

JOB DESCRIPTION

JOB DETAILS	
Job Title	Cardiovascular Prevention and Rehabilitation Exercise Physiologist or Physiotherapist / Experienced Exercise Specialist
Reports to	Cardiac Prevention and Rehabilitation Lead
Band	AfC Pay scale Band 6
Department/Directorate	Cardiovascular Prevention and Rehabilitation (CP&R)/ Cardiology/ Medicine

JOB PURPOSE
<p>Within a multi-disciplinary environment, assess, prescribe and deliver comprehensive core cardiac rehabilitation programmes. The programme will be delivered remotely and within both hospital and community settings as part of the Northern Devon Cardiovascular Prevention and Rehabilitation (CP&R) Service.</p> <p>To monitor through audit and communication networks, that care is being delivered in a timely and appropriate manner across all delivery points throughout North Devon.</p> <p>To collaborate with the wider team and CP&R Lead, in service evaluation and planning, ensuring that the exercise component of the CP&R programme meets guidance, is current and offers options for all abilities and needs.</p>

KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES
<ul style="list-style-type: none"> Managing a highly complex patient caseload, including the preparation and completion of patient assessments to establish physical, psychological and educational needs and goal setting plans; including families and carers as required; whilst being responsive to any communication barriers. Manage highly complex patients who may have significant physical and/or psychological needs and managing the imparting of unwelcome news to patients in relation to their health and/or diagnostic results within scope of practice. Lead in the deployment and organisation of core phase 3 cardiac rehabilitation to include educational talks, exercise and wellbeing classes/strategies, through a range of provision formats (online/face to face/telephone). To offer bespoke exercise prescription to each patient including those with complex needs. Make clinical decisions regarding the suitability and adaptability of each patient's exercise programme (clinical leadership) Ensuring clinically safe provision and levels of supervision of all rehabilitation sessions in line with service policies and BACPR/ACICPR and NICE standards Ensuring that all patients progress through the relevant stages of the programme at the correct time and that appropriate information and advice is provided at each stage. With the aim that the patients can maximise the benefits of cardiovascular rehabilitation in relation to their own clinical outcomes and self-directed goals using behavioural change models to direct the process. Use own clinical judgement in the management of complex patients and the need for referral for additional tests e.g. echocardiogram, arrhythmia analysis and ambulatory blood pressure monitoring. Make decisions within the post holder's own professional scope of practice Give appropriate evidence-based advice for discharge planning in relation to long term activity goals and independent activity Maintaining all records associated with cardiovascular rehabilitation in an organised and confidential manner in accordance with the Trust information governance, Code of Conduct and Caldicott principles. Prepare the exercise areas and maintain clinical equipment, reporting any faults immediately to Line Manager/Service Lead and assist in the daily cleaning and regular deep cleaning of all exercise equipment as per Infection Prevention and Control standards

- Lead and facilitate the running of prescriptive Exercise Tolerance Tests as per department policy and procedures for the programming of gym-based exercise programmes.
- Assume responsibility for the safe running of the clinics and of assessing patient suitability for completing the test and of any further investigations required as a result of the test.
- Respond and manage emergency situations including cardiac arrest (See Joint Resuscitation Council (UK)/BACPR statement 2018)
- Clinically supervise and educate cardiovascular prevention staff in facilitating the diagnostic tests.
- Interpret complex diagnostic test results and report adverse findings to cardiologist/ senior staff.
- To be aware of the financial implications of service needs and specific budgetary requirements related to cardiovascular rehabilitation.
- Attend and represent team on regular relevant meetings, as agreed by the team (including Trust, local, network) and provide effective channels of communication within the team.
- Develop communications networks to enhance and support the patient experience

KEY WORKING RELATIONSHIPS

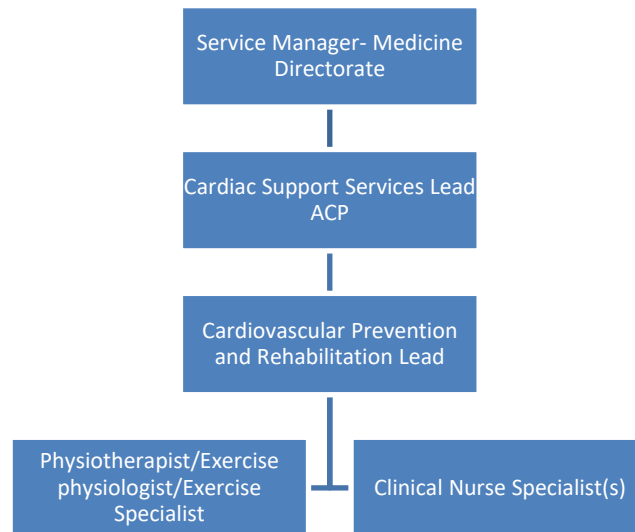
Areas of Responsibility: face to face – individual clinics and group sessions for exercise and education; telephone assessments and reviews; virtual assessments and exercise and education sessions.

