

**Queenscourt Hospice  
Role Description**

**Post:**                      **Therapy Team Lead (Physiotherapist)**

**Reportable to:**        **Clinical Lead Nurse (Connect)**

**Accountable to:**      **Director of Nursing Services**

**Grade:**                  **Clinical Band 7**

**Role summary:**

To provide a person-centered physiotherapy service to patients and their families who are referred for specialist palliative care within Queenscourt or the community of Southport, Formby and West Lancashire specialist palliative care services.

To provide leadership and management of the Queenscourt therapy team including the development and delivery of hospice and specialist palliative care programmes.

Ensure the therapy services work as part of the Queenscourt Integrated Specialist Palliative Care service team to ensure a holistic approach is taken to help maintain and/or improve quality of life for patients with a life limiting diagnosis and engage with the wider MDT multidisciplinary team.

Act as a mentor and support for staff in the therapy team. To be involved in the provision of specialist palliative care education to other health care professionals.

To participate Clinical Governance and Clinical Audit to ensure safe, evidence based patient care

**Main Duties and responsibilities**

Clinical

1. To assess, plan, implement and evaluate the care of patients within the specialist palliative care service. To manage a caseload of patients, using evidence based and patient centered principles to undertake discipline specific assessments, planning, implementation and evaluation of interventions.
2. Work with patients on an individual or group basis either in a community or hospice setting.
3. To collaborate with the appropriate external agencies to ensure the continuity of patient care on discharge and within the community.
4. To undertake home visits as necessary to enable continuity of care and seamless service provision.
5. To maintain an up-to-date knowledge of specialist equipment identifying shortfalls to improve the overall service to patients. Ensure the effective and safe prescription and use of standard and specialized equipment to meet the patient needs in a timely manner, taking into account all Health and Safety regulation (including being

responsible for moving and handling issues associated with the provision of equipment).

6. To work as an integral part of the multi-disciplinary team, ensuring that the needs of patients and carers are identified within a holistic framework ensuring an inter-disciplinary approach.
7. To provide accurate and legible information both verbally and in writing at all times, ensuring that records of patient treatment are appropriately maintained and reflect the care, advice or treatment given, in accordance with Queenscourt policy.
8. As a core member of the Integrated Palliative Care Service ensure therapy (OT and Physio) attendance at weekly MDT meetings and daily board rounds.
9. Advise on and teach patients, carers and other professionals about appropriate physiotherapy programmes such as breathless management and Metastatic spinal cord compression.
10. To demonstrate awareness of the Queenscourt policies and procedures working within these at all times.
11. To demonstrate awareness of individual responsibilities in relation to the prevention of infection within the Hospice and to work at all times within the Hospices Infection Control Policy and Procedures.
12. Be responsible for the prescribing, issuing and maintenance of equipment including wheelchairs to patients with specialist palliative care needs.

#### Professional

13. Ensures own registration with the Health Professions Council, and is aware of the HPC Code of Professional Conduct and Scope of Professional Practice.
14. Maintain a professional portfolio and update it in accordance with HPC recommendations. Identify any training needs at annual appraisal.
15. To be involved in developing policies appropriate to therapy team interventions.
16. To ensure the maintenance of confidentiality in respect of staff, volunteer and patient records and all privileged information relating to the services of Queenscourt.
17. To promote and foster Queenscourt's reputation and standing within the community, and with private, statutory and voluntary sector agencies and organisations.
18. To be accountable for the Queenscourt therapy service, liaising with the Director of Clinical Services to ensure the service develops in accordance with the changing needs of patients and their families.
19. To be involved in the audit group as part of the continuing quality improvement programme expected within Queenscourt.
20. To be aware of current research initiating new concepts and ideas to improve the care offered to patients and their families in consultation with the senior team.

#### Education

21. Collaborate with the education team at Terence Burgess Education Centre to deliver appropriate specialist palliative care education within Queenscourt and the wider community
22. Be involved in and responsible for both mandatory and in service training as and individual and a therapy team, as stipulated in Queenscourt policies
23. Be prepared to submit articles at local, national and international level to extend own professional image and competencies
24. Take every opportunity to extend own knowledge about specialist palliative care and physiotherapy in general.

