

The ROYAL MARSDEN
NHS Foundation Trust

Senior Adult Oncology
Rehabilitation Lead



NHS

At The Royal Marsden, we deal with cancer every day, so we understand how valuable life is. And when people entrust their lives to us, they have the right to demand the very best. That's why the pursuit of excellence lies at the heart of everything we do.



Life demands excellence



Dear candidate,

Thank you for applying to join the Clinical Services team at The Royal Marsden.

This candidate pack contains all the information you need to apply for the post.

The Royal Marsden has a vital role in championing change and improvement in cancer care through research and innovation, education and leading-edge practice. We are incredibly proud of our international reputation for pushing the boundaries and for our ground breaking work ensuring patients receive the very latest and best in cancer treatment and care.

At the heart of the organisation are our dedicated staff. Their exceptional commitment and professionalism is commented on by so many of our patients.

The Clinical Services Division provides an incredibly diverse set of services to our patients. Although some of these services are hidden away from our immediate view, they are essential to the smooth running of our patient pathways, and often make vital contributions to the Trust's Research Strategy.

I wish you every success with your application to join our team, and be part of this amazing work.

Best wishes,

Sofia Colas
Divisional Director, Clinical Services

A handwritten signature in black ink, appearing to be 'Sofia Colas', written over a faint horizontal line.

Job title

Senior Adult Oncology Rehabilitation Lead

Terms and Conditions of Service

Trust Terms and Conditions of Service

(fixed term to 31.03.2023)

0.8 WTE

Grade

Band 8a

Location

Sutton

Reports to

Associate Leads Therapies (Professional Lead for Physiotherapy)

Accountable to

Head of Therapies

1.0 Job Purpose

The Senior Adult Oncology Rehabilitation Lead is responsible for leading and delivering an expert level of physiotherapy and rehabilitation clinical practice within the field of older people with cancer. This physiotherapy role is part of a multidisciplinary team dedicated to the care of older people with breast cancer receiving systemic anticancer therapy. The Physiotherapist will lead the rehabilitation team, working alongside an Advanced Nurse Practitioner, a Dietician, an Occupational Therapist, a Pharmacist and a medical doctor, in the expert assessment and rehabilitation of this specific cohort of individuals. He/she will use expert clinical reasoning and knowledge in their specialist field to further develop clinical skills and support other Therapy colleagues, evaluate clinical practice and implement change to ensure a high quality, evidence-based and personalised care for older individuals with breast cancer. The scope of this project role is in breast cancer for twelve months. The post holder will develop a dedicated service and pathway for older individuals with cancer planned to be implemented in other tumour groups and will be the Allied Healthcare Professional lead for the project.

2.0 Key areas of responsibility

- 2.1 Practice as a lead specialist physiotherapist for supported self-management, exercise promotion, healthy eating from the point of diagnosis, prehabilitation through to senior adult oncology
- 2.2 Draw on specialist expertise in cancer/long term conditions to apply these skills to the management of older individuals with cancer in line with the national and international guidelines.
- 2.3 Undertake a specialist case load prioritising and assessing patients with complex problems
- 2.4 Work collaboratively across therapies to identify scope and implement service improvement opportunities. With the Associate Lead and Professional Leads for Dietetics and Physiotherapy, the Medical Oncology Consultant, and Lead Advanced Nurse Practitioner and the Pharmacist in identification, development and

implementation of strategic therapeutic opportunities in relation to older people with cancer; focusing on exercise delivery within this field, incorporating evidence-based practice and the evaluation of services.

