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***“Our vision is to provide safe, high quality seamless service delivered with courtesy and respect. To achieve our vision we expect all our staff to uphold our Trust Values”***

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| **JOB DETAILS** | |
| **Job Title** | Exercise Therapist – Living with & Beyond Cancer (LWBC) |
| **Reports to** | The LWBC project lead & Clinical Lead Physiotherapist for General Medicine & Cancer Services |
| **Band** | 5 |
| **Department/Directorate** | Specialist Services |

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| **JOB PURPOSE** | |
| 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.  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.  This post will report to the AHP Therapy Lead, 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.  The post-holder is responsible for their own workload within the LWBC designated clinical area which will involve delivering 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. | |
| **KEY WORKING RELATIONSHIPS** |  |
| * Head of Therapy services / lead Nurse for cancer * All cancer site multidisciplinary teams * Occupational and Physiotherapy teams * Consultants, Medical Staff, CNS and nursing staff within Oncology / Haematology * G.Ps and other community practitioners * 3rd sector and voluntary organisations, ELF & FORCE. | |
| **ORGANISATIONAL CHART** | |
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| **KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES** | |
| * Support the LWBC team to deliver the LWBC programme to a defined group of patients as per the cancer alliance and national KPI’s * Provides a source of expertise within the LWBC in relation to exercise prescription to cancer patients * Takes delegated responsibility from Clinical Lead Physiotherapist for managing own caseload and development of programs of care including plans and goals * To organise own workload providing assessment and treatment as required, ensuring treatment and requests for treatment are prioritised and dealt with promptly and efficiently. * To work as part of the LWBC team to deliver the recovery package across community and acute healthcare settings * To support the LWBC project lead to establish a rehabilitation programme for cancer patients. * To work as an autonomous practitioner providing exercise interventions to patients within LWBC. * Work as an integral member of relevant cancer MDTs to ensure a holistic approach to patient care. * To deliver exercise interventions in a 1:1 or group format to patients recovering from abdominal and prostate surgery for cancer. * To provide ‘Prehab’ to lung and bladder cancer patients prior to surgery * To provide effective assessment and interventions to patients in both ‘face to face’ and virtual settings * To be responsible for reassessing patient status as treatment progresses and alter exercise programmes as appropriate using clinical reasoning. * To be responsible for setting realistic and attainable treatment goals for patients undertaking regular re-evaluation using appropriate outcome measures. * To ensure patient and staff safety during assessment within out-patient clinics and group exercise sessions. * To keep updated of changes in care guidelines, protocols and evidence-base so as to inform practice. * To submit regular data about activity levels as required. * To 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. * Raises orders and maintains stock essential to the efficient running of the service * To ensure that all Trust Policies & Procedures and Statutory Acts & Regulations are known and implemented/adhered to as necessary/appropriate. * To undertake any additional duties commensurate with this grade as required by the physiotherapy service. * To participate in seven day working as required (including bank holidays) | |
| **COMMUNICATION/RELATIONSHIP SKILLS** | |
| * To communicate effectively with patients and carers to maximise rehabilitation potential, ensure understanding and management of their condition. * To 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). * To provide appropriate and timely information to all relevant members of the healthcare team regarding patients’ exercise tolerance and changes in progress. * To provide advice to clinicians or other services (including 3rd sector) outside of the Trust for continued patient rehabilitation/management. * To liaise and co-ordinate with other professionals to ensure that exercise prescription is an integral component of the patients’ multidisciplinary care package. * To provide advice to clinicians outside of the Trust for continued patient rehabilitation to prevent admission to hospital. * To keep Clinical Lead and the Project Lead for LWBC informed of any matters that could have relation to the effectiveness and efficiency of the service. | |
| **ANALYTICAL/JUDGEMENTAL SKILLS** | |
| * To safely and competently deliver exercise therapy to cancer patients * To be responsible for the safe use and provision of equipment and to report any necessary repairs which need to be undertaken. * To liaise and co-ordinate with other professionals to ensure that exercise is interventions an integral component of the patients’ multidisciplinary care package. * To undertake the keeping of accurate records of patient treatments and statistical data as required. * To be responsible for reassessing patient status as treatment progresses and alter exercise programmes as appropriate using clinical reasoning. | |
| **PLANNING/ORGANISATIONAL SKILLS** | |
| * To organise own workload providing assessment and treatment as required within specified scope of practise, ensuring treatment and requests for treatment are prioritised and dealt with promptly and efficiently. * To be responsible for setting realistic and attainable treatment goals for patients undertaking regular re-evaluation using appropriate outcome measures. * To be responsible for own workload within the designated clinical area on a day-to-day basis. * To 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. * To receive regular supervision from senior specialist therapy staff and request support when dealing with situations that are beyond his/her experience / competencies. * To ensure patient and staff safety during treatment, including managing manual handling risks, home visits and infection control risks. * To comply with infection control policies * To update patient records with an accurate record of patient activities. To submit regular data about activity levels as required including use of all hospital-based IT systems. | |
| **PHYSICAL SKILLS** | |
| * To be computer literate and able to use electronic systems, including documentation via EPIC. * Ensure access to road worthy vehicle with appropriate car insurance, and valid driving licence when working on community outpatient sites. * To be able to work across northern and eastern Royal Devon University Health NHS Foundation Trust hospital sites and community areas. | |
| **PATIENT/CLIENT CARE** | |
| * To be responsible for reassessing patient status as treatment progresses and alter exercise programmes as appropriate using clinical reasoning, or escalating concerns appropriately. * To ensure patient and staff safety during treatment and be able to take appropriate decisions with regards to risk. * To contribute to end of life planning as required. * To provide advice and training to multidisciplinary team members, patients and carers as required. * To contribute to and work within a safe working environment * 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 | |
| **POLICY/SERVICE DEVELOPMENT** | |
| * To keep updated of changes in care guidelines, protocols and evidence-base so as to inform practice. * To ensure that all Trust policies and procedures and statutory acts and regulations are known and implemented/adhered to as necessary/appropriate * Maintain personal safety by following lone working policy and respect property and equipment within the working environment in accordance with trust and team guidelines * To take responsibility for own on-going clinical professional development (including attendance at post-registration courses - internal and external). | |
| **FINANCIAL/PHYSICAL RESOURCES** | |
| * To be aware of budget for equipment prescription appropriate to banding | |
| **HUMAN RESOURCES** | |
| * To ensure up-to-date and timely review of personal professional development plan and objectives. * To support the induction of new staff to the team. * To provide advice and training to multidisciplinary team members, patients and carers as required. * To actively assist in the smooth running of the whole physiotherapy service throughout the Royal Devon University Health NHS Foundation Trust (Eastern Services). * To 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. | |
| **INFORMATION RESOURCES** | |
| * To undertake the keeping of accurate records of patient treatments and statistical data as required using EPIC and interfacing programmes. * To submit regular data about activity levels as required. | |
| **RESEARCH AND DEVELOPMENT** | |
| * To take responsibility for own on-going clinical professional development (including attendance at post-registration courses - internal and external). * To participate in team and department audit activity and peer review to ensure best practice. * To attend and contribute to regular team in-service training sessions to ensure continued professional development. | |
| **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 KPI’s * Provides a source of expertise relating to exercise prescription within the LWBC for the management of cancer patients * To provide advice, direction and support to other teams as necessary across the Trust | |
| **OTHER RESPONSIBILITIES** | |
| Ensure access to road worthy vehicle with appropriate car insurance, and valid driving licence if required.  To take part in regular performance appraisal.  To undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling  To contribute to and work within a safe working environment  The post holder is expected to comply with Trust Infection Control Policies and conduct themselves 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. | |
| **APPLICABLE TO MANAGERS ONLY** | |
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| **THE TRUST- VISION AND VALUES** | |
| Our vision is to provide safe, high quality seamless services delivered with courtesy and respect. To achieve our vision we expect all our staff to uphold our Trust values. Our Trust values are:  Compassion  Integrity  Inclusion  Empowerment  We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will pay staff fairly and recognise the whole staff’s commitment to meeting the needs of our patients.  We are committed to equal opportunity for all and encourage flexible working arrangements including job sharing.  We are committed to recruiting and supporting a diverse workforce and welcome applications from all sections of the community, regardless of age, disability, gender, race, religion, sexual orientation, maternity/pregnancy, marriage/civil partnership or transgender status. We expect all staff to behave in a way which recognises and respects this diversity, in line with the appropriate standards. | |
| **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.  The RD&E is a totally smoke-free Trust. Smoking is not permitted anywhere on Trust property, including all buildings, grounds and car parks. For help to quit call: 01392 207462. | |

