 

J

O

B

D

E

S

C

R

I

P

T

I

O

N

***“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”***

|  |
| --- |
| **JOB DETAILS**  |
| **Job Title**  | Macmillan Physiotherapist – Living With and Beyond Cancer |
| **Reports to**  | Macmillan Lead Physiotherapist - LWBC |
| **Band**  | 6 |
| **Department/Directorate**  | Specialist Services |

|  |
| --- |
| **JOB PURPOSE**  |
| The post-holder is responsible for providing clinical expertise 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 expert assessment and physiotherapeutic interventions. The provision of respiratory treatment and advice will be essential, alongside supporting symptoms of pain, mobility, fatigue and advice on community services and local support.This post will report to the Macmillan Lead Physiotherapist, and will be an integral part of the LWBC team providing specialist knowledge and teaching to the therapy staff and wider as required. There will be close liaison with the multi-disciplinary teams in both the acute service and the community. 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 on a day-to-day basis which will involve supporting clinics, deliver pre-hab and telephone triage and be flexible to follow up patients if required. There will be an expectation to support the inpatient wards when the service requires. The post-holder must be able to drive and have access to a road-worthy vehicle 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**  |
|  |
| **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 for the management of cancer patients
* To organise own workload providing expert 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 delivery the recovery package across community and acute healthcare settings
* To work with the LWBC project lead to establish a rehabilitation programme for cancer patients.
* To work as an autonomous practitioner providing a service to patients and healthcare professionals within LWBC.
* Work as an integral member of relevant cancer MDTs to ensure a holistic approach to patient care undertaking Holistic Needs Assessment if appropriate.
* To develop, implement and evaluate specialised therapeutic treatment plans on a case by case basis and deliver respiratory advice and treatment if required in the clinic.
* To support a caseload of Urological, Colorectal and Gynaecological cancer patients to improve their mobility, function and wellbeing during and after treatment for cancer, identifying, appropriately, the urgency and when to deliver these interventions in a 1:1 or group format
* To provide ‘Prehab’ to 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 treatment 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.
* To keep updated of changes in care guidelines, protocols and evidence-base so as to inform practice.
* To work to professional standards as set by the Trust, HCPC and the Chartered Society of Physiotherapy
* To submit regular data about activity levels as required.
* To be responsible for the safe use and provision of equipment and to report any necessary repairs which need to be undertaken.
* 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’ therapy requirements and changes in progress.
* To provide specialised 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 physiotherapy interventions are an integral component of the patients’ multidisciplinary care package.
* To provide specialised advice to clinicians outside of the Trust for continued patient rehabilitation/management to prevent admission to hospital.
* To keep Clinical Leads for LWBC informed of any matters that could have relation to the effectiveness and efficiency of the service.
 |
| **ANALYTICAL/JUDGEMENTAL SKILLS** |
| * To undertake a high standard of physiotherapy assessment, diagnosis and treatment, this will include complex cases, as an autonomous practitioner. This will include respiratory and physical / functional assessments.
* 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 physiotherapy interventions are an integral component of the patients’ multidisciplinary care package and actively support and promote the discharge process.
* 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 treatment programmes as appropriate using clinical reasoning.
 |
| **PLANNING/ORGANISATIONAL SKILLS** |
| * To organise own workload providing expert assessment and treatment as required, 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 their own workload within the designated clinical area on a day-to-day basis.
 |
| **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 treatment programmes as appropriate using clinical reasoning, especially where acute deterioration is noted.
* To ensure patient and staff safety during treatment and be able to take appropriate decisions with regards to risk for discharge.
* 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
* To develop, implement and evaluate specialised therapeutic treatment plans on a case by case basis for both acute and long term conditions.
 |
| **POLICY/SERVICE DEVELOPMENT**  |
| * To keep updated of changes in care guidelines, protocols and evidence-base so as to inform practice.
* To work to professional standards as set by the Trust, the HCPC and the Chartered Society of Physiotherapists.
* 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 participate in team and department audit activity and peer review to ensure best practice.
* 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 be responsible for the supervision of and appropriate delegation of caseload to non-registered staff ensuring effective assessment and rehab programmes are carried out to maximise benefit to patients
* To be jointly responsible for the on-going professional and clinical development of the physiotherapy team, teaching formal in-service and 'on the job' training sessions as appropriate.
* To carry out personal performance reviews for departmental staff.
* To ensure up-to-date and timely reviews of personal professional development plans and objectives.
* To assist in the recruitment of departmental staff (selection and interview) as necessary.
* To be jointly responsible for 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.
* To lead the supervision of Undergraduate physiotherapy students on Medical placements and support other placements as required e.g. SSU.
 |
| **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.
* To participate in team and department audit activity and peer review to ensure best practice.
 |
| **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 within the LWBC for the management of cancer patients
* To be responsible for the management and supervision of unregistered and more junior staff and ensure appropriate service provision on a daily basis, liaising with the Project Lead at all times.
* 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 HandlingTo 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 infectionAs 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** |
|  |
| **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:CompassionIntegrityInclusionEmpowermentWe 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. |

|  |  |  |
| --- | --- | --- |
| **Requirements** | **Essential** | **Desirable** |
| **QUALIFICATIONS / SPECIAL TRAINING**Recognised Physiotherapy trainingB.Sc. / B.Sc (Hons) / MSc PhysiotherapyHCPC RegisteredCSP memberRelevant post graduate courses Clinical supervision training | **E****E****E****E** | **D****D** |
| **KNOWLEDGE/SKILLS:**Clinical Knowledge of Oncology & HaematologyUnderstanding of an holistic assessment and be able to give advice for pain management, fatigue and breathlessness Organisational skills: prioritisation, time management.Evidence of Interpersonal skills, verbal & written communicationEvidence of complex clinical reasoning skills and goal setting within Oncology & HaematologyEvidence of use of outcome measuresEvidence of team leadership & team working skillsKnowledge & experience of managing complex communications in challenging situationsEvidence of clinical and teaching skillsEvidence of exercise prescriptionUndertake a Health Needs Assessment | **E****E****E****E****E****E****E****E****E****E****D** |  |
| **EXPERIENCE:**Post graduate NHS experience in core areas including oncologyEvidence of supervision of students/junior staffEvidence of staff appraisal & performance reviewEvidence of standard setting and auditEvidence of multi-agency working and complex community liaisonEvidence of working between Primary & Secondary CareEvidence of previous clinical innovative approachesEvidence of previous involvement in audit/research | **E****E****E****E****E** | **D****D****D** |
| **PERSONAL ATTRIBUTES**Evidence of ability to work as Team memberMotivated towards development of othersAbility to problem solve and show initiative  | **E****E****E** |  |
| **OTHER REQUIREMENTS:**Enthusiastic towards postEvidence of flexible approach.Ability to work flexibly over 7 days including bank holidays and weekendsCar driverComputer literate | **E****E****E****E****E** |  |

P

E

R

S

O

N

S

P

E

C

I

F

I

C

A

T

I

O

N

|  |  |
| --- | --- |
|  | **FREQUENCY****(Rare/ Occasional/ Moderate/ Frequent)** |
| **WORKING CONDITIONS/HAZARDS** | **R** | **O** | **M** | **F** |
|  |
| **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 |  |  |  |  |
|  |
| **Hazard/Risks requiring Respiratory Health Surveillance** |  |  |  |  |  |
|  |
| 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 |  |  |