

**JOB DESCRIPTION & PERSON SPECIFICATION**

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| **Clinical Staff** |  | **Non-Clinical Staff** |  | **Volunteers** |  | **Flexi-Bank Staff** |  |

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| **ROLE:**  | **Physiotherapist** |
| **REPORTS TO:** | **Senior Physiotherapist** |
| **PAY BAND:** | **Band 6** |
| **LOCATION:** | **Hospice HQ, community, hospital and other care settings as required** |

**PURPOSE OF ROLE:**

Act as the Band 6 Physiotherapist at Hospice Isle of Man, delivering Physiotherapy services across Hospice, hospital and community as appropriate.

The post holder will have the knowledge, skills and experience to work at band 6 level within the Physiotherapy service working in a team of mixed Therapists; work closely with colleagues to deliver joint services while concurrently working as a solo practitioner to manage their own caseload, ensuring the smooth day to day running of the physiotherapy service and dealing with urgent Physiotherapy issues as they arise. The role requires a flexible approach to adapt to the changing needs of the service and the individual patients.

**KEY DUTIES- what you will do:**

1. Provide an Island wide holistic and specialist physiotherapy service to palliative care patients, their families and their carers.
2. Help to maintain or improve the person’s quality of life through physiotherapeutic interventions.
3. Provide a highly developed and specialist service to an extensive range of patients with a cancer diagnoses and/or life limiting conditions (e.g. MND, MS, COPD, interstitial lung disease, heart failure, frailty and dementia).
4. Work as an autonomous practitioner, without direct supervision, providing specialist assessment, treatment, follow up and consultancy services for patients with diverse or complex presentations/multiple pathologies, their families and carers, in a variety of settings, and act as a point of reference for all local physiotherapy teams.
5. Independently plan, prioritise and manage a defined caseload of complex and highly complex cases, evidencing high levels of problem solving, reasoning skills and judgement.
6. Formulating and implementing interventional plans aimed at reducing the impact of disability and ill health.
7. Provide a physiotherapy service in line with professional and organisational standards.
8. Work as an autonomous practitioner, with access to supervision and support from a B7 therapist within the rehabilitation team. Additional external Clinical Supervision with an appropriate specialist should also be utilised.
9. The post-holder shares responsibility for the supervision, support, delegation of work, & education of the rehabilitation support worker, ensuring that supervision, 1:1 meetings, appraisals, delegation of work and education sessions are conducted in a timely and quality manner.
10. Support and advise any new members of staff, students and the wider MDT as required
11. Develop the area of clinical speciality of physiotherapy in palliative care. Maintain accurate patient records, maintain own knowledge on current best practice, lead projects and direct staff to ensure implementation of best practice.
12. Be a key member of the hospice MDT including assessment, planning and safe discharge of inpatients.
13. Undertake a specialist physiotherapy assessment of patients, and plan and deliver effective programmes of treatment from a range of specialist therapeutic techniques appropriate to patient using best evidence based practice.
14. Use an adaptive rehabilitation approach, focusing on function, self-management, SMART goal setting and enablement.
15. Provide specialist palliative physiotherapy to patients in hospice inpatient unit, day unit and outpatient programmes. Work with patients individually or in groups
16. Provide specialist palliative physiotherapy to identified patients in Nobles hospital, RDCH and the community. Liaise with appropriate teams and document in the patient Hospital/Community notes as required.
17. Work in the community as a lone practitioner or alongside colleagues, including to assess the risks of a patient returning home and make recommendations for future care.
18. Participate in the provision of a specialist outpatient treatment programme for those experiencing fatigue and breathlessness
19. Be responsible for physiotherapy equipment based in hospice
20. To participate in the delivery of training both within Hospice and externally as appropriate.
21. Contribute to the writing and review of Hospice policies, Standard Operating Procedures, risk assessments and reports relevant to the B6 Physiotherapist role.
22. The post holder is required to undertake measurements and evaluation of their current practice through the use of audit, outcome measures and evidence based practice (EBP) and make recommendations for change to senior staff.
23. The post holder will be expected to act sensitively and diplomatically in the discussions of the diagnosis of the patient’s condition and the prognosis in relation to any physiotherapeutic intervention. The post holder will also be expected to answer any questions patients and carers have in a manner as to not offend or give false hopes. Any situations that occur beyond the remit of the post holder will be directed to the appropriate person(s).
24. The post holder will actively appreciate the diversity of patient characteristics and treat all clients with equal fairness, and respect and uphold their dignity.
25. To deputise for the Band 7 physiotherapist in their absence, and take responsibility across the service, for operational management of workload, allocating and organising the work of support staff and volunteers, to meet service priorities on a daily basis.

