

Job Description

Job Title: Physiotherapist (part time)

Hours of duty: 12 hours per week

Organisational Arrangements

Accountable to: IPU/Ward Manager

Responsible to: Director of Clinical Services

Job Summary

To provide the physiotherapy service, including safe, efficient and effective assessment, treatment and intervention and to work as part of the wider multi-disciplinary team within the Hospice.

Be responsible and accountable for providing specialist physiotherapy assessment and treatment to patients with diverse health needs, who may have complex and/or chronic conditions.

Work with other members of the multi-disciplinary team to facilitate physiotherapy services.

To act as a resource and support to hospice staff by offering specialist knowledge and skills in physiotherapy, meeting and understanding the psychosocial, physical, emotional and spiritual needs of patients

Duties and Responsibilities

Professional/Clinical

The Physiotherapist will:

- Be responsible for patient assessment, development and implementation of individualised treatment plans that are patient centred and in line with best practice.
- Be responsible for goal setting in partnership with the patient, family and other team members as appropriate in order that patients may realise and maintain their potential.
- Monitor and evaluate treatment plans, maintain adequate records for all patients: some of whom may have complex conditions and issues; and manage any identified risks appropriately.
- Involve the patient in all aspects of their treatment programme, respecting their dignity, wishes and beliefs throughout all interventions.
- Use developed skills to identify complex psycho-social issues, cultural and social difference, in order to treat individuals appropriately.
- Communicate effectively both verbally and in writing and work in co-operation with other team members in providing an integrated quality service.
- Develop effective communication with and provide instruction, guidance and support for staff, patients, family, carers etc.

- Document patient records in accordance with professional standards and departmental policies.
- Maintain professional standards of practice.
- Work within own scope of professional competence in line with principles of best practice and professional conduct in accordance with the Chartered Society of Physiotherapist and the Health and Care Professions Council.
- Seek advice from relevant personnel when appropriate / as required.
- Carry out any other such duties appropriate to the post as may be assigned by the IPU/Ward manager or Director of Clinical Services.

Administration

The Physiotherapist will:

- Actively participate in the improvement and development of physiotherapy service.
- Gather statistics and participate in audits as directed.
- Promote a culture that values diversity and respect in the workplace.
- Carry out other duties appropriate to the post as required.

Volunteers

Dr Kershaw's Hospice is generously supported through its active volunteers who work alongside employees of the Hospice, across all departments, helping to fulfil the needs of the services.

As part of all roles at the Hospice, it is expected that all post holders commit to assisting and supporting volunteers to perform their roles to the best of their ability. In addition, it may be required of the post holder to act as a volunteer lead if identified with the Volunteer Co-ordinator, as appropriate.

Education & Training

The Physiotherapist will:

- 1) Participate in the mandatory training programmes.
- 2) Take responsibility for and keep up to date with advances in physiotherapy practice by participating in continuing professional development.
- 3) Participate, as required, in clinical teaching/training of students and other health professionals as appropriate.
- 4) Engage in personal development planning and performance review as required
- 5) Appraisal

General

1. **Confidentiality** - It is a condition of employment that staff will not disclose any information obtained in the course of their duties other than to those entitled to receive it. The post holder must ensure that the confidentiality of personal data remains secure and the terms of the Data Protection Act and relevant Hospice policies are met in respect of information held on the Hospice computer system.

2. **Equal Opportunities** – The Hospice is committed to equality of opportunity. All staff are required to comply with current legislation and Hospice policies.
3. **Health and Safety** – Staff must ensure they are familiar with the requirements of the Health and Safety Work Act (1974) and the Hospice Health and Safety policies and regulations applicable to their post.
4. **Safeguarding** – Dr Kershaw's Hospice is committed to safeguarding adults and children and expects all staff to share in this commitment. Staff have a responsibility to ensure that they are aware of specific duties relating to their role and should familiarise themselves with the Hospice safeguarding policy. Regular safeguarding training updates will be held and are mandatory for all staff.

PERSON SPECIFICATION

JOB TITLE: Physiotherapist (part time)

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
	The qualities without which a post holder would not be appointed.	Additional qualities which can be used to choose between candidates who meet all the criteria.	Application form/ Interview/ Certificate / Other.
QUALIFICATIONS	<p>Member of Chartered Society of Physiotherapy.</p> <p>HCPC Registered.</p> <p>Proven pre and post qualification experience in a range of areas . e.g. core rotations in orthopaedics, respiratory, musculoskeletal, neurology, community etc.</p> <p>Demonstrable interest and knowledge of palliative care and rehabilitation</p>	<p>Membership of appropriate special interest group</p> <p>Qualification in acupuncture</p>	
EXPERIENCE SKILLS/KNOWLEDGE	<p>Demonstrable knowledge and experience of working with patients with a range of conditions, within different settings relevant to palliative rehabilitation and care, e.g. respiratory care, neurology, orthopaedics, community work, ward based care.</p> <p>Experience of working within a multi-disciplinary team</p> <p>Able to assess the needs of people that are complex and changing and plan, deliver and evaluate care needs that may be complex and subject to change</p> <p>Able to contribute to service development</p> <p>Able to deliver 1:1 as well as group work to patients</p>	<p>Experience of working with volunteers.</p> <p>Experience of working with other community healthcare professionals.</p>	

	<p>To be able to work flexibly and use a high standard of prioritisation skills to meet service demand</p> <p>Have an understanding of safeguarding principles and be able to apply these within everyday practice and intervention/within your role.</p> <p>Ability to maintain boundaries. Holistic approach</p> <p>Ability to take responsibility for adopting best practice in the implementation of individual care plans</p> <p>Awareness of range of current physio skills and modalities.</p> <p>Knowledge of moving and handling and risk assessment</p> <p>Use of appropriate equipment</p>		
<p>Aptitudes</p>	<p>Good interpersonal skills</p> <p>Team player</p> <p>Flexible and used to working on own initiative</p> <p>Driver with access to own vehicle</p> <p>IT literate, ability to use Microsoft packages and Outlook and willingness to learn in-house online patient and staff systems</p>		