

## JOB DESCRIPTION

<b>JOB DETAILS</b>	
<b>Job Title</b>	Exercise Therapist – Living with & Beyond Cancer (LWBC)
<b>Reports to</b>	Lead PCS Physiotherapist
<b>Band</b>	5 (Subject to matching)
<b>Department/Directorate</b>	Specialist Services

<b>JOB PURPOSE</b>
<p>The post-holder is responsible for providing exercise intervention to patients attending the LWBC service at the Royal Devon University Healthcare NHS Foundation Trust. The role will deliver exercise therapy across Eastern and Northern Devon.</p> <p>Caseloads will consist of patients who are attending the haematology and oncology clinics and will require thorough assessment skills and delivery of exercise therapy in both 1:1 and group settings. The post-holder will be supporting patients on a cancer pathway with symptoms relating to breathlessness, fatigue, deconditioning, exercise and motivation.</p> <p>This post will report to the Lead PCS Physiotherapist and will be an integral part of the LWBC team. The post holder will liaise with the patient, family and healthcare professionals to establish the patient's goals, providing monitoring, motivation and evaluation for their rehabilitation programme. They will ensure the completion of outcome measures and other performance measures as required to ensure a high standard of patient care. The post holder will work closely with the multidisciplinary team in both the acute services and the community, communicate clearly and ensure patient safety. An understanding of community services, 3rd sector and other voluntary organisations will be required.</p> <p>The post-holder is responsible for their own workload within the LWBC designated clinical area which will involve delivering educational groups work, exercise classes, providing prehab and being flexible to follow up patients if required. The post-holder must be able to drive and have access to a road-worthy vehicle for work and be able to work within the acute hospital as required.</p>

<b>KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES</b>
<ul style="list-style-type: none"> <li>• Support the LWBC team to deliver the LWBC programme to a defined group of patients as per the cancer alliance and national KPIs</li> <li>• Provides a source of expertise within the LWBC in relation to exercise prescription to cancer patients</li> <li>• Take delegated responsibility from Lead PCS Physiotherapist for managing own caseload and development of programs of care including plans and goals</li> <li>• Work as part of the LWBC team to deliver Personalised Care and Support across community and acute healthcare settings</li> <li>• Support the Lead PCS Physiotherapist and Macmillan Clinical Lead PCS to establish a rehabilitation programme for cancer patients.</li> <li>• Works autonomously to provide exercise interventions to patients after a cancer diagnosis.</li> <li>• Work as an integral member of relevant cancer MDTs to ensure a holistic approach to patient care.</li> <li>• Deliver exercise interventions in a 1:1 or group format to patients</li> <li>• Provide 'Prehab' to cancer patients prior to surgery</li> <li>• Provide effective assessment and interventions to patients in both 'face to face' and virtual settings</li> <li>• Be responsible for setting realistic and attainable treatment goals for patients undertaking regular re-evaluation using appropriate outcome measures.</li> </ul>

- Ensure patient and staff safety during assessment within out-patient clinics and group exercise sessions.
- Keep updated of changes in care guidelines, protocols and evidence-base so as to inform practice.
- Submit regular data about activity levels as required.
- Be responsible for the safe use and provision of equipment, ensure maintenance schedules are adhered to and to report any necessary repairs which need to be undertaken.
- Ensure that all Trust Policies & Procedures and Statutory Acts & Regulations are known and implemented/adhered to as necessary/appropriate.

### KEY WORKING RELATIONSHIPS

Areas of responsibility: To deliver prehabilitation and rehabilitation within a sphere of competence and under supervision from a team lead.

