

1. JOB IDENTIFICATION

Job Title: Band 7 Highly Specialist Physiotherapist

Department(s): Active Together Service

Responsible to: Consultant AHP

Professionally Responsible to: Head of Physiotherapy

Pay Band: 7

Base: Advanced Wellbeing Research Centre

2. JOB PURPOSE

- To assess, plan and deliver or oversee exercise and physical activity treatment programmes for patients undergoing a variety of oncology treatment pathways.
- Contribute to the provision of expert clinical practice with advanced clinical reasoning and support to staff on the programme team.
- To provide clinical leadership to develop staff and students within the service and deputise for the Consultant Allied Health Professional when necessary.
- To work with the Active Together team and collaborating organisations, co-ordinating, delivering and evaluating the physiotherapy service provided in the community setting.
- Adopting a personalised care approach to management of patients, including an understanding of behaviour change approaches and “what matters to you”.
- Provide leadership to the MDT team and day to day operational management of services and management of physiotherapy staff within the team.
- Contribute to evaluation and development of clinical practice ensuring compliance with national and local guidelines and frameworks.
- Contribute to the evaluation of the service against Key Performance Indicators for feedback to Yorkshire Cancer Research.
- Place the need to address health inequalities through Active Together as a priority in patient care and service development.
- Work with colleagues across the Active Together South Yorkshire service to collaborate in the development of services, sharing knowledge and learning.
- Identify dietetic and psychological needs in patients and arrange appropriate onward care.

3. MAIN DUTIES/RESPONSIBILITIES

Clinical

- To be professional and legally responsible and accountable for all aspects of your own work including the management of patients in your care. To ensure a high standard of clinical care for the patients under your management and support more junior staff to do likewise.
- To represent and advocate for the Trust and the Active Together service externally (locally, regionally and nationally).
- To frequently undertake the comprehensive assessment of patients, including those with a complex presentation, to investigate and analyse the assessment to formulate individualised management and treatment plans, using clinical reasoning and a wide range of treatment skills and options to formulate a specialise programme of care.
- Deliver individualised rehabilitation programmes of care in community venues or via a remotely supported home programme.
- To deputise for the Consultant Allied Health Professional Service Lead where necessary.
- Work collaboratively with all key stakeholders in the Active Together service.
- To use continuous assessment to evaluate treatment outcomes and adjust treatment plans accordingly, appropriately referring to other team or external resources to meet patients' needs.
- To accept clinical responsibility for patient caseload and to organise this effectively and efficiently with regard to clinical priorities and use of time.
- To monitor, evaluate and modify treatment for clients with multiple needs in order to measure progress and ensure effectiveness of intervention.
- To demonstrate highly developed dexterity, co-ordination and palpatory senses for assessment and manual treatment of patients.
- To receive and communicate complex, sensitive or contentious information to patients and carers, who may have barriers to understanding e.g. dysphasic, complex mental health problems, to maximise rehabilitation potential and to ensure understanding of conditions.
- To have expert verbal and non-verbal communications skills of motivation, explanation and reassurance to agree and gain co-operation of patients and carers in their treatment programmes.
- To provide continuous and planned advice, teaching and instruction to relatives, carers and other professionals, to promote understanding of the aims of physiotherapy and to ensure a consistent approach to patient care and treatment e.g. moving and handling.
- To provide specialist advice to colleagues working with patients in Active Together, for instance fitness instructors or dieticians.
- To provide specialist advice, teaching and training to other members of the multi-disciplinary team (MDT) regarding the management of patients and the role of physiotherapy e.g. facilitating, shadowing by other members of the MDT.
- To train, supervise and performance manage more junior staff and students in a clinical, professional and organisational capacity. This will include the use of formal appraisal documentation.
- To be responsible for ensuring the effective selection and use of all treatment resources.
- To undertake frequent therapeutic handling and moving, with or without aids, of patients and equipment utilising moderate physical effort within clinical and non-clinical settings. This may involve bending, kneeling or frequent repetitive activities often in confined and restrictive spaces.
- To work with patients, carers, relatives who may have distressing or challenging social/clinical circumstances or behaviour.
- To contribute to the decision making about the treatment, discharge, planning and long-term management of individual patients as an integral member of MDT.
- To plan, organise and deliver group rehabilitation activities, co-ordinated with other members of the MDT, taking into account patients' physical and mental capabilities.