This job description is not meant to be exhaustive and you may be asked to carry out other reasonable duties. It will be reviewed on a regular basis and adapted as required to reflect the changing needs of the service.

**Health and Safety**

Hospice Isle of Man is dedicated to the health safety and welfare of all its staff and volunteers. All employees will be responsible for their own health, safety and welfare, and that of others who may be affected by their actions or omissions, and for identifying and reporting any possible risks or near misses to a responsible manager. The employee will observe appropriate legislation and codes of practice in connection with their role.

**What we need you to have: our Person Specification**

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| **Education and Qualifications** | **Is it essential or desirable** | **How we will assess** |
| BSc (or equivalent) in Physiotherapy  | **E** | **A & D** |
| Current registration with the Health and Care Professions Council | **E** | **D** |
| Post Graduate award in Care of the Dying Patient and evidence of Continuing Professional Development | **D** | **D** |
| Post Graduate training in a specialist field e.g. acupuncture, moving and handling, respiratory care. | **D** | **D** |
| Accreditation as a Practice Placement Educator (APPLE) | **D** | **D** |
| **Experience:** |
| Minimum of 2 years postgraduate experience working in core clinical areas of ward and outpatient settings. | **E** | **D** |
| A working knowledge of Palliative and community care | **E** | **A & I** |
| Knowledge of a range of Cancers and life limiting conditions. | **E** | **A & I** |
| Understanding of and experience in group work and group dynamics. Experience of planning, delivering and evaluating groups. | **D** | **A & I** |
| Experience and knowledge in working with patients experiencing fatigue and breathlessness | **D** | **A & I** |
| Experience working in the community setting | **D** | **A & I** |
| Demonstrate knowledge of legal and professional responsibilities of the profession. | **D** | **A & I** |
| **Skills/Competencies:** |
| Ability to communicate effectively and in a sensitive manner; have excellent communication, negotiation and persuasion skills; and the ability to communicate with those who have a range of communication issues. | **E** | **A & I** |
| Good clinical skills and evidence of clinical reasoning. | **E** | **A & I** |
| Good computer skills | **E** | **A & I** |
| Has an empathy and understanding of issues encountered by patients with life limiting and life threatening conditions | **E** | **I** |
| Able to work within a team and able to confidently and competently work alone. | **E** | **A & I** |
| Ability to organise, prioritise and delegate work load | **E** | **A & I** |
| Ability to recognise when to seek advice. | **E** | **I** |
| Experience of supervising and appraising staff | **D** | **A & I** |
| Demonstrate leadership skills including the ability to motivate, encourage and lead through change | **D** | **A & I** |
| **Personal Qualities/Behaviours:** |
| Full understanding of responsibility, accountability and delegation | **E** | **I**  |
| Supportive and encouraging | **E** | **I** |
| Flexible and adaptable | **E** | **I** |
| Calm, confident, insightful and objective | **E** | **I** |
| Ability to deal with complex & difficult emotional situations; tactful and diplomatic | **E** | **I** |
| Respond positively to change | **E** | **I** |
| Ability to motivate self and others | **E** | **I** |
| **Other:** |
| Commitment to your own personal development | **E** | **A & I** |
| A commitment to the vision, values and objectives of Hospice Isle of Man’s Strategy. | **E** | **I** |
| Punctual with a good attendance record | **E** | **A** |
| Full driving licence with access to own vehicle | **E** | **A & D** |
| A Full Enhanced DBS (Disclosure and Barring Service) Check will be required for this role | **E** | **D** |

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| **How we will assess you** |
| **A** Application & CV | **I** During your interview | **D** When you produce  your documents | **T** Test to assess your  practical competence |