The post holder is required to deal effectively with staff of all levels throughout the Trust as and when they encounter on a day to day basis in addition, the post holder will deal with the wider healthcare community, external organisations and the public. This will include verbal, written and electronic media.

Of particular importance are working relationships with:

Internal to the Trust	External to the Trust
<ul style="list-style-type: none"> • Cardiac Rehabilitation Team • Consultant Cardiologists • Nurse Specialists (HF, Arrhythmia & Diabetes) • Community Rehabilitation teams • Work Force development – Skills For Health • Wards and other departments 	<ul style="list-style-type: none"> • Cardiac Rehabilitation Specialists in secondary and tertiary care • GPs, Practice and Community Nurses • Community interest companies • Local leisure centres and BACPR Level 4 instructors • Social Services • Voluntary Organisations (BHF, Age UK) • External trusts – liaison re: holiday makers

ORGANISATIONAL CHART



FREEDOM TO ACT

- To be professionally accountable for all aspects of own work, including the management of your patient case load and to organise efficiently with regard to clinical priorities and use of time.
- To ensure a high standard of clinical care for the patients under your management, and support more junior staff.

COMMUNICATION/RELATIONSHIP SKILLS

- Act as a role model, employ professional behaviour that encourages and wherever possible coaches other team members to enhance their current competencies.
- Proactively seek feedback from patients and their families during their attendance to cardiac rehabilitation on the standard of care they have received and act upon feedback.
- Participate in the resolving of complaints and issues at a local level in partnership with patients, carers, their family and other health care professionals.
- Manage the flow of patients within the clinical area.
- The post holder will need to demonstrate excellent communication skills such as empathetic, motivational and persuasive skills - especially when dealing with patients who find it difficult to accept or understand their diagnosis.
- The post holder will maintain links with local and national charities and self-help groups and make these services known to patients.
- Contribute to action plans to improve and maintain compliance with the Health Act 2008, Care Quality Commission and NHSLA standards and take an active part in implementing those plans
- To demonstrate politeness, courtesy and sensitivity in dealing with patients, clients, visitors, relatives and colleagues, maintaining good customer relations.
- Upholding Royal Devon University Healthcare Trust's shared values.
- Promote the corporate image of RDUH to all individuals, groups and organisations both within the Trust and to the community at large.

ANALYTICAL/JUDGEMENTAL SKILLS

- Consider often complex health, social and psychological needs of the patient in an effort to develop a goal plan to assist recovery and reduce likelihood of further cardiac disease progression.
- Collect activity data relating to cardiac rehabilitation, and assist in its interpretation to develop or improve the service as applicable.
- Using assessment skills as well as clinical knowledge and judgement to determine when to seek specialist support and/or advice.

- Assist with the investigate of complaints, accident reports and untoward incidents within own clinical speciality and in conjunction with the line manager and contribute recommendations for action

PLANNING/ORGANISATIONAL SKILLS

- Support the service lead to monitor the policies, protocols and standards for the exercise component of the cardiac rehabilitation service.
- Maintain service provision and effective use of resources by working with the service lead to examine service provision and monitor outcomes through quality audit indicators.
- Work in collaboration with other agencies, including voluntary organizations and charities to enable to provision of support, resources, training and development of the service.
- Attend meetings relevant to the development of the Cardiac Rehabilitation Service and assist in the implementation of the NICE guidance.
- Work on projects relevant to the service as required.
- When working on projects or service development strategies to feedback to line manager and report any barriers to completing projects.