- 2.5 Have an understanding of the physiological, psycho-social, spiritual and cultural needs of older patients with cancer and their caregivers. To develop a positive, realistic and supportive attitude to ensure that the needs of the patient and caregivers are met.
- 2.6 Have an understanding of the importance of comprehensive geriatric assessment as an important evaluation of crucial domains for the wellbeing of older individuals with cancer (including functional status, comorbidities, cognition, nutrition, psychologic status, polypharmacy and social support and activity, geriatric syndromes) and as a key driver of personalised and holistic care in this cohort.
- 2.7 Lead on the evaluation of functional status in older patients with cancer with validated tools and address functional impairments with relevant interventions (strength and balance training, device evaluation, home exercise programmes, fall prevention discussions, home safety valuation, rehabilitation) in order to maximise their health ahead and during systemic anticancer therapy in the context of
- 2.8 Incorporate relevant Department of Health, professional and organisational policies/guidance into service developments relevant to prehabilitation and senior adult oncology.
- 2.9 Take the lead in the development of clinical education in supporting older people with cancer, supported self-management, nutrition and exercise.
- 2.10 Facilitate and provide education and support, to enable staff to develop their skills in assessment, clinical reasoning, appropriate goal setting and the formation of treatment plans for older patients with long term conditions as a consequence of their underlying cancer or its treatment.
- 2.11 Act as an educational resource, where appropriate, within an area of expert practice. Critically appraise current literature relevant to prehabilitation and senior adult oncology including supported self-management and exercise.
- 2.12 Liaise with the Associate Leads to implement changes in clinical practice as appropriate.
- 2.13 Take a lead role in leading and facilitating the implementation of the outcomes of clinical audit and evidence-based research within the post holder's clinical speciality.
- 2.14 Take the lead on the project alongside the Advanced Nurse Practitioner, and provide direct line management to other Allied Healthcare Professionals in the project team
- 2.15 Manage proactively the psychological needs of older patients with cancer within the post holder's competencies and refer them to the Trust Adult Psychological Support Service where appropriate and more specialist input is required.

3.0 Clinical Responsibility – Patient care

- 3.1 Act as a lead specialist Physiotherapy resource within the field of older people with cancer. This uses wide ranging expert clinical skills and knowledge necessary to the post holder's speciality and the application of these to the senior adult oncology setting.
- 3.2 Be professionally and legally accountable for all aspects of own work, including the management of patients and support physiotherapy colleagues to do similarly.
- 3.3 Be an autonomous as a practitioner and undertake a significant specialist case load prioritising and assessing older patients with complex problems manage clinical risk within this caseload and balance this against other work areas.

- 3.4 Provide clinical leadership for multi-professional colleagues. This necessitates the acquisition and application of highly specialist profession specific (e.g. physiotherapy or dietetics) and senior adult oncology skills.
- 3.5 These skills will impact on the expert assessment and treatment of older patients with cancer and will enable a comprehensive and integrated approach to holistic care. Older patients present with diverse or complex presentations/multiple pathologies. These may include symptoms directly related to the disease process, symptoms related to treatment, or symptoms arising from pre-existing pathologies. Use expert clinical reasoning skills and manual assessment techniques to provide and communicate an accurate profession specific diagnosis for patients with complex problems and place this within the context of their cancer and its treatment.
- 3.6 Use expert listening skills to understand the physical, emotional and psychological needs of patients and carers and incorporate these into treatment planning. This includes the ability to interpret and respond to patient's unsaid needs, to respond to an opening that the patient may provide and to refer patients to the appropriate health care professional to address this need.
- 3.7 Plan and provide individualised treatment programmes incorporating patient focused goals, outcome measures and plans for supported self –management. This will be based on specialist knowledge of physiotherapy techniques and treatment options, expert handling skills, a sound knowledge of evidence-based practice, and a knowledge of cancer and its treatment and the care of older individuals.
- 3.8 Assess patient understanding of treatment proposals and gain valid informed consent to implement the treatment programme.
- 3.9 To have the capacity to work within a legal framework with patients who lack the capacity to consent to treatment. Use a range of verbal and non-verbal communication skills and strategies to communicate effectively with patients, For example patients may be unable to accept their diagnosis, may have a hearing loss, visual impairment, affected speech, cognitive problems or have a learning disability.
- 3.10 Evaluate patient progress and to re-assess and alter treatment programmes if required. Evaluate the outcomes of interventions and assist other staff in carrying this out.
- 3.11 Use advanced communication skills to work with patients and carers in highly complex/sensitive situations, break bad news and discuss end of life issues where appropriate
- 3.12 Use advanced communication skills, embedded in What Matters to You and expert clinical reasoning to enable the patient and carers to adapt psychologically to disease, role changes and disability and to set realistic goals.
- 3.13 Advise and support Bands 7, 6 and 5 physiotherapists, dietitians, OTs and SLTs to develop advanced communication and clinical reasoning skills to work with patients and carers in complex/sensitive situations, enabling them to adapt to the physical, psychological and emotional impact of their disease.
- 3.14 Develop comprehensive personalised care plans in collaboration with the patient, carers and the appropriate multi-disciplinary team members.
- 3.15 Establish links with appropriate local services to allow the smooth transfer of care of patients with a complex oncology diagnosis on discharge.
- 3.16 Act as a resource for other Trust staff on appropriate onward referral of patients.
- 3.17 Take a lead role within their significant specialist case load to represent the Therapies service and individual patients/carers at relevant multi-disciplinary meetings and case conferences to ensure the delivery of a co-ordinated multidisciplinary service, and integrate physiotherapy treatment into the treatment programme and discharge planning.
- 3.18 Supply and develop relevant written advice and information in line with department protocols. Assess for and issue appropriate appliances and/or equipment in line with the Equipment Loan Policy and Medical Devices Agency Regulations