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| **Requirements** | **Essential** | **Desirable** |
| **QUALIFICATIONS / SPECIAL TRAINING**  Literacy L2 or GCSE English grade A-C  Numeracy L2 or GCSE Maths grade A-C  Degree or equivalent in Exercise / Sports Science which includes anatomy and physiology   |  | | --- | | Register of Exercise Professionals (REPS) Level 4  Member of the British Association of Sport Rehabilitators and Trainers (BASRaT) | | **E**  **E**  **E** | **D**  **D**  **D** |
| **KNOWLEDGE/SKILLS:**  Knowledge of physiotherapy and occupational therapy roles  Knowledge of Oncology & Haematology conditions  Understand the principles of exercise testing / training / programme planning motivational skills  Evidence of exercise prescription  Understand the principles of rehabilitation  Organisational skills: prioritisation, time mgt.  Evidence of interpersonal skills, verbal & written communication  Evidence of use of outcome measures  Evidence of problem-solving skills  Evidence of safe fundamental clinical skills  Experience of using Microsoft Office tools, excel, ppt, outlook, Internet / intranet | **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E** |  |
| **EXPERIENCE:**  Evidence of providing exercise advice / setting up programmes and delivering rehabilitation programmes  Evidence of communication skills with the public – written and verbal  Evidence of ability to work as Team member  Evidence of running group sessions  Evidence of acute or community NHS experience  Previous OT, PT or HCA experience | **E**  **E**  **E**  **E**  **D**  **D** |  |
| **PERSONAL ATTRIBUTES**  Ability to problem solve and show initiative | **E** |  |
| **OTHER REQUIREMENTS:**  Enthusiastic towards post  Evidence of flexible approach.  Ability to work flexibly over 7 days including bank holidays and weekends  Car driver and ability to travel between clinics  Computer literate | **E**  **E**  **E**  **E**  **E** |  |

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