

**ELLENOR  
JOB DESCRIPTION**

<b>JOB TITLE:</b>	<b>Senior Physiotherapist</b>
<b>ACCOUNTABLE TO:</b>	<b>Operational Wellbeing Lead</b>
<b>RESPONSIBLE FOR:</b>	<b>Therapy Assistant and Volunteers</b>
<b>BASE:</b>	<b>Gravesend</b>
<b>SALARY:</b>	<b>Salary £32,933- £40,503 (Band 6 equivalent)</b>

**Ellenor** is the provider of all-encompassing hospice care for both adults and children living in Dartford, Gravesham and Swanley, and children in West Kent and Bexley.

The organisation has Inpatient and Day facilities at Gravesend, a comprehensive Hospice at Home service for adults and children with a range of outpatient and community services, all supported and delivered through a multi-disciplinary team approach.

**Job Summary:**

To provide an effective and efficient Physiotherapy service across all areas of the Hospice in order to deliver a high standard of holistic care to patients and carers who have palliative and supportive care needs. The post holder will work alongside internal staff and volunteers, patients, their families and carers to provide support and evidence-based interventions to promote quality of life and maintain independent functioning for as long as possible. A forward-thinking approach is required and commitment to maintaining dignity for all whilst delivering therapeutic input.

**Relationships:**

**Internal:**

- Occupational Therapist and Therapy Assistants
- Inpatient Unit
- Living Well Service
- Wellbeing Service
- Adult Hospice @ Home Service
- Children's Service
- Doctors Team
- Facilities staff

**External:**

- Kent Hospice Physiotherapists
- Alzheimer's & Dementia Support Service
- Local community groups
- Darent Valley Hospital Physiotherapists
- Community Neuro Rehabilitation Team, Falls Team, Rapid Response and Rehabilitation Therapists
- Local equipment providers/retailers
- Carers First and Crossroads

### **Duties and Responsibilities:**

- To use evidence-based knowledge and clinical reasoning to undertake complex clinical assessments in a relevant location to identify needs, treatment aims and goals in collaboration with the patient, carer and wider Multi-Disciplinary Team (MDT) in order to maintain or improve physical functioning.
- To work as part of the Allied Health Professionals within *ellenor*, developing therapy services to ensure that wellbeing and quality of life for patients is promoted across all settings.
- To lead and deliver in the planning and ongoing service development of the physiotherapy and related services.
- To promote the key values of palliative care for patients, families and carers, ensuring equitable access to physiotherapy service.
- To undertake physiotherapy assessment and design management programmes for patients, maintaining records as an autonomous practitioner
- To use excellent communication skills to engage patients in purposeful treatment programmes.
- To determine patients' level of understanding of treatment plans to ensure valid patient consent and work within legal frameworks with patients who lack capacity to consent.
- To make referrals, reports and recommendations verbally and in writing to the MDT, external agencies and services as required.
- To prioritise referrals and manage own caseload, delegating as appropriate.
- To use advanced assessment and analytical skills and expert clinical reasoning in order to interpret and analyse clinical and non-clinical facts to form accurate assessments.
- To formulate and implement graded treatment plans, analyse progress and adjust plans appropriately.
- To oversee treatment plans delegated to therapy assistants and volunteers, maintaining responsibility for overall care of patient.
- To manage patient safety and clinical risk within own caseload, being aware of the boundaries of own practice.
- To be professionally and legally responsible and accountable for all aspects of own work including the management of patients on own caseload.
- To plan and deliver specialist education, advice and support sessions for patients and carers in a group setting.
- To maintain and develop knowledge of evidence-based practice and own competencies through Continuing Professional Development (CPD) activities.
- To ensure that the patient's dignity is promoted and respected and that equality and diversity are a priority in the care of patients their families and carers.
- To work collaboratively with other departments and services to ensure patients receive a seamless service which fully meets their needs and those of their families and carers.
- To promote and develop effective working relationships with other internal and external health and social care professionals in order to ensure the delivery of a planned, and co-ordinated service.
- To maintain accurate, comprehensive and up-to-date documentation, in line with legal, organisational and departmental requirements, and communicate assessment and treatment results to the appropriate disciplines verbally or in the form of timely reports and using IT systems where necessary.
- To identify and investigate safeguarding issues with support from *ellenor* Safeguarding Leads, establishing and monitoring risk assessments, to ensure that control measures are in place to reduce risk.