- 3.19 Use moderate physical effort. If the postholder is a physiotherapist, very advanced handling skills, manual dexterity and coordination on a daily basis to assess, treat, mobilise and move patients. With more complex patients this may require the considerable physical effort of more than one therapist. Comply with the Trust Manual Handling Policy and local therapeutic handling guidance at all times Use advanced personal coping strategies to work with a specialist caseload in the oncology setting.
- 3.20 Therapists working within this setting have daily exposure to breaking bad news, patients with progressive disease and those who are in the terminal stages of their illness. Provide support to Bands 7, 6 and 5 Therapists as required.
- 3.21 To develop pathways and networks with community teams to support ongoing rehabilitation and maximise the health of older people with cancer.
- 3.22 To embed risk reduction for lymphoedema early in the pathway in conjunction with the Advanced Clinical Practitioner for Lymphoedema.

4.0 Education and Development Responsibilities

- 4.1 Be responsible for maintaining own competency to practice through CPD activities, regular supervision in the specialist field and the maintenance of a portfolio, which reflects personal development.
This will ensure that an up to date clinical and professional knowledge is maintained in order to provide a very advanced level of professional expertise within the service.
- 4.2 Take an active role in the staff appraisal scheme as an appraisee and be responsible for setting and agreeing a personal development plan with the Head of Therapies.
- 4.3 Take the lead in the development of clinical education in senior adult oncology in Therapies by participating and facilitating in-service training cross site.
- 4.4 Provide clinical supervision for staff working with older patients who have complex problems as a consequence of their underlying cancer or its treatment.
- 4.5 Facilitate and provide education and support, to enable staff to develop their skills in assessment, clinical reasoning, appropriate goal setting and the formation of treatment plans for older patients with complex problems and are living with a long-term condition (i.e. cancer).
- 4.6 Provide practical sessions where appropriate, to share and pass on skills of expert clinical practice and therapeutic handling.
- 4.7 Facilitate and supervise staff to develop their skills in the recording of intervention with complex patients concisely and accurately and to use appropriate outcome measures.
- 4.8 Facilitate reflective practise with individuals and within the department where appropriate. Participate in and promote training and education in senior adult oncology both formally and informally within the Trust.
- 4.9 Use presentation skills to prepare and present regular formal education sessions in senior adult oncology where relevant and take an active role in the education of students within the Royal Marsden School.
- 4.10 Undertake relevant external lecturing commitments pertaining to the care of older adults with cancer in order to share knowledge. A minimum of two external lecturing commitments a year would be expected.
- 4.11 Act as an educational resource, where appropriate, within the field of senior adult oncology. This may include written articles, providing specific education for other health care professionals and members of the public.

5.0 Clinical Audit and Research Responsibilities

- 5.1 Critically appraise current literature relevant to older people with cancer, sarcopenia, the research of exercise, nutrition, and supported self-management in the older cancer population and liaise with the Associate Leads to implement changes in clinical practice as appropriate.
- 5.2 Initiate and actively participate in the process of clinical governance in line with Trust and national drivers.
- 5.3 Encourage and enable staff participation in the clinical audit process within senior adult oncology.
- 5.4 Take a lead role in leading and facilitating the implementation of the outcomes of clinical audit and evidence-based research within senior adult oncology.
- 5.5 Work in conjunction with the Senior Adult Oncology multidisciplinary team members (Allied Healthcare Professionals, Advanced Nurse Practitioner, Pharmacist and doctor) to identify areas of advanced practice relevant for research with recognition of the impact these may have on service delivery and to take forward relevant pilot projects or research proposals. Advise the Head of Therapies and Associate Leads accordingly.