- To liaise and co-operate with colleagues in primary and secondary care to effectively co-ordinate patient transfers of care.

Professional

- To maintain own clinical professional development (CPD) with reference to current evidence based best practice and incorporate them as necessary into your work.
- To comply with the CSP Code of Ethics and Professional Conduct, national and local policies and procedures and to facilitate
- To provide professional leadership to the MDT team to include supervision, appraisal and development within the interdisciplinary context.
- Developing and implementing service changes within clinical area and influencing policy development.
- To communicate effectively and work collaboratively with a wide range of acute, community and primary care colleagues.
- To participate in the staff appraisal scheme and Personal Development Plan (PDP) as both appraiser and appraisee.
- To undertake measurement and evaluation of your work and current practices through the use of clinical audit, outcome measures and reflective practice. Make recommendations for change.
- To participate in research trials which are conducted occasionally in the service area.
- To demonstrate a sound understanding of Clinical Governance, Risk Management and equal opportunities policies and apply to work situation.

Organisational

- To be part of the leadership team responsible for the day-to-day co-ordination and allocation of work for yourself and the team.
- Deciding priorities for own work area balancing other patient related and professional demands and ensuring that these remain in accordance with those of the team as a whole.
- To participate in recruitment and induction of new physiotherapy or other programme staff.
- To be responsible for equipment used in carrying out physiotherapy duties and to adhere to departmental policy, including competence to use equipment and to ensure the safe use of equipment by others through teaching, training and supervision of practice.
- To maintain accurate, comprehensive and up-to-date clinical and non-clinical documentation, in line with legal and departmental requirements.
- To be actively involved in the collection of appropriate data and statistics for the use of the programme.
- To train, supervise and assess physiotherapy students from Higher Education institutions to standards of clinical and professional tutoring. To also have students from other clinical groups for shadowing to learn more about physiotherapy and the programme.
- Manage aspects of Human Resources policies as required including the initial stages of disciplinary, grievance and sickness absence monitoring, this may include stages 1 and 2 of the Trust Policies. Complete HR paperwork in a timely way.
- To communicate effectively and work collaboratively with the members of staff and University tutors from relevant Higher Education institutions regarding the progress of their students, on placement, promoting strong links and high standards of clinical practice.
- To be aware of Health and Safety aspects of your work in all community settings and implement any policies, which may be required to improve the safety of your work area, including your prompt recording and reporting of incidents, completing risk assessments and ensuring that equipment used is safe.

- To comply with the organisational and departmental policies and procedures and to be involved in the updating, reviewing and implementing as appropriate.
- To undertake any other duties, after negotiation, that might be considered appropriate by the Professional Head of Physiotherapy Services.

Scope and Range

- To work as an autonomous practitioner either as a lone worker in the community or as the senior specialist physiotherapist within a community unit.
- To provide leadership to physiotherapy staff and students within your service area.
- To have responsibility for the provision of physiotherapy to patients referred to you directly and those clinically supervised by you, until discharged from the service.
- To be a specialist resource and an integral member of the multi-disciplinary and multi agency teams in the community and across secondary care.
- To provide the service meeting the needs of patients referred, this may include different working patterns between 8 am and 8 pm, 365 days of the year. Changes relating to working weekends may be required after consultation.
- Infection and prevention control is integral to this post. The postholder should at all times demonstrate effective infection control and hygiene practice.
- The postholder is expected to operate to the required level of financial performance.

Service Development

- Collaborate in the planning of service development within Active Together
- Lead the implementation of service development initiatives within Active Together with the support of the Consultant AHP.
- Ensure that user-satisfaction is regularly tested and users' views inform service developments.

4. ORGANISATIONAL POSITION

Integrated Pathway Manager Citywide Services



Consultant AHP



Band 7 Highly Specialist Physiotherapist