PATIENT/CLIENT CARE

- To be professionally accountable for all aspects of own work, including the management of the patient case load and to organise efficiently with regard to clinical priorities and use of time.
- To provide spontaneous and planned advice, teaching and instruction to relatives, carers and other professionals, to promote understanding of the aims of cardiac rehabilitation, and to ensure a consistent approach to patient care.
- To communicate effectively with patients and carers to maximise rehabilitation potential and to ensure understanding of condition and treatment proposals. Communication skills of persuasion, motivation, explanation and gaining informed consent will be used with a variety of patients.
- To take responsibility for risk assessment of patients with cardiac conditions and provision of suitable cardiac rehabilitation plans for patients with these conditions.
- Evaluate patient progress, reassess and change rehabilitation programmes as appropriate.
- Discuss with patient and carers outcome of programme including risks and benefits. Ensure that documentation is maintained to Trust standard (including electronic records) and implement audits of records to measure and evaluate care planning.
- To act as patient advocate in line with the NHS plan and to actively apply in depth knowledge of holistic, socio-economic and cultural aspects of the care to clients within your specific speciality, acting as a role model and resource for patients, relatives and staff.
- Provide information and support to relatives/carers as appropriate, following consultation with members of the multi-disciplinary team and in line with service procedures and protocols.
- Support line manager to ensure that care, treatment and service needs are meet.
- Ensure that care given is in line with diversity and inclusion policies.
- Ensure that the choice of exercise programs consider any cultural, physical or language barriers and take measures to address these.

POLICY/SERVICE DEVELOPMENT

- Work within clinical guidelines and have a good working knowledge of national and local standards and monitor own and others quality of practice as appropriate.
- Assess and manage clinical risk within all relevant work areas.
- Be involved in reviewing and updating departmental policies and procedures as appropriate
- Promote user involvement in the planning and evaluation of the service, establishing links with relevant support groups and charities
- Ensure agreed outcome measures are recorded in documentation to support inclusion with National Audit for Cardiac Rehabilitation

FINANCIAL/PHYSICAL RESOURCES

- Ensure that any equipment, furniture or building in need of repair is reported to the correct authority using recognised means.
- To ensure the safe use and care of equipment.
- Be able to report incidents and produce action plans.

- In conjunction with line manager identify, analyse and discuss cost pressures and financial constraints in a timely manner.

HUMAN RESOURCES

- To train, supervise and provide education and support to junior staff, students and other members of the wider MDT. Training is delivered as necessary depending on rotation and retention of staff.
- To be responsible for maintaining own competency to practice through CPD activities, and maintain a portfolio which reflects personal development.
- Maintain and develop current knowledge of evidence-based practice in the area of exercise and cardiac rehabilitation.
- Participate in the staff appraisal scheme as and be responsible for complying with your agreed personal development programme to meet set knowledge and competencies.
- To report absence in line with the attendance policy.
- To book annual leave as per policy and to ensure 6 weeks notification when leave requires cancellation of clinical activity.

INFORMATION RESOURCES

- To maintain accurate, comprehensive and up-to-date documentation, in line with legal and departmental requirements, and communicate assessment and treatment results to the appropriate disciplines (GP, consultant, practice nurse) in the form of reports and letters.
- Follow the information governance policy and undertake mandatory training module at recommended frequency.
- Be actively involved in the collection of appropriate data and statistics for the use of the department / organisation.
- Undertake training for electronic information systems in place and under development.
- Work with the cardiac rehabilitation nurses to ensure that patients have access to a variety of sources of information that support and underpin the rehabilitation programme.

RESEARCH AND DEVELOPMENT

- Undertake evidence-based projects and develop improvements to service delivery and clinical practice, making recommendation for change to the departmental manager.
- Undertake the measurement and evaluation of your work and current practices through the use of evidence-based practice projects, audit and outcome measures, either individually or with more senior colleagues.
- To undertake as directed the collection of data for use in service audit and research projects. To manage and undertake research into specific areas of clinical practice and service delivery using a range of research methodologies as part of MDT audit and departmental research initiatives.

PHYSICAL SKILLS

- Efficient and accurate assessment skills
- Computer literacy including typing and dictations
- Use of multiple systems whilst maintaining patient safety and care
- Be able to participate in the delivery of rehabilitation exercise sessions for patients recovering from a broad range of coronary events, who may have mobility and/or other care needs, as appropriate. To give access to those referred to the cardiac rehabilitation service for specialist exercise advice, including functional capacity assessment and bespoke exercise prescription.