6.0 Leadership Responsibilities

- 6.1 Act as a lead within the field of senior adult oncology and rehabilitation, prehabilitation, nutrition and exercise embedding the principles of supported self- management.
- 6.2 Identify, develop and implement strategic therapeutic opportunities in this field; focusing on exercise and nutrition delivery and incorporating evidence-based and personalised practice and the evaluation of services
- 6.3 Take a lead role to represent Therapies in the development of relevant patient pathways and contribute to relevant multi-professional working parties within the specialist field of senior adult oncology.
- 6.4 Incorporate relevant evidence-based practice, Department of Health, professional and organisational policies/guidance into service developments.
- 6.5 Work in conjunction with the Associate Leads to ensure that service developments are incorporated into the wider Therapy Strategy and the wider Trust strategic aims and objectives.
- 6.6 Work in conjunction with the Associate Leads and Head of Therapies to ensure that appropriate patient experience and involvement is incorporated into service review and development in line with Trust principles.
- 6.7 Raise the profile of the Therapies department and take an active role in the promotion of Physiotherapy, Dietetics, Occupational Therapy and Speech and Language Therapy in prehabilitation and senior adult oncology by developing close links with appropriate consultants and collaborating with the wider multi-professional team both within the Trust and externally to include the RM Partners Cancer Alliance.
- 6.8 Take a lead role in the promotion of supported self- management for this patient group including co-ordinating and participating in tumour specific Health and Wellbeing Events Represent the Trust on relevant external committees and working parties, across the cancer network or nationally to provide advice and expertise in physiotherapy in relation to living with and beyond cancer, promotion of multi-modal prehab and supported self-management.
- 6.9 In collaboration with the Associate Leads develop, implement and review policies and procedures for the service in the area of senior adult oncology.

- 6.10 In collaboration with the Associate Leads for Therapies inform and deliver a Clinical Governance Strategy for the Physiotherapy Service supporting more junior colleagues. Keep up-to-date, accurate and relevant statistical records, provide data, information and reports as required by The Head of Therapies and Divisional team. Ensure that high standards of documentation are maintained. These should meet professional and departmental standard

7.0 Managing People & Resources

- 7.1 All posts with responsibility for managing staff are expected to lead, motivate, develop and reward staff and are required to comply with the Trust's policies and Manager's Code of Conduct.
- 7.2 Deputise for the Associate Lead of Therapies in their absence as required.
- 7.3 Assist the Associate Leads for Therapies with the effective recruitment and selection of staff in line with the Trust's Recruitment Code and Recruitment & Selection Processes and Standards.
- 7.4 Assist the Associate Leads for Therapies to ensure staff are appraised annually, have clear objectives which link to department, division/directorate or corporate objectives and a personal development plan.
- 7.5 Assist the Associate Leads for Therapies to identify training and development needs of staff in line with departmental and Trust Objectives and ensure all new staff receive core and departmental induction.
- 7.6 Assist the Associate Leads for Therapies to ensure performance issues are dealt with in an appropriate and timely manner and follow the Trust's Disciplinary or Poor Performance Procedures where formal action is necessary.
- 7.7 Observe and comply with the Trust's policies and procedures for Health and Safety ensuring the environment in which you and your colleagues work is safe, clean and tidy.
- 7.8 Comply with standard infection control precautions to prevent or minimise the spread of micro-organisms and communicable diseases to patients, staff and surrounding community.
- 7.9 Observe and continually promote equal opportunities in compliance with the Trust's policies on Equality and Diversity and Dignity at Work.
- 7.10 Ensure the benefits to patients are maximised through careful, economical and appropriate use of NHS resources including equipment, property, money, time, etc.

8. General Data Protection Regulation

You will familiarise yourself with the Trust's data protection policy which sets out its obligations under the General Data Protection Regulation and all other data protection legislation. You must comply with the Trust's data protection policy at all times and you agree that you will only access the systems, databases or networks to which you have been given authorisation. The Trust will consider a breach of its data protection policy by you to be a disciplinary matter which may lead to disciplinary action up to and including summary dismissal. You should also be aware that you could be criminally liable if you disclose personal data outside the Trust's policies and procedures. If you have any queries about your responsibilities in respect of data protection you should contact the Trust's Data Protection Officer.

9. Safeguarding and Wellbeing of Children and Vulnerable Adults

The Trust is committed to safeguarding and promoting the welfare of children and vulnerable adults. To achieve our commitment, we will ensure continuous development and improvement of robust safeguarding processes and procedures that promote a culture of safeguarding amongst our workforce. All staff are expected to be aware of national, organisational and departmental policies and procedures on safeguarding and promotion of the wellbeing of children and vulnerable adults and should be able to communicate this to others.

10. Health and Safety

All staff are required to make positive efforts to maintain their own personal safety and that of others by taking reasonable care, carrying out requirements of the law whilst following recognised codes of practice and Trust policies on health and safety.

