

North Bristol NHS Trust

Exceptional healthcare, personally delivered

Job Description

Job Details

Job Title: Highly Specialised Physiotherapist – Neuro-oncology (prehabilitation) 2 year fixed term

Grade: 7

Directorate: CCS

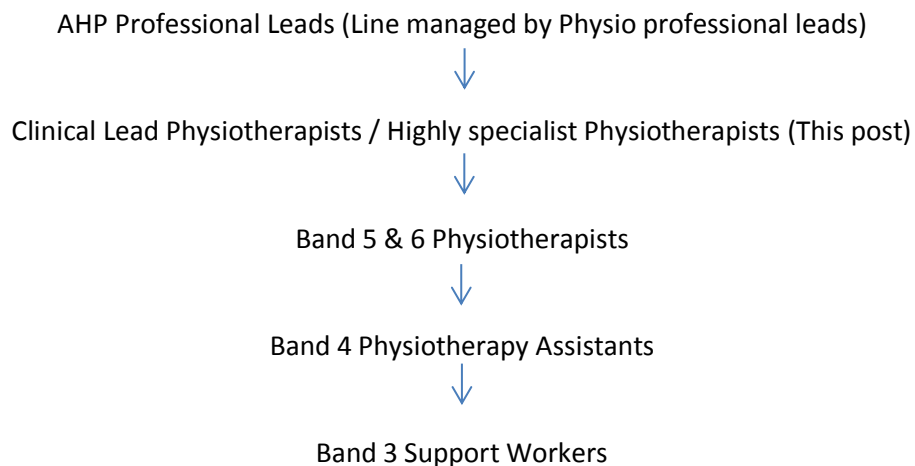
Location/Base: Southmead Hospital

Job Summary

- To undertake the role of a highly specialised neuro physiotherapist to plan, co-ordinate, deliver and evaluate the prehabilitation/pre-operative physiotherapy service for neuro-oncology patients.
- To work as an autonomous highly skilled and specialised clinician to provide a Neuro-physiotherapy service including assessment, treatment, advice and education to complex neuro-oncology patients in a pre-operative/prehabilitation setting as well as advice and education to those patients' relatives and carers.
- To work within the multi-disciplinary team to provide accurate, up to date and evidenced clinical information to Nursing, Consultant Medical staff and other AHPs, including complex clinical assessments, appropriate prehabilitation programmes and discharge planning.
- To ensure appropriate and timely onwards referrals to other relevant community-based services.
- To liaise with other agencies to ensure appropriate ongoing care and services for patients as required.
- To be a clinical specialist providing education and advice for this patient group within NBT and within community services covering the SWAG region supporting with patient management, pathway and discharge planning.
- To liaise closely with AHP leads and the neuro-oncology team to evaluate and develop therapy services for neuro-oncology patients.
- To provide jointly with the neuro-oncology OT and SLT B7s the leadership, support and development for the band 4 neuro-oncology support worker post.
- To attend and input to the weekly neuro-oncology MDT as appropriate/required.

- To lead service development and QI projects relevant to this post and contribute to research as relevant.
- To collate data on services, interventions and their outcomes to support future planning, business cases and dissemination to the Trust and partnerships working in neuro-oncology and wider cancer networks.

Organisation Chart/Accountability



Knowledge, Training, Experience And Skills Required

Training

- Diploma/degree in physiotherapy
- HCPC registration
- Evidence of advanced postgraduate training suitable for the post.
- Evidence of clinical neurological training and experience in managing complex neurosciences patient group. Experience in managing neuro-oncology patients is essential.
- Evidence of up to date, continuous professional development at a highly specialist level, including current and relevant in-service training, attendance of courses, reflective practice and up to date knowledge of research.

Experience

- Postgraduate experience working in neurosciences at a senior level (band 6 or above) in a variety of specialities.
- Experience of working with neuro-oncology patients.
- Junior experience in core specialities.
- Experience working with complex neurological pathologies disabilities, long term conditions particularly neuro-oncology.
- Experience in supervision of junior staff, assistants and students.
- Experience in prioritising and efficiently running a complex caseload.
- Experience working as a key member of multi-disciplinary team and wider

physiotherapy teams.

- Ability and experience in teaching at under-graduate level, to qualified junior staff, assistants, other professionals, patients, carers and relatives.
- Ability to provide leadership within physiotherapy and wider team.
- Experience of and participation in audits, clinical governance and research projects, including ability to identify service development needs.
- Ability to identify own training needs and development needs and to work within the appraisal framework.

Communication

Excellent communication skills at all levels:

Post holder will be required to liaise with

- Patients, carers, and relatives.
- MDT staff across the trust, particularly the neuro-oncology team as well as relevant professionals in other acute, community trusts and tertiary sector to facilitate discharges, educate and advise re: service needs and delivery
- Ability to discuss and give sensitive and/or bad news to patients and relatives, such as poor prognosis of rehabilitation, limited future mobility, and discuss consequences of diagnosis given.
- Ability to communicate with patients with language problems such as dysphasia or marked cognitive impairment
- Ability to use a range of verbal and non-verbal tools to communicate effectively with patients and carers to progress rehabilitation and treatment programmes.

