



St Joseph's Hospice, Hackney

Job Description

Job Title: PHYSIOTHERAPIST (AFC Band 6 with scope to progress to AFC B7 Senior Physiotherapist over 12M period subject to meeting particular developmental competencies)

Hours: 30 - 37.5 hours pw

Responsible to: Therapies Manager

Core role

- Be a senior member of the specialist interdisciplinary palliative care team which includes; Medical, Nursing, Dietetics, Occupational Therapy, Speech and Language Therapy, Physiotherapy, Spiritual Care and Social Work
- Contribute to, and take a leadership role in, the effective provision of rehabilitation and therapy support within St Joseph's with the support of Band 7 physiotherapy colleagues
- Undertake highly specialised physiotherapy assessment and treatment of palliative care patients as an autonomous practitioner with support available from Band 7 physiotherapists for patients with complex needs
- Provide physiotherapy input to patients in the inpatient, outpatient and community setting under the care of St Joseph's Hospice
- Contribute to, and take a leadership role in, projects and teaching initiatives as a source of physiotherapy expertise and advice

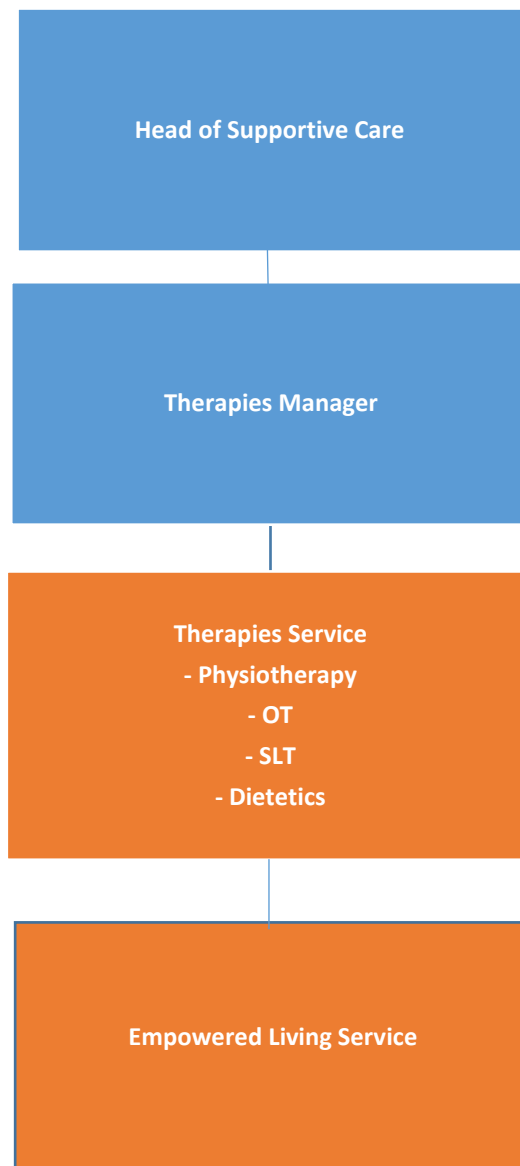
Organizational Context

St Joseph's Hospice was founded in 1905 by the religious sisters of charity who retain an interest in the oversight of the Hospice. The hospice is working to achieve its vision 2024 which has five key strands: patients, enterprise, estates, funding and fundraising, and human resources. The hospice seeks to be an outstanding provider of palliative and end of life care. Each employee is critical to delivering and maintain those standards in accordance with the Hospice's core values.

Specialist palliative care is care that is individualised and holistic in nature. It takes in the physical, psychological, emotional and spiritual needs of the patient. It aims to support and improve the quality of the patients' life. It sees death as a natural process and therefore aims to neither prolong life nor hasten death. The care and support of the patient's family and loved ones are also considered and supported where appropriate

The physiotherapists form an integral component of the multidisciplinary specialist palliative care team that provides high quality care to patients with advanced, serious or life-limiting illness where disease is no longer responsive to curative treatment. In particular, the Therapies team provide leadership on rehabilitative palliative care with a focus on supporting patients to optimise their function, wellbeing and independence to maximise quality of life.