11. Customer Service Excellence

All staff are required to support the Trust's commitment to developing and delivering excellent customer-focused service by treating patients, their families, friends, carers and staff with professionalism, respect and dignity.

12. Emergency Planning

In accordance with the Trust's responsibilities under the Civil Contingencies Act 2004 all staff are required to undertake work and alternative duties as reasonably directed at variable locations in the event of and for the duration of a significant internal incident, major incident or pandemic.

13. Equality and Diversity Policy

The Royal Marsden NHS Foundation Trust is committed to eliminating all forms of discrimination on the grounds of age, disability, gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex and sexual orientation.

14. No Smoking Policy

There is a no smoking policy at this Trust.

15. Review of this Job description

This job description is intended as an outline of the general areas of activity. It will be amended in the light of the changing needs of the organization, in which case it will be reviewed in conjunction with the post holder. Terms and Conditions of Employment
This post is exempt from the Rehabilitation of Offenders Act 1974, meaning that any criminal conviction must be made known at the time of application.

16. Employee Specification

Candidates must be able to demonstrate	Essential or Desirable	Assessed by
Education/Qualifications		
Registered AHP <ul style="list-style-type: none"> • Diploma/degree level qualification in AHP field (e.g. physiotherapy/ dietetics/ occupational therapy) • Membership of relevant professional group (e.g. Chartered Society of Physiotherapy) or equivalent indemnity cover • Registered with the Health and Care Professions Council (HCPC) • Master’s degree or studying towards a Master’s degree • Evidence of ongoing personal/professional development through maintenance of CPD portfolio and relevant post graduate courses • Membership of a relevant clinical interest group in physiotherapy 	Essential	Application form / Interview Application form / Interview
Qualification in oncology or speciality Diploma or Degree level study (or equivalent) Recognised teaching qualification	Desirable	Application form Application form Application form
Experience		
<ul style="list-style-type: none"> • Demonstrates considerable post graduate experience including at experience at Band 7 level within a specialist field • Demonstrates experience of the treatment of patients with cancer across the pathway • Demonstrates extensive experience of treating older patients with long-term conditions • Demonstrates experience of working within NHS and a clear understanding of NHS issues and how they relate to a specialist area • Able to demonstrate an ability to work in a variety of clinical settings <ul style="list-style-type: none"> • Experience of teaching within both formal and informal environments • Experience of clinical audit and/or research • Evidence Based Approach to practice • Experience of service development/improvement • Experience of clinical supervision and facilitation of staff development 	Essential	Application form / interview Application form / interview
<ul style="list-style-type: none"> • Experience of patient engagement and involvement 	Desirable	Application form / interview Application form / interview Application form / interview Application form / interview

Skills Abilities/knowledge		
<ul style="list-style-type: none"> • Demonstrable knowledge in multi-modal prehab, long term conditions, supporting self-management in senior adult oncology • Demonstrable knowledge of National Guidance around delivery of prehabilitation, rehabilitation and personalised care • Demonstrable knowledge of National Guidance around delivery of prehabilitation, rehabilitation and personalised care • Demonstrable knowledge of the importance of comprehensive geriatric assessments to evaluate and address the needs of older individuals with cancer in line with international guidelines • Highly advanced clinical reasoning skills • Advanced communication skills with particular ability to work in complex/sensitive situations with patients, carers, colleagues and the wider multidisciplinary team • Able to lead and manage a multidisciplinary team using skill in delegation, negotiation and conflict resolution • Able to demonstrate motivation and innovation • Presentation skills • Project management skills • Ability to work independently and as part of a team • Ability to show tact and to manage boundaries • Able to maintain judgement under pressure • Able to work without direct supervision • Ability to make decisions, organise and prioritise • Ability to keep accurate and legible patient notes • Detailed knowledge and understanding of clinical governance • Knowledge and understanding of safeguarding issues • Excellent organisational and time management skills • Computer literacy 	Essential	<p>Interview / References</p> <p>Interview / References</p> <p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p>
<ul style="list-style-type: none"> • Evidence of initiating and managing change within a service 	Desirable	<p>Application form / interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p>
Other Requirements		
<ul style="list-style-type: none"> • Can demonstrate a range of ways to recognise and manage stress in self and others • Able to work on both sites and to be flexible to meet the needs of the role • Able to carry out moderate to intense physical effort throughout the working day 	Essential	Interview

The above attributes have been identified by management to be necessary for this post, and will be used when short listing applicants for interview.