

JOB DESCRIPTION

JOB DETAILS

Job Title: Physiotherapist
Salary: £13.50-£16.50 per hour.
Hours of Work: 15 hours
Report to: Clinical Team Manager

ORGANISATIONAL ARRANGEMENTS

Accountable to: Clinical Team Manager

JOB SUMMARY / PURPOSE

The post holder will be responsible for managing their own caseload which will involve providing assessment and management, education and support for patients with palliative needs including end of life care. They will operate as an autonomous professional with a high level of clinical and technical skill and expertise, using evidence based/ client centered principles to plan, implement and evaluate the management of patients with palliative care needs including end of life. They will use a Rehabilitative approach, enabling patients at all stages of End of Life. They must be able to problem solve whilst also supporting patient independence. This could for example mean progression or regression of mobility tasks. The post holder will regularly review patient's long and short term goals, being prepared and ready to adapt, as patients come to terms with their diagnosis and prognosis. The post holder will work with the Clinical Team at Paul Sartori Foundation and colleagues in primary and secondary care to support patients to remain in their preferred place of care.

MAIN DUTIES AND RESPONSIBILITIES

Clinical Practice

1. To be professionally and legally responsible and accountable for all aspects of own work ensuring compliance with rules of professional conduct and standards of good practice.
2. To maintain comprehensive and accurate patient records to comply with legal and departmental requirements.

3. Ability to practice as an autonomous practitioner with a varied patient caseload to plan, modify & carry out assessment and intervention of patients with palliative care and end of life needs and refer to other disciplines as necessary.
4. Able to define a differential diagnosis on the basis of evidence from assessments
5. Using clinical reasoning skills formulate individual treatment programmes for patients utilising a wide range of specialised and effective evidence based treatment techniques and modalities.
6. Independently uses highly developed manual skills, therapeutic exercise, education and support for patients and carers
7. Advise and educate patients, their families / carers, multidisciplinary staff on the management of individual problems and the treatment packages available.
8. Demonstrates consideration of professional boundaries including ensuring that clients / carers are empowered to make informed decisions about their own care plans.
9. Develop relationships promoting the physiotherapy service within Multi-disciplinary teams ensuring the continuity of clinical care and a seamless service. This will include services in primary and secondary care.
10. Support the coordination of activities and referral patterns and communication between new and existing professionals responsible for delivery of care.
11. Be involved in working groups for the implementation of information packs for patients with palliative care and end of life needs improving their awareness and understanding.
12. To continually evaluate treatment interventions to ensure evidence based practice is delivered. This will be in line with Health Board and Professional clinical standards and guidelines.
13. Prioritises caseload, manages own time and works to deadlines. This will include dealing with urgent medical referrals giving advice on management.
14. Complete the administrative tasks relating to the referral, treatment and discharge of each patient including the collection and collation of accurate activity data within the requirements of Paul Sartori Foundation. For example to meet the terms of a service level agreement.
15. Support the effective use of data collection.
16. Advise the Clinical manager on issues of clinical risk and service delivery including shortfalls, service pressures.

Service Management

17. Contribute to multidisciplinary team building where appropriate, including the negotiation of collaborative working arrangements and wider objectives for Palliative care for HDUHB and Paul Sartori Foundation.
18. Using specialist knowledge to contribute to service/policy development at departmental level. This may involve supporting the income generation team by providing clinical information for the purpose of a grant application for example.
19. Assumes delegated responsibilities within project framework e.g. collecting data, compiling draft reports etc
20. Contribute to development of effective clinical recording.
21. Be proactive in the development of standards and outcome measurement for good practice.
22. Manage other tasks specific to the range and scope of the job.
23. Be involved in delivery of training to support the Clinical Team at Paul Sartori Foundation.

Communication

24. Communicate sensitive condition-related information from assessment to clients, carers families and multidisciplinary/team members/other professionals. This could include explanation of diagnosis and prognosis including at times poor prognosis and will demand demonstration of empathy and negotiation skills.
25. To maintain close links, communication and liaison between all those involved in patient care, both in the primary and secondary care settings promoting good working relationships at all times
26. Provide detailed verbal and written reports to AHP/ medical colleagues/ (*other agencies where indicated*), regarding the diagnosis, treatment and future management recommendations of clients.
27. Demonstrate empathy with clients, carers and families, ensuring that effective communication is achieved often where barriers to understanding exist. This will include at times dealing with clients with fear or the inability to accept diagnosis/prognosis.
28. Possess motivational and reassurance skills even when there is a barrier to communication.
29. Participate in activities that lead to effective patient involvement in service evaluation and design. E.g. questionnaires.
30. Present to colleagues and other professions as part of a training program and as part of multi-disciplinary training initiatives.
31. To provide a high standard of public relations and deal with complaints in a professional manner, in line with Paul Sartori Foundations policy and Clinical Governance Committee.