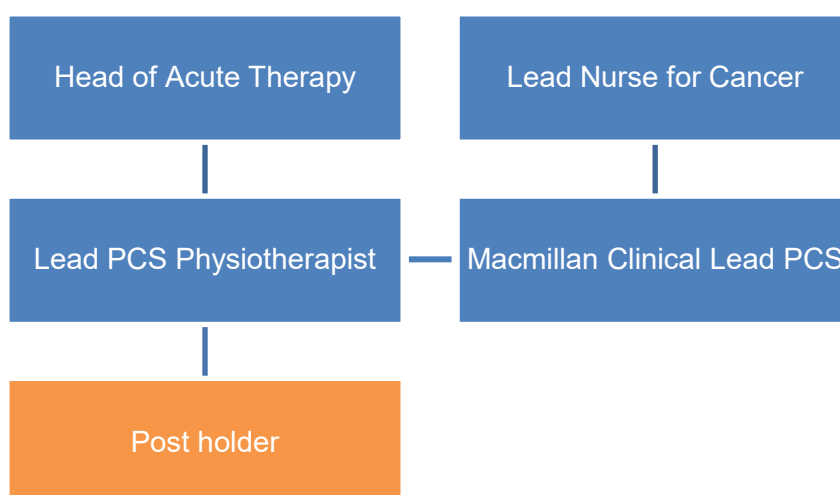
No. of staff reporting to this role: 0

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"> <li>• Head of Therapy services / lead Nurse for cancer</li> <li>• All cancer site multidisciplinary teams</li> <li>• Occupational and Physiotherapy teams</li> <li>• Consultants, Medical Staff, CNS and nursing staff within Oncology / Haematology</li> </ul>	<ul style="list-style-type: none"> <li>• GPs and other community practitioners</li> <li>• 3rd sector and voluntary organisations, ELF &amp; FORCE.</li> </ul>

### ORGANISATIONAL CHART



### FREEDOM TO ACT

- Support the LWBC team to deliver the LWBC programme to a defined group of patients as per the cancer alliance and national KPIs

- Provides a source of expertise relating to exercise prescription within the LWBC for the management of cancer patients
- Provide advice, direction and support to other teams as necessary across the Trust
- Seek advice from the supervising therapist regarding non-routine patients or those who do not progress as predicted by protocols and refer patients who require on-going therapy to the appropriate teams.
- Works to clearly defined occupational policies, work is managed rather than supervised

### **COMMUNICATION/RELATIONSHIP SKILLS**

- Communicate effectively with patients and carers to maximise rehabilitation potential, ensure understanding and management of their condition.
- Present group moving more sessions to 10-20 patients and their supportive person
- Provide and receive complex and sensitive information when communicating with cancer patients, acknowledging the emotional and psychological effects of cancer, the associated treatments and their unintentional side effects i.e. altered body image, sexual dysfunction, financial worries and changing shift in priorities.
- Maintain a close liaison with other members of the multidisciplinary team through effective communication regarding patient treatment aims and progress (providing written reports and referrals as appropriate).
- Provide appropriate and timely information to all relevant members of the healthcare team regarding patients' exercise tolerance and changes in progress.
- Provide advice to clinicians or other services (including 3rd sector) outside of the Trust for continued patient rehabilitation/management and to prevent admission to hospital.
- Keep Clinical Leads for LWBC informed of any matters that could have relation to the effectiveness and efficiency of the service.
- Have advanced communication skills with active listening, demonstrating empathy, compassion and an ability to motivationally engage people in lifestyle changes.

### **ANALYTICAL/JUDGEMENTAL SKILLS**

- Assess a person current fitness and range of movement with the aim to provide therapeutic exercises to prepare individuals for their treatments.
- To be responsible for reassessing patient status as treatment progresses and alter exercise programmes as appropriate using professional reasoning, or escalating concerns appropriately.
- Interpret data to review the effectiveness of individual exercise programmes and adapt according to feedback.
- Responsible for highlighting and bringing to the attention of senior staff any safeguarding concerns and will use own judgement in the event immediate action is required when working alone or offsite class
- Review national guidance i.e. Macmillan's Prehabilitation for People with Cancer and apply to practice

### **PLANNING/ORGANISATIONAL SKILLS**

- Organise own workload providing assessment and treatment as required within specified scope of practice, ensuring treatment and requests for treatment are prioritised and dealt with promptly and efficiently.
- Plan group-based exercise programmes for a clearly defined group of cancer patients i.e. urology, lung, colorectal, gynaecology, bladder
- Plan individual exercises, using goal setting, to support people to continue fitness improvements in their homes
- Liaise and co-ordinate with other professionals to ensure that exercise is interventions an integral component of the patients' multidisciplinary care package.