- To participate in Multi-disciplinary team (MDT) meetings, to ensure effective exchange of information for best patient care, goal setting and care delivery.
- To represent **ellenor** and develop and maintain relationships with local networks, organisations, associations and groups to enhance and promote the work of **ellenor**.
- To maintain a flexible approach to working hours in order to meet the needs of the service.
- To work alongside external Physiotherapy services to reduce duplication and ensure patients are seen by the most appropriate professional.
- To practice and promote patient confidentiality at all times.

### **Administrative and Managerial**

- To be responsible for the safe and effective day to day running of the Physiotherapy service including therapy assistants and volunteers.
- Engage in the use of information and communication technology (ICT) and achieve the required level of competence.
- To act as a practice educator for work experience and other students undertaking training programmes including being named supervisor for Physiotherapy student placements.

### **Professional Development, Education and Training**

- Maintain professionalism through adherence to recognised Codes of Conduct from HCPC & CSP and work within the boundaries of **ellenor** policies.
- To take responsibility for attending training in line with organisational policy and current legislation.
- To participate in regular clinical supervision to identify learning and reflect on ways to ensure own needs in relation to training and support are met.
- To take responsibility for self development, identifying training and education needs.
- To participate in training and mentoring staff and students to increase understanding of the Physiotherapy role within **ellenor**.

### **Audit & Quality**

- To participate in clinical audits and research to improve clinical care and ensure developments are evidence based.
- To keep abreast of national agendas and published frameworks, guidelines, standards, protocols and policies to inform and develop service delivery.

### **Professional Conduct**

Each Registered Professional is responsible for his/her own actions and practice and is accountable to patients and those close to them for the care he/she administers and he/she must abide by the appropriate code of professional conduct.

### **Internal Communication**

To promote at all levels, **ellenor's** vision, values and strategic objectives.

To utilise the channels of communication developed across the organisation in order to be fully informed and engaged with service developments.

**Health and Safety**

The post holder has responsibility to take reasonable care of self and others in relation to managing risk, health and safety and will be required to work within the appropriate policies and procedures.

This job description is not intended to be restrictive, but is an outline of the main duties. The job description will be reviewed periodically to take into account developments in the organisation, department or role

**General**

- To be aware of the philosophy of the **ellenor** and to behave as a fit representative
- To abide by the **ellenor** general confidentiality policy
- To keep abreast of and work in accordance with **ellenor** policies.
- To undertake bi-annual performance review when personal development plan will be discussed
- To attend training when required

At **ellenor** we are committed to creating and managing a safe working environment for all our staff, visitors, volunteers and patients. All **ellenor** employees are expected to know, understand and deliver their Safety Responsibilities. All **ellenor** employees may be set at least one Safety Objective by their manager or supervisor which must be delivered if they are to meet their objectives.

Postholder's Name .....
Postholder's Signature ..... Date .....
Manager's Name .....
Manager's Signature ..... Date .....

**ELLENOR**

<b>PERSON SPECIFICATION</b> <b>Senior Physiotherapist</b>
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	Essential	Desirable	Application/ Interview
<b>EDUCATION AND TRAINING</b>			
Degree or Diploma in Physiotherapy	X		A
Registered to practice with HCPC	X		A
Hold a current driving license and have use of a car for work	X		A
Member of CSP and Specialist Section		X	A/I
<b>EXPERIENCE</b>			
Post-registration working as Physiotherapist for at least 2 years	X		A
Working as a Physiotherapist in a community and/or hospital setting	X		A/I
Working as part of an MDT	X		A/I
Experience of student education		X	A/I
Experience of palliative care		X	A/I
<b>KNOWLEDGE AND SKILLS</b>			
Excellent communication skills, verbal and written and able to create reports	X		A/I
Excellent Physiotherapy assessment and treatment skills	X		A/I
Excellent organisational and time management skills with ability to prioritise	X		A/I
Ability to work flexibly to ensure patients' needs are met in a timely manner	X		A/I
Good understanding of palliative and end of life care		X	I
Proactive, able to work alone using own initiative	X		A/I
Experience in assessing and providing equipment to promote safety, independence and quality of life	X		A/I

Computer literate, able to use Microsoft packages, email, the internet, web searches and databases	X		A
Understanding of breathlessness management		X	A / I
<b>PERSONALITY AND DISPOSITION</b>			
Enthusiastic and motivated with a good sense of humour	X		I
Positive can-do attitude /Flexible approach	X		I
Reliable, determined, disciplined and self motivated	X		I
Ability to work autonomously and as part of a team	X		A/I
Ability to demonstrate empathy and compassion in difficult situations	X		I
<b>PHYSICAL REQUIREMENTS</b>			
Ability to assist where necessary in moving and handling of patients using appropriate techniques	X		A/I
Ability to visit patients homes and physically move around property when measuring for adaptations	X		A/I