Information Processing

32. Continuously evaluates effectiveness of individual client intervention in relation to planned client outcome and updates/re-aligns care plan based on progress.
33. Uses validated outcome measures where possible based on evidence based practice and national / service guidelines where appropriate.
34. The post holder will demonstrate skills in the development and implementation of innovations in practice as well as day-to-day management of a clinical load.
35. Contribute to the inputting and interpretation of data as part of audit processes and service evaluation.
36. Support the palliative care service in relation to producing data for annual reports, business plans, workforce planning and professional development.

Personal and People Management

37. Works independently accessing supervision within an Individual Performance review framework.
38. Work with the clinical lead practitioner to identify learning / personal professional development needs related to clinical specialty, acknowledging service strategy, previous experience and personal skills.
39. Maintain a personal development plan/professional portfolio developed within an appraisal framework.
40. Able to reflect on practice based on critical appraisal of current best evidence with peers and mentors and identify own strengths and development needs
41. Responsible for maintaining own competency to practice.
42. Work to individually defined goals and objectives (as confirmed by Supervisor).

43. To be involved in networking / benchmarking externally (locally, regionally and nationally) regarding palliative care physiotherapy. This may involve membership to Clinical Interest Groups.
44. Contributes to clinical teams – both multi-disciplinary, multi-agency and uni-disciplinary by discussing own and others input around clients' needs – ensuring a well co-ordinated care plan.
45. Agree learning strategies to meet training and developmental requirements.
46. Contributes to the development of professionals and volunteers by reflective practice, clinical supervision and ongoing competency assessments.
47. Responsible for actions delegated to support staff.
48. Explains role of palliative care physiotherapy to other professionals, visitors, students and volunteers.
49. Contributes to the a identification of training needs within the team
50. Participate in education and skill training programmes/courses/ seminars on palliative care physiotherapy
51. Be actively involved with fieldwork education and assists in development of students from other professional groups as appropriate.

All staff will receive regular supervision from their line manager. The line manager for this post is the Clinical Team Manager.

The frequency will be determined by the line manager in conjunction with the post holder. A record of the supervision will be kept and contribute to the PDR process and form part of the individuals CPD portfolio.

Health Safety and Security

52. Act within legislation, policies and procedures relating to information governance.
53. Attend statutory/ mandatory training.
54. Balance professional issues such as confidentiality and duty of care in a multidisciplinary setting in order to work effectively.
55. Formulates intervention within agreed national, local and professional guidance and standards, acknowledging current evidence:
 - National - takes consideration of appropriate legislation and guidance affecting health care;
 - Local - understands specific local policies and protocols including cultural diversity of the community;
 - Departmental - understands specific protocols and policies as agreed within the Clinical and wider team;
56. Care and maintenance of equipment, ensuring standards of infection control and safety are maintained including those loaned to clients.
57. Carry out environmental risk assessment ensuring client has all relevant assessments and equipment.
58. Be responsible for safe use of equipment by others including patients/carers.

Service Improvement

59. Work collaboratively with practitioners in Pembrokeshire and across Health Board (*where appropriate utilising expert skills across the Health Board*) in all fields of practice, referring for advice if necessary from specialist practitioners.
60. Contributes to the development of local multidisciplinary clinical guidelines informed by evidence.
61. Support the development of care pathways and protocols within the scope of the role.

62. Work with Palliative Care Physiotherapy team to identify opportunities for improvement of services, practice, products and systems in line with current national guidance and best practice.
63. Contributes to the process of audit and service evaluation within palliative care and working with other health and social care professionals.
64. Contribute to research within the service by providing data and assistance to project leads.

Quality

65. Contributes to the development of local multidisciplinary clinical guidelines informed by evidence.
66. Participates in and develops innovations in areas of risk management, quality standards setting and clinical effectiveness.
67. Facilitate a proactive approach to challenge and question established treatment methods and approaches, which is not evidence based, being able to critically appraise information and translate into current practice.
68. Accept responsibility for clinical governance within own clinical area/specialty.
69. Demonstrates clinical governance principles as an intrinsic component of practice.

Equality and Diversity

70. To ensure that equality and diversity issues are recognized and addressed in accordance with legislation, policies and procedure.

Finance and Resources

71. Assess, monitor and review specialist equipment as appropriate.
72. Identify equipment needs within defined clinical area of the service.
73. Acknowledge own responsibilities for effective use of resources e.g. time, equipment, space.
74. Assessing for and initiating provision of equipment/services provided by other services

General

Be required to travel to and work to other sites as required and to work remotely if required.

This job description is not meant as an exclusive list of duties; these may be reviewed and changed from time to time, in consultation with the post holder.

COMPETENCE

- The post holder is required to participate in Paul Sartori Foundation Performance review process and work towards meeting identified development needs.
- The post holder is required to demonstrate on-going continuous professional development.
- At no time should the post holder work outside their defined level of competence. If the post holder has concerns regarding this they should immediately discuss this with their Manager/Supervisor/Consultant. The post holder has the responsibility to inform those supervising their duties if they are not competent to perform a duty.

REGISTERED HEALTH PROFESSIONAL

All staff who are members of a regulatory body must comply with standards of professional practice/conduct. It is the postholders responsibility to ensure they are both familiar with and adhere to these requirements.