### **PATIENT/CLIENT CARE**

- Provide advice which contributes to the care, wellbeing and/or education of patients including health promotion and signposting back into specialist nursing teams and onward referral to support services.

- Safely and competently deliver exercise therapy to cancer patients.
- Be responsible for setting realistic and attainable treatment goals for patients undertaking regular re-evaluation using appropriate outcome measures.
- Provide advice and training to multidisciplinary team members, patients and carers as required.
- Ensure patient and staff safety during treatment and be able to take appropriate decisions with regards to risk.
- Contribute to end-of-life planning as required.
- Contribute to and work within a safe working environment

#### **POLICY/SERVICE DEVELOPMENT**

- Keep updated of changes in care guidelines, protocols and evidence-base so as to inform practice.
- Obtain patient feedback, discuss with the wider team and respond with any proposed service changes.
- Implement policies for own work area and proposes changes to working practices or procedures for own work area.
- Ensure that all Trust policies and procedures and statutory acts and regulations are known and implemented/adhered to as necessary/appropriate.
- Review current documentation i.e. National Cancer Plan and embed into new service design
- Keep Clinical Leads, Team Leads and the Head of Physiotherapy & Occupational Therapy Services informed of any matters that could have relation to the effectiveness and efficiency of the service.

#### **FINANCIAL/PHYSICAL RESOURCES**

- Be aware of budget for equipment prescription.
- Be responsible for the safe use and provision of equipment and to report any necessary repairs which need to be undertaken.
- Raise orders and maintain stock essential to the efficient running of the service.

#### **HUMAN RESOURCES**

- Support the induction of new staff to the team.
- Provide supervision to more junior members of the team.
- Occasionally provide specialist advice and training to multidisciplinary team members in a formal classroom setting.
- Provide weekly specialists education and advice to patients and carers through planned educational events in a classroom setting and health and wellbeing fairs in community locations
- Ensure up-to-date and timely review of personal professional development plan and objectives.
- Actively assist in the smooth running of the LWBC prehabilitation/rehabilitation service at the Royal Devon University Health NHS Foundation Trust.
- Receive regular supervision from senior specialist therapy staff and request support when dealing with situations that are beyond the post holders' experience / competencies.

#### **INFORMATION RESOURCES**

- Undertake the keeping of accurate records of patient treatments and statistical data as required using EPIC and interfacing programmes.
- Update patient records with an accurate record of patient activities.
- Submit regular data about activity levels as required including use of all hospital-based IT systems
- Extract and edit reports from EPIC for a defined group of patients.
- Review reports created by others and the implications for practice.

#### **RESEARCH AND DEVELOPMENT**

- Participate in team and department audit activity and peer review to ensure best practice.

#### **PHYSICAL SKILLS**

- Standard keyboard skills for use of electronic systems, including documentation via EPIC.

- Work across Northern and Eastern Royal Devon University Health NHS Foundation Trust hospital sites and community areas.

### **PHYSICAL EFFORT**

- Demonstrating exercises to patients during group sessions and 1:1 in community and acute settings.
- Occasional moderate physical effort – pulling objects 6 -15 kgs, including movement of specialist equipment over several short periods of time.
- Occasional light running activity to support patients.

