ensuring that the treatment, support and services we offer are effective

Compassionate

- *Feeling or showing kindness and concern for others*
- *Able to empathise with people who dealing with a terminal illness*
- *Being kind in use of language and behaviour*
- *Caring for others who need our support and help*



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All employees are expected to:

- Live the Hospice's values so that the highest standards of patient and customer care can be achieved.
- Be committed to diversity and inclusion of all, promote and improve service standards, so that excellence in all that we do is perused through continuous improvement.
- Contribute to development of and strive to meet departmental, team and individual targets
- Participate in the staff appraisal and development scheme, one to one performance discussions and attend identified training to ensure continuous learning and improvement
- Comply fully with the Code of Conduct, health and safety requirements, legislation, regulations, policies and procedures
- Attend meetings or provide services outside of the usual working hours where reasonably requested to do so
- Have an overall understanding of the risks and implications associated with the requirements of the role and takes appropriate action to mitigate any potential consequences.
- Embrace digital ways of working to help improve efficiency and save costs to the Charity.
- Respect privacy and dignity at all times.
- Fulfil obligations in relation to safeguarding, namely: recognising possible abuse, including knowing what abuse is, what to look out for, and how to be vigilant at all times. Respond quickly and appropriately to possible concerns. Sometimes a concern is obvious, sometimes it is not. Report my concerns to the appropriate person to ensure that me and my organisation does everything possible to keep our patients and people safe and supported and record my observations and concerns, including the actions I and others have (or haven't) taken.

The duties outlined in within this document are not exhaustive and other duties may be expected in line with the level of the role at the discretion of the Head of Service. Teesside Hospice reserves the right to amend the job description at any time.

I have read and understand the duties required for the role.

Signed **Date**

Print name



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Person Specification *(Example for illustration purposes)*

Attribute	Detail	Essential or Desirable
Skills & Abilities	Excellent written and verbal communication skills are essential	E
	Good IT Skills and the ability to present information in a logical and concise manner	E
	Ability to work collaboratively with the wider multi-disciplinary team and multi-agency working	E
	Experience of using SystemOne	D
	Advanced communication skills	E
	Evidence of resilience	E
	Ability to work autonomously	E
	Use evidence based practice	E
	Be an advocate for those in their care and the team they work with	E
	Be a positive role model	E
	Previous experience of manual handling training	D
	Can adapt to changes in practice and service delivery	E
Knowledge & Experience	Clinical experience gained working across variety of settings	D
	Experience of working collaboratively with community teams	D
	Sound respiratory knowledge and knowledge of the regional respiratory healthcare systems	E
	Experience of working in a palliative care setting	D
	Strong interpersonal skills and relationship management	E
	Understanding of the dying process and the ability to manage the emotional impact of working with the dying and bereaved	D
Education & Qualifications	Degree/Diploma in Physiotherapy or equivalent	E
	HCPC registered	E
	Evidence of CPD	D
	Evidence of postgraduate training/qualification relevant to clinical area	E
	Member of the Chartered Society of Physiotherapy	E
Personal Attributes/ Key skills	Ability to work as part of a team	E
	Ability to remain calm and professional during difficult situations.	E



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	Flexible and adaptable	E
	Communicating and influencing	E
	Self-motivated, self-directed and enthusiastic	E
	Open to change and new ideas	E
Other	Ability to undertake audit	D
	Leading others	D
	Ability to travel independently	E



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