Clinical skills

- High level/specialist skills to assess diagnose and develop individual physiotherapeutic prehabilitation and pre-operative management plans for the neuro-oncology patient group including patients with complex clinical and social needs.
- A high level of ability to use clinical reasoning, and evaluation of all treatments/ interventions.
- To be a source of clinical expertise in neuro-oncology and advice for more junior physiotherapists and also physiotherapy colleagues in other clinical specialties and in the community.
- A high level of manual handling and assessment of manual handling risk in relation to patients with neurological impairment or disability e.g. tonal changes
- A high level of therapeutic handling skills e.g. facilitation of movement.
- Ability to assess clinical information from a variety of sources and to evaluate and implement it as appropriate, individually and within the team.
- Ability to work as an autonomous clinician, using own initiative for the day-to-day prehabilitation assessment and treatment of neuro-oncology patients.
- Ensure the health and safety of patients, carers and staff during therapy and managing clinical risk.

Organisational

- To plan and manage own caseload to provide an efficient service and good use of physiotherapy resources.
- To be aware of and implement policies, standards and guidelines set by CSP, NBT

and other national bodies.

- To have good knowledge of health and safety policy and implement it in the area of responsibility
- To be able to participate in personal CPD and promote it within the Physiotherapy team and MDT particularly by participation in-service training.
- To be able to facilitate and undertake audit within the unit/Service and to analysis the outcomes of audit and their implications for the unit service.
- To contribute to clinical governance within the MDT and lead for physiotherapy issues.

Main Duties & Responsibilities Of The Post

Clinical Practice

- To manage and prioritise a complex neuro-oncology prehabilitaiton/preoperative clinic caseload.
- To work as an autonomous highly skilled practitioner in neuro-oncology in an outpatient/clinic setting
- To complete specialist and holistic assessment of complex neuro-oncology patients including appropriate outcome measures and therapy goals.
- To be a lead member of the interdisciplinary team and liaise closely with the neuro-oncology teams at all levels.
- To provide effective and efficient evidence-based physiotherapy management to this neuro-oncology caseload.
- To act as a resource for physiotherapists and other professionals in the trust and community to ensure delivery of a co-ordinated multidisciplinary service. To give specialist advice to the multi-disciplinary team and carers on the management of these patients to maximise their recovery.
- Provide highly skilled physiotherapy assessments, interventions, measuring outcomes and pre-planning discharge appropriately.
- Keep accurate and up to date records of assessments and interventions in line with legal and service policies.
- To work autonomously in pre-operative clinics facilitating a high quality, effective and efficient neuro-oncology prehab therapy service. Including close liaison with inpatient MDT to facilitate appropriate and timely discharges.
- Communicate effectively with patients, carers, and colleagues in multidisciplinary team and other agencies.
- Ensure the health and safety of patients, carers, and staff during therapy, managing clinical risk.
- When appropriate refer patients to and liaise with other services.
- When appropriate provide confidential written reports referring to patient assessment, treatment and progression.
- For working hours to be considered over 7 days including weekend working.

Professional Development of staff and students

- Design and lead CPD programmes for staff.
- Supervise and develop band 4 support worker.
- Act as a resource for other physiotherapy colleagues and other disciplines.
- Participate in appropriate peer review for yourself and colleagues within NBT and within

external trusts as appropriate.

- Deliver specialist teaching within North Bristol Trust and externally as required.

Operational Management.

- To handle personal, confidential and often sensitive information about patients and staff on a daily basis.
- Assist in clinical governance and health and safety and Risk Management within the physiotherapy department and neuro-oncology pathway.
- To plan evaluate and deliver the Physiotherapy neuro-oncology prehabilitation/pre-operative service and work with the MDT to optimise the neuro-oncology pathway.
- To participate in staff meetings, team meetings, and professional networks to remain informed and to influence policy.
- Assist in management of facilities, equipment and resources, requesting equipment/resources as appropriate.
- Comply with professional, Trust and directorate code of conduct, policies, protocols and procedures.
- To keep and monitor appropriate data and statistics for departmental use.
- To collect monitor and disseminate information and statistics relevant to neuro-oncology prehabilitation/pre-operative pathway.
- To be able to provide appropriate information in all forms e.g. written, verbal and electronic to members of the physiotherapy and Multi-disciplinary teams as well as to patients and carers.

Service development and modernisation

- Participate in audit, research and quality improvement to develop professional practice and service provision.
- Promote evidence-base practice within the team to develop professional practice.
- Assist the neuro-oncology MDT and AHP leads in planning and developing the neuro-oncology prehabilitation/pre-operative physiotherapy service.
- Act as a specialist resource of information for the region.