### **MENTAL EFFORT**

- Frequent concentration e.g. seeing patients, writing reports, attending meetings and all other such activities which are interrupted by phone calls
- Predictable development of exercise program, collection of data, preparing PP presentations, drafting Writing/updating PILs- at least three times per month but fewer than half the shifts worked, a shift being a period of work.

### **EMOTIONAL EFFORT**

- Occasional exposure distressing or emotional circumstances due to working with newly diagnosed cancer patients who are emotionally distressed.
- Showing empathy and providing support to individual patients who are distressed during exercise sessions.
- Managing group work dynamics where an individual can become distressed and impact the group/others.

### **WORKING CONDITIONS**

- Rare exposure to unpleasant working conditions such as aggressive patients, excessive heat/cold
- Daily VDU usage.

### **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 (DSE) if appropriate to role.

### **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

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<b>Requirements</b>	<b>Essential</b>	<b>Desirable</b>
<b>QUALIFICATIONS / SPECIAL TRAINING</b>		
Literacy L2 or GCSE English grade A-C	E	
Numeracy L2 or GCSE Maths grade A-C	E	
Degree or equivalent in Exercise / Sports Science which includes anatomy and physiology	E	
Register of Exercise Professionals (REPS) Level 4		D
Member of the British Association of Sport Rehabilitators and Trainers (BASRaT)		D
<b>KNOWLEDGE/SKILLS</b>		
Knowledge of physiotherapy and occupational therapy roles	E	
Knowledge of Oncology & Haematology conditions	E	
Understand the principles of exercise testing / training / programme planning motivational skills	E	
Understand the principles of rehabilitation	E	
Organisational skills: prioritisation, time management	E	
Evidence of interpersonal skills, verbal & written communication	E	
Evidence of problem-solving skills	E	
Evidence of safe fundamental exercise skills	E	
Computer literate	E	
<b>EXPERIENCE</b>		
Evidence of providing exercise advice / setting up programmes and delivering rehabilitation programmes	E	
Evidence of running group sessions	E	
Evidence of acute or community NHS experience		D
Previous OT, PT, exercise therapist or HCA experience		D
Evidence of exercise prescription	E	
Evidence of use of outcome measures	E	
Experience of using Microsoft Office tools, excel, ppt, outlook, Internet / intranet	E	
<b>PERSONAL ATTRIBUTES</b>		
Ability to problem solve and show initiative	E	
Evidence of ability to work as team member	E	
Enthusiastic towards post	E	
Evidence of flexible approach	E	
<b>OTHER REQUIREMENTS</b>		
Ability to work flexibly over 7 days including bank holidays and weekends	E	
Full UK driving licence and access to a vehicle with appropriate business insurance to be able to travel to other Trust locations	E	
The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust.	E	

		FREQUENCY			
		(Rare/ Occasional/ Moderate/ Frequent)			
WORKING CONDITIONS/HAZARDS		R	O	M	F
<b>Hazards/ Risks requiring Immunisation Screening</b>					
Laboratory specimens	N				
Contact with patients	Y				
Exposure Prone Procedures	N				
Blood/body fluids	N				
<b>Hazard/Risks requiring Respiratory Health Surveillance</b>					
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)	N				
Animals	N				
Cytotoxic drugs	N				
<b>Risks requiring Other Health Surveillance</b>					
Radiation (>6mSv)	Y				
Laser (Class 3R, 3B, 4)	Y				
Dusty environment (>4mg/m <sup>3</sup> )	Y				
Noise (over 80dBA)	Y				
Hand held vibration tools (=>2.5 m/s <sup>2</sup> )	Y				
<b>Other General Hazards/ Risks</b>					
VDU use (> 1 hour daily)	Y			Y	
Heavy manual handling (>10kg)	Y		Y		
Driving	Y		Y		
Food handling	N				
Night working	N				
Electrical work	N				
Physical Effort	Y				Y
Mental Effort	Y				Y
Emotional Effort	Y		Y		
Working in isolation	Y			Y	
Challenging behaviour	Y		Y		