PHYSICAL EFFORT

- Lift and carry equipment (wheelchairs, health care equipment) and furniture.
- Participation in exercise classes as leader.
- Driving to meet the requirements of the post.

MENTAL EFFORT

- Manage competing demands of providing services on a daily basis.

- Read, decipher & interpret patient information.
- Frequent mental effort in assessment and treatment programmes
- Identify strategies to motivate patients to comply with their treatment plan

EMOTIONAL EFFORT

- Work with patients who may have poor / life-limiting prognosis
- Ability to deliver unwelcome news to patients and carers in a professional manner and continue to have a good relationship with the patient
- Work with patients with challenging behaviours

WORKING CONDITIONS

- Work in a variety of settings according to patient needs which on occasions may include non-NHS sites such as leisure centres or the patient's own home which can involve hot/cold temperatures, cluttered environments and unhygienic conditions
- Occasional travel to other locations for clinics, conferences or training events
- May be required to work outside of core hours in order to provide better patient choice for rehabilitation classes.
- Work with patients with a wide range of conditions including occasional contact with body fluids such as urine, blood and sputum.

OTHER RESPONSIBILITIES

Take part in regular performance appraisal.

Undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling

Contribute to and work within a safe working environment

You are expected to comply with Trust Infection Control Policies and conduct him/herself at all times in such a manner as to minimise the risk of healthcare associated infection

As an employee of the Trust, it is a contractual duty that you abide by any relevant code of professional conduct and/or practice applicable to you. A breach of this requirement may result in action being taken against you (in accordance with the Trust's disciplinary policy) up to and including dismissal.

You must also take responsibility for your workplace health and wellbeing:

- When required, gain support from Occupational Health, Human Resources or other sources.
- Familiarise yourself with the health and wellbeing support available from policies and/or Occupational Health.
- Follow the Trust's health and wellbeing vision of healthy body, healthy mind, healthy you.
- Undertake a Display Screen Equipment assessment (DES) if appropriate to role.

DISCLOSURE AND BARRING SERVICE CHECKS

This post has been identified as involving access to vulnerable adults and/or children and in line with Trust policy successful applicants will be required to undertake a Disclosure & Barring Service Disclosure Check.

GENERAL

This is a description of the job as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. This procedure is conducted by the manager in consultation with the jobholder. You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.

Everyone within the Trust has a responsibility for, and is committed to, safeguarding and promoting the welfare of vulnerable adults, children and young people and for ensuring that they are protected from harm, ensuring that the Trusts Child Protection and Safeguarding Adult policies and procedures are promoted and adhered to by all members of staff.

At the Royal Devon, we are committed to reducing our carbon emissions and minimising the impact of healthcare on the environment, as outlined in our Green Plan available on our website. We actively promote sustainable practices and encourage colleagues to explore and implement greener ways of working within their roles.

PERSON SPECIFICATION

Job Title	Cardiac Rehabilitation Physiotherapist, Exercise Physiologist or Experienced Exercise Specialist
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Requirements	Essential	Desirable
Qualifications and Professional training		
Minimum of 2:1 BSc in Exercise Physiology or closely related subject And/or Degree/diploma in Physiotherapy with current HCPC registration	X	
Post graduate diploma in relevant field (or equivalent experience)	X	
Exercise instructor/specialist qualifications		X
Current Immediate Life Support qualification	X	
Member of British Association of Cardiac Prevention and Rehabilitation (BACPR) and or membership of the Association of Chartered Physiotherapists in Cardiovascular Rehabilitation (ACPICR)		X
Recognised REPS Level 4 Cardiac Disease (Rehab) qualification in exercise and fitness e.g. BACPR Exercise Instructor Training qualification		X
Counselling/motivational interviewing course		X
Ability to facilitate Exercise Tolerance Testing for diagnostic and prescriptive purposes (or currently undergoing training)	X	
Evidence of leadership qualification		X
Evidence of CPD maintained in a portfolio (e.g. at least one relevant course or conference attendance every two years) and related specialist experience	X	
Experience and Knowledge		
Delivering exercise in the early (core) CR environment	X	
Experience of working within a cardiovascular rehabilitation setting planning, leading and evaluating exercise sessions for the cardiac population	X	
Proven ability to facilitate and develop group education sessions	X	
Extensive exercise physiology-based knowledge in relation to cardiovascular disease; applied cardiovascular anatomy and exercise physiology, and principles of exercise prescription for cardiovascular and resistance training	X	
Up to date knowledge of national and local strategies to reduce cardiovascular disease (CVD)	X	
Knowledge of coronary heart disease (including signs and symptoms and recognition of disease progression) its implications for risk stratification and exercise programming	X	
Knowledge of a range of cardiovascular conditions and co-morbidities encountered on a typical CR programme; the programming adaptations and contraindications to exercise	X	
Knowledge of the purpose and effects of cardiovascular medications, including and any exercise related considerations	X	
Knowledge of common cardiac investigations and interventions and relevance of results to exercise programming	X	
The process of behaviour change and appropriate models and strategies that are used to assess a patient's current state of physical activity	X	