Organisational Chart



Scale and Impact

Management responsibility for direct reports to Therapies Manager and indirect reports to Head of Supportive Care

Key accountabilities

Clinical

- Undertake specialised physiotherapy assessment and implementation of therapy intervention for patients with progressive and life threatening diseases as an autonomous practitioner. This includes using analytical skills, clinical reasoning and the use of appropriate outcome measures

- Tailor therapy assessment and treatment with attention to patient's multi-faceted individual needs and preferences spanning physical, emotional, social and spiritual dimensions
- Along with other members of the allied health professional team, work to develop an appropriate rehabilitation programme for clients. Identify and work with patients as early as possible to develop their independence and autonomy with activities of daily living (ADLs) to maximise their function and engagement in daily life in line with their personal goals
- Provide high quality physiotherapy input to optimise non-pharmacological management of symptoms including breathlessness and pain. Be a source of expertise, advocating non-pharmacological approaches to symptom control within the interdisciplinary team
- Provide support to the Band 5 physiotherapist in the delivery of group exercise and rehabilitation programmes
- Work autonomously to assess the needs of patients in the community setting, providing appropriate physiotherapy intervention within the scope of service and appropriate onward referral to community physiotherapy colleagues where indicated
- Constantly assess the ongoing physiotherapy needs of the patient, adapting therapy input as their condition changes
- Identify patients with complex clinical needs and draw on support from Band 7 physiotherapists and the Therapies team to ensure these are best managed
- Be a source of physiotherapy and rehabilitation expertise across the interdisciplinary team providing advice on managing patients' functional ability, guiding discharge planning as relevant and leading the team in a rehabilitative approach to palliative care provision
- Provide spontaneous and planned advice, teaching and instruction to relatives, carers and other professionals in order to promote understanding of the aims of physiotherapy and to maximise patients' rehabilitation potential, ensuring a consistent approach for patient care

Organisation

- Be responsible for managing own case load across inpatient, outpatient, day hospice and domiciliary settings – demonstrating flexibility to meet service and patient priorities across team with support of Physiotherapy Team Lead
- Maintain accurate and up to date problem orientated documentation for all patients, consistent with department documentation and Chartered Society of Physiotherapy standards

Communication

- Be skilled in communication with patients in emotionally charged situations using tact and empathy to communicate difficult and challenging information
- Encourage patient participation in therapy by using negotiation, reassurance and support
- Be skilled in communication with formal/informal carers, external agencies, statutory and voluntary, to ensure effective client care, continuity and discharge

- Be responsible for and proactively initiate effective communication with other members of the Therapies team
- Participate fully in the interdisciplinary approach to rehabilitative palliative care attending team meetings, case meetings and family meetings
- Proactively support the Therapies strategic agenda to maintain and develop strong communication and working relationships with external physiotherapy colleagues and services. This includes timely correspondence with GP's and external colleagues through Initial Assessment and Discharge Reports.

Education/ teaching

- Contribute to and lead various education initiatives including; teaching at Wednesday Seminars, training for physiotherapy colleagues and students, courses run by St Joseph's Education Department and external teaching engagements as relevant

Managerial & Leadership

- Provide managerial supervision, clinical supervision, guidance and direction to the Band 5 physiotherapist/ Therapies Rehabilitation Assistant/volunteers, overseeing their clinical input and competencies as required
- Contribute to the co-ordination and delivery of the Empowered Living Team (ELT) project working to established ELT systems working closely with ELT Facilitator and ELT volunteers. This includes recruitment, training and supervision of volunteers
- Provide specialist assessment and care planning for patients referred to the Empowered Living Service
- Provide appropriate fieldwork placements for physiotherapy students, independently liaising with the fieldwork coordinator and educational establishments
- Be involved in the development of the physiotherapy service through quality and clinical audit, in line with the clinical audit strategy for the hospice
- Contribute to/lead and co-ordinate symptom specific group programmes such as ICan (Self-Management Programme) or Falls Prevention Programme