### Management

25. To be responsible for the day-to-day leadership and management of the therapy team including safe staffing numbers and skill mix.
26. To carry out an annual development review and personal plan for each member of the therapy team and ensure it is achieved.
27. In collaboration with the senior clinical team, ensure that all services meet the requirements of the Care Quality Commission (CQC) as referenced in the National Care Standards and Regulations.
28. Be cost efficient and effective in the use of resources keeping within the budget as set by line manager.
29. Work with the senior team to ensure staffing establishment is maintained, and sickness and absence of therapy team is managed appropriately through the relevant HR policies.
30. Be accountable for efficient time management and prioritising skills in respect of service provision working alongside the Clinical Lead for Connect.
31. To collaborate with other members of the multi-professional team to achieve both organisational and patient goals.
32. In conjunction with the medical team, participate in the acceptance and allocation of patients within Connect services.
33. To facilitate and assist with the induction of new staff across clinical services.
34. To act across and provide support for the wider Connect team in the absence of the Clinical Lead.
35. Assistance in the collation of data and prepare for reporting in any required format.

### **Policies and Procedures**

36. Understand and comply with the policies and practices of Queenscourt
37. To participate in an annual development and review process.
38. To attend statutory training in accordance with Queenscourt requirements.

### **Health and Safety**

39. The post holder must familiarise themselves with matters relating to health and safety management as they affect them personally and/or Queenscourt, reporting any potential risks to life or property immediately in accordance with the Queenscourt's Health and Safety policy and procedures. Staff must use all equipment provided to undertake their role safely.

### **Other**

40. Maintain absolute confidentiality in all areas of work.
41. Behave at all times with complete integrity, respect and professional dignity ensuring actions enhance the reputation of themselves and the charity.
42. Any other duties commensurate with the grade and post.

NOTE: Within this role, there will be a requirement for social contact with patients and/or patient families.

This document does not attempt to describe all the tasks to be performed. It will be open to periodic review and as a minimum will take place annually as part of the appraisal process and as a result, alterations and additions may be made.

**Person Specification – Physiotherapist**

<b>Attributes Required</b>	<b>Essential</b>	<b>Desirable</b>	<b>How tested</b>
<b><u>Qualifications</u></b>	<ul style="list-style-type: none"> <li>• BSc in Physiotherapy and registration with the Health Professional Council HCPC and CSP</li> <li>• Mentorship/Teaching/Assessing in Practice</li> <li>• Advance Communication Skills Training (or willing to undertake)</li> <li>• Palliative Care qualification (or willing to undertake)</li> </ul>	<ul style="list-style-type: none"> <li>• Opening the Spiritual Gate Training</li> <li>• Acupuncture Qualification</li> <li>• Level 7 study</li> </ul>	Application Form Certificates
<b><u>Experience</u></b>	<ul style="list-style-type: none"> <li>• Substantial post-graduate experience</li> <li>• Experience of multi-disciplinary team working</li> <li>• Teaching experience</li> <li>• Participation in clinical audit +/- research</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of using computerised patient records</li> <li>• Previous experience working for a charity</li> <li>• Palliative Care experience and experience of working in the community</li> </ul>	Application Form Interview References
<b><u>Skills &amp; knowledge</u></b>	<ul style="list-style-type: none"> <li>• Ability to work as an autonomous practitioner</li> <li>• Understanding of specialist palliative care provision</li> <li>• Evidence of continuing professional development</li> <li>• Knowledge of current healthcare and physiotherapy policy and provision</li> <li>• Advanced clinical assessment skills</li> <li>• Commitment to professional development</li> <li>• Ability to work across a wide range of patient demographics</li> <li>• Evidence of highly developed communication skills, written and verbal</li> <li>• Excellent interpersonal and organisational skills</li> <li>• Able to work effectively in an emotionally demanding environment; understanding and sensitivity to the needs of people with life-limiting illnesses</li> <li>• Computer literate</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge and understanding of the Hospice movement</li> </ul>	Application Form Interview References Test
<b><u>Personal Qualities</u></b>	Highly motivated; self-directed; calm attitude; can demonstrate initiative; team player who can demonstrate a positive and flexible approach and a willingness to work across clinical services wherever patient need requires it; an understanding of the charitable ethos and of working with volunteers		References Interview

<b><u>Disclosure and Barring Service (DBS)</u></b>	This post is subject to a disclosure and barring check
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