behaviour and support change towards achieving long term adherence to a physically active life		
Experience of managing a complex clinical caseload	X	
Experience of mentoring students/junior staff	X	
Skills and attributes		
Strong leadership skills with demonstrable enthusiasm for driving forward excellence in patient care and establishment of RDUH as a centre of excellence and renown	X	
Ability to support management in designing and implementing educational programmes, audit programmes and supporting research activity relevant to the field	X	
Ability to conduct screening and a comprehensive assessment of a patient. This includes interpretation of clinical investigations, conducting appropriate exercise assessments to determine baseline functional capacity, and the ability to apply these findings to prescribe and progress an appropriate exercise programme and re-evaluate changes as part of both the patient's and the programme's health outcomes	X	
Ability to risk stratify and prescribe safe and effective exercise programmes that are appropriately individualised	X	
Competently lead and instruct the exercise component in early (core) CR	X	
Ability to monitor, evaluate and adapt an individual's exercise programme whilst considering co-morbidities and the complexity of their cardiac condition	X	
Ability to respond and manage emergency situations including cardiac arrest (See Joint Resuscitation Council (UK)/BACPR statement 2018)	X	
Ability to choose and use appropriate educational, counselling and motivational techniques with individuals and groups of patients in order to guide individuals to be physically active	X	
Ability to give appropriate evidence-based advice for discharge planning in relation to long term activity goals / independent activity	X	
Advanced communication skills	X	
Proven commitment to delivering a high-quality patient experience	X	
Ability to work unsupervised within a busy and highly proactive environment using own initiative when required.	X	
Ability to assess complex clinical information and structure patient care accordingly	X	
Ability to record, interpret and act on 12-lead ECGS		X
Accurate time management skills	X	
Computer literate	X	
Ability to keep accurate and legible notes	X	
Personal qualities		
Ability to motivate and enthuse both staff and patients alike throughout the rehabilitative process.	X	
Committed to working as part of a team across boundaries	X	
Self-motivated and ability to work autonomously	X	
Able to work flexibly and proactively	X	
Working effectively as a team player	X	

Ability to prioritise and delegate	X	
Access to a car for work purposes	X	
Prepared to travel outside of local area to attend courses	X	
Other Requirements		
The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust.	X	
Ability to travel to other locations as required	X	

		FREQUENCY			
		(Rare/ Occasional/ Moderate/ Frequent)			
WORKING CONDITIONS/HAZARDS		R	O	M	F
Hazards/ Risks requiring Immunisation Screening					
Laboratory specimens	N				
Contact with patients	Y				
Exposure Prone Procedures	N				
Blood/body fluids	Y	R			
Laboratory specimens	N				
Hazard/Risks requiring Respiratory Health Surveillance					
Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate)	N				
Respiratory sensitisers (e.g isocyanates)	N				
Chlorine based cleaning solutions (e.g. Chlorclean, Actichlor, Tristel)	Y				F
Animals	N				
Cytotoxic drugs	N				
Risks requiring Other Health Surveillance					
Radiation (>6mSv)	N				
Laser (Class 3R, 3B, 4)	N				
Dusty environment (>4mg/m3)	N				
Noise (over 80dBA)	N				
Hand held vibration tools (=>2.5 m/s2)	N				
Other General Hazards/ Risks					
VDU use (> 1 hour daily)	Y				F
Heavy manual handling (>10kg)	Y			M	
Driving	Y			M	
Food handling	N				
Night working	N				
Electrical work	N				
Physical Effort	Y			M	
Mental Effort	Y				F
Emotional Effort	Y			M	
Working in isolation	Y				F
Challenging behaviour	Y		O		