Professional

- Set a high standard of practice, maintain up to date knowledge of clinical developments in the field of palliative care, and incorporate these appropriately into clinical practice.
- Abide by the rules of professional conduct laid down by the appropriate professional body.
- Act as a representative of Therapies professionals, both within St Joseph's Hospice and in the wider health community.
- Identify own learning and development needs in order to meet the key requirements of the post.

- Be an active member of the in-service training programme, taking a lead role in the development and implementation of evidence based practice within the department
- Participate in St Joseph's appraisal system as an appraisee
- Maintain a portfolio which reflects personal and professional development

Equality, Diversity and Inclusion

Comply with and promote St Joseph's Hospice Equal Opportunity Policy and avoid any behaviour which discriminates against colleagues, potential employees, patients/clients or their families on the grounds of sex, marital status, race, age, belief, colour, nationality, ethnic or national origins, religion, disability, creed, class, gender, sexual orientation.

Mission & core values

All Hospice staff are expected to work in line with St Joseph's Mission & Core Values as these precepts act as a value base which directly influences how all work activities are undertaken. The ethos of the Hospice should be apparent in the behaviours and attitudes of all employees as the work they undertake, whether it is direct or indirect care is ultimately for the benefit of patients. The Mission and Core Values are an integral part of all job descriptions, the probationary period and performance and development reviews. (full details are attached)

Health safety and Welfare

Ensure a safe working environment and be aware of responsibilities under the Health & Safety at Work Act, taking appropriate action in the event of an accident to patients, staff, self or any other person in the work area.

St Joseph's Hospice operates a no smoking policy.

ST JOSEPH'S HOSPICE
PERSON SPECIFICATION – B6 PHYSIOTHERAPIST

ESSENTIAL CRITERIA	DESIRABLE CRITERIA	HOW TESTED Application Form/ Interview
QUALIFICATIONS		
<ul style="list-style-type: none"> Degree or Diploma in Physiotherapy 	Member of the CSP and other relevant specialist interest groups	AF
<ul style="list-style-type: none"> HCPC Registration 		
<ul style="list-style-type: none"> Evidence of CPD maintained in a portfolio 		
TRAINING AND EXPERIENCE		
<ul style="list-style-type: none"> Significant post graduate experience as a qualified physiotherapist working across a variety of physiotherapy settings 	Experience and evidence of successful engagement with local community organisations and groups	AF/I
<ul style="list-style-type: none"> Significant experience of working in multi-disciplinary teams and managing change 	Previous experience working in oncology/ Palliative Care	
<ul style="list-style-type: none"> Evidence of working with carers individually and collectively 		
<ul style="list-style-type: none"> Experience of educating and facilitating learning 1-1 or in groups 		
<ul style="list-style-type: none"> Commitment to personalisation of services and patient choice and autonomy 		
SKILLS & ABILITIES		
<ul style="list-style-type: none"> Excellent generic Physiotherapy assessment and treatment skills 		AF/I
<ul style="list-style-type: none"> Demonstrate excellent communication and caseload management skills 		
<ul style="list-style-type: none"> Clear, concise verbal and written reporting skills 		
<ul style="list-style-type: none"> Excellent interpersonal skills 		
<ul style="list-style-type: none"> Ability to reflect and adapt practice to suit individuals' needs 		
<ul style="list-style-type: none"> IT skills including word processing, excel and outlook etc. 		
<ul style="list-style-type: none"> Commitment to development and pursuit of specialist palliative care knowledge and experience 		
KNOWLEDGE & UNDERSTANDING		