RISK MANAGEMENT/HEALTH & SAFETY

- The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures established by Paul Sartori Foundation.
- Risk assessments may be required in certain circumstances and the post holder would be expected to complete this and discuss with Senior managers or the Responsible Individual as needed.

RECORDS MANAGEMENT

The post holder has the responsibility for timely and accurate record keeping and where appropriate in accordance with professional guidelines.

FLEXIBILITY STATEMENT

This job description indicates the main functions and responsibilities for the post and is not intended to be a fully inclusive list and the duties and responsibilities specified in this job description are subject to change as the needs of the Foundation evolve. On agreement with the post holder, this job description will be amended, as necessary, in the event of future organisational and professional changes and/or personal development.

CONFIDENTIALITY

All staff may have access to confidential information about patients, staff or health service business. On no account must such information be divulged to anyone who is not authorised to receive it. Confidentiality of information must be preserved at all times whether at or away from work. Any breach of such confidentiality is considered a serious disciplinary offence, which is liable to dismissal and /or prosecution under current statutory legislation (Data Protection Act) and Paul Sartori Foundations Disciplinary Policy.

GENERAL

The post holder needs to ensure they are familiar with their Contract of Employment.

EQUAL OPPORTUNITIES

It is the aim of the Hywel Dda HB to ensure that no job applicant or employee receives less favorable treatment on grounds of gender, religion, race, colour, sexual orientation, nationality, ethnic or national origins or is placed at a disadvantage by conditions or requirements which cannot be shown to be justifiable. Paul Sartori Foundation has an Equal Opportunities Policy in place.

OUTSIDE EMPLOYMENT/OUTSIDE INTERESTS

Any other work or outside interests must not conflict with the duties and responsibilities of your attendance for work as an employee of Paul Sartori Foundation..

PERSON SPECIFICATION

Job Title: Physiotherapist

Paul Sartori Foundation

ATTRIBUTES	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Experience	<ul style="list-style-type: none"> • Significant post registration experience in palliative care/ community.or complex disability. Therapeutic handling and risk assessments in relation to patient care including severely disabled patients. • Managing a diverse caseload using a clinical reasoning process. • Inter-professional and team working. • Direct involvement with carers and families and demonstrating good communication skills both verbal and written during these interactions. • Evidence of supporting service compliance with clinical governance requirements. • Evidence of assisting in the planning or development of an existing service. 	<ul style="list-style-type: none"> • Negotiation of multidisciplinary working practices. • Experience of teaching other disciplines • Management of less experienced colleagues 	Application Form Interview References
Qualifications and Knowledge	<ul style="list-style-type: none"> • Degree or equivalent in registered profession • Professional registration. • Significant post graduate evidence of specialist courses. • Specialist knowledge or skills in palliative care physiotherapy/chronic disease management or complex disability • Involvement in teaching/ presentation sessions 	<ul style="list-style-type: none"> • Relevant post-graduate qualifications • Evidence of CPD • Clinical Education Training or • Teaching certificate 	Certificates
Aptitude and abilities	<ul style="list-style-type: none"> • Ability to demonstrate clinical skills within the field of palliative care/community /complex disability • Highly developed holistic patient assessment skills. • Autonomous practitioner with self management skills • Proven clinical reasoning/problem solving skills • Effective organisational skills • Ability to work in a Team, work unsupervised or alone. • Excellent communication skills • Interpersonal skills • Self directed learning 	<ul style="list-style-type: none"> • Fluent in both Welsh and English. • Research methodology • Presentation skills to include use of audio-visual aids. • Understanding of the working arrangements and principles of practice of other 	Application Form Interview References

	<ul style="list-style-type: none"> • Ability to keep accurate patient records and statistical information • To use adapted moving and handling techniques to incrementally improve client capacity to be independent • Knowledge of current health policies and application in clinical area. • Evidence of critical appraisal/analytical thought • Evidence of mechanisms of Audit • The ability to assimilate national clinical guidance. • Be skilled in unpredictable situations e.g. aggressive behaviour of patients and/or carers. • Possess motivational and reassurance skills • Management and application of Health and Safety at Work Act 	<p>professional groups.</p> <ul style="list-style-type: none"> • Ability to be flexible and innovative in an evolving environment. 	
Circumstances	<ul style="list-style-type: none"> • Professional confidence • Be able to adapt work patterns when the situation is unpredictable • Commitment and well motivated. • Ability to lead, support, coach and motivate others. • Ability to cope well under pressure • The ability to maintain high levels of concentration, alertness and awareness in unpredictable environments e.g. <ul style="list-style-type: none"> ◦ Interruptions by e.g. other staff, patients/carers ◦ External distractions during a treatment. • Ability to emotionally adapt to exposure to distressing circumstances e.g. profound disability, information from traumatized clients. • Friendly and approachable • Reliable 		Application form and interview References
Other	<ul style="list-style-type: none"> • Fit and healthy to meet demands of the post to comply with Disability Discrimination Act. • Prepared to work flexibly based on work pressures. • Car driver/owner with driving license and prepared to work in a variety of sites based on need 	Wide range of interests	Application Form Interview Document Check