Personal Development

- Maintain and continuously develop knowledge, understanding and application of best practice both clinically and theoretically.
- Maintain up to date knowledge and understanding of health and service policy and practice.
- To undertake mandatory training e.g. resuscitation, manual handling and fire safety, in accordance with Trust Policy.
- Participate in audit, research and clinical effectiveness activity to develop professional practice.
- Continue with personal and professional development in agreement with Line manager
- To participate in staff appraisal scheme as an appraisee and be responsible for complying with the agreed objectives and personal development programme to meet set knowledge and competencies, plus service needs.

Working Conditions / Effort

- Daily repetitive manual handling of patients and equipment e.g. moving, positioning and treating patients who may require the help of more than 1 person, use of hoists and specialist equipment of varying heights and dimensions such as specialist chairs and walking

aides.

- Working in awkward spaces, e.g. stairs and cramped bed spaces on a daily basis.
- Frequent contact with, urine, faeces, sputum and infections/ infectious diseases throughout the day.
- Working with distressed and anxious/aggressive patients and relatives, often daily.
- Working in an environment where emotional issues maybe occurring as a percentage of patients, often on the caseload, may die on the ward within any week.
- Dealing with issues of consent, with patients unable to give consent, making professional judgement for treatment on a daily basis.
- Frequently imparting unwelcome news to patients and carers relating to patients' condition and outcomes of physiotherapy, in relation to neurosurgical outcome.
- Working with terminally ill patients ranging from weekly to daily.
- Working with patients with severe physical disability, cognitive impairment and communication problems on a daily basis.
- To be able to concentrate for long periods of time but deal with repeated interruptions from bleeps, staff, patients and the unpredictable nature of clinical work .
- To maintain sustained periods of concentration when dealing with complex patients.
- For working hours to be considered over 7 days including weekend working.

Improving the patient experience through your work

Patients are the most important people in the health service and are at the centre of what we do. Patients and carers are the 'experts' in how they feel and what it is like to live with or care for someone with a particular illness or condition. The patients' experience of our services should guide the way we deliver services and influence how we engage with patients every day in our work.

All staff should communicate effectively in their day to day practice with patients and should support and enable patients/carers to make choices, changes and influence the way their treatment or care is provided. All staff, managers and Board members should work to promote effective patient, carer and public involvement in all elements of their work

We have a duty to involve, engage and consult with patients, carers and families about plans for health facilities and the provision of our services. North Bristol NHS Trust wholeheartedly embraces the principles of patient partnership and has made clear its commitment to involve patients in key aspects of its work, which will be further strengthened through becoming a Foundation Trust.

Infection control

Compliance with all infection control policies and procedures will form an integral part of the practice of all staff working in a clinical environment. Each staff member will be responsible for familiarising themselves with the Infection Control Manual in the clinical areas and on the Trust's Intranet site. Staff must keep up to date with new policies and subsequent implementation in

practice.

Staff must seek support and advice from Infection Control in all instances where cross infection is likely to have occurred or when managing situations involving patients with infections where guidance provided in the Policies is not applicable.

All staff must contact the Occupational Health Dept if they are suffering from any form of infection which may put patients and other staff at risk.

Commitment to health and safety, no smoking, equal opportunities and harassment and bullying

Health and Safety/Security

It is the duty of every employee to work in such a way that accidents to themselves and to others are avoided, and to co-operate in maintaining their place of work in a tidy and safe condition, thereby minimising risk. Employees will, therefore, refer any matters of concern through their respective line managers. Similarly, it is each person's responsibility to ensure a secure environment and bring any breaches of security to the attention of their managers.

Commitment to health and safety, no smoking, equal opportunities and harassment and bullying (cont.)

No-Smoking Policy

As an NHS employer, the Trust has a duty to its staff and patients to protect them from the health hazard that smoking represents. Consequently, in line with the public health white paper, *Choosing Health*, the current policy will be that smoking will not be permitted anywhere on Trust property including all buildings, grounds and within leased/owned vehicles of the Trust. This applies to all staff, patients and visitors of the Trust. Failure by staff to comply with this requirement may result in recourse to the disciplinary procedure. Employees also have a responsibility to remind members of the public, visitors and other staff to refrain from smoking on Trust premises and to inform the appropriate manager if they witness repeat non-compliance.

Equal Opportunities

North Bristol NHS Trust has given its full commitment to the adoption and promotion of the key principles of equal opportunities contained within current legislation and the Trust's Equal Opportunities Policy.

All staff hold personal responsibility for the application of this policy on a day-to-day basis and should not undertake any acts of discriminatory practice during the course of their employment. Similarly all staff have a responsibility to highlight any potentially discriminatory practice to their line manager, human resources department or trade union/professional associations.

Copies of the Equal Opportunities Policy are available in the Personnel Policies and Procedures file in every department and on the intranet.

Harassment and Bullying

We believe that all people, whether staff, patients or visitors, are entitled to an environment in which the dignity of the individual is respected