<ul style="list-style-type: none"> Up to date knowledge of research, policy issues and guidance relevant to physiotherapy 	<ul style="list-style-type: none"> Robust understanding of clinical and information governance 	Application form and Interview
<ul style="list-style-type: none"> Knowledge of and commitment to evidence based practice 		
<ul style="list-style-type: none"> Evidence of commitment to continuous professional development for self and others 		
<ul style="list-style-type: none"> Understanding and commitment to equal opportunities and serving diverse communities 		
<ul style="list-style-type: none"> Knowledge of relevant statutory legislation (e.g. Mental Capacity Act, DoLS, Safeguarding) 		
<ul style="list-style-type: none"> Understanding of the impact of life threatening illness and disability and their treatment upon individuals and families and the resources available to them. 		
<ul style="list-style-type: none"> Understanding of the ethos of palliative care and supporting people and their families at the end of life. 		
OTHER		
<ul style="list-style-type: none"> Excellent attendance record 		
<ul style="list-style-type: none"> Effective time management skills 		
<ul style="list-style-type: none"> Evidence of innovative approaches to problem solving 		
<ul style="list-style-type: none"> Empathy with St Joseph's Hospice Mission & Philosophy of Care 		

MISSION STATEMENT OF ST. JOSEPH'S HOSPICE

Our Mission is:

1) To treat each individual as unique

- Valuing them without distinction or judgement
- Respecting their culture
- Respecting their beliefs – be they religious or otherwise

2) To enable all to reach their full potential until death

- Valuing what they have to offer
- Respecting the autonomy of the individual
- Encouraging them to participate in their own care, together with

their family and friends

3) To confront the patient's pain and distress whether physical, mental, social or spiritual

- Through close co-operation between all of the disciplines involved

in the care of the patient and family members

4) To encourage openness and honesty when communicating with the patient and family members

- By respecting the patient's wish to question or remain silent
- By respecting the patient's confidentiality at all times

5) To create an atmosphere where healing can occur

- Through meeting the patient's needs as a person
- Through accepting the terminal dimensions of the illness
- Through a holistic approach of care

6) To show particular concern for staff at all levels

- Through consultation and participation in decision making
- Through staff support

7) To be committed to education, research and an ethical approach to care

- Through the work of the Study Centre and Ethics Committee
- Ensuring that research projects are carried out when deemed appropriate

8) To be committed to the development of palliative care

- Throughout the United Kingdom
- And further afield

9) To participate actively in National Associations

- Of the various palliative care disciplines – medical, nursing, social work and chaplaincy

CORE VALUES OF THE RELIGIOUS SISTERS OF CHARITY

RESPECT FOR HUMAN DIGNITY

We respect human dignity when we:

- Respect the sacredness of life
- Care for the whole person
- Demonstrate unity of purpose, while recognising individual differences
- Value each person's contribution
- Act in a culturally appropriate manner

SERVICE / QUALITY

We provide service when we:

- Create an environment of welcome and hospitality
- Promote quality care and excellence
- Encourage and demonstrate team spirit
- Recognise the value of individual initiatives and ideas
- Show an openness to constructive criticism and feedback

CARE OF THE POOR AND VULNERABLE / ADVOCACY

We care for the poor and vulnerable when we:

- Listen attentively to identify unmet needs
- Respond in a practical way to those in need
- Collaborate with others to share resources
- Create access to needed services
- Provide basic resources for daily living to those in need

COMPASSION

We show compassion when we:

- Act with understanding and sensitivity
- Work cooperatively with others
- Are available to those we serve and to each other

- Respect and nurture the environment

JUSTICE

We promote justice when we:

- Act with integrity
- Respect the rights of others
- Take responsibility for our actions
- Preserve resources
- Provide quality without extravagance
- Demonstrate fairness in decision making
- Affirm, celebrate and develop the gifts and talents of each person
- Model justice in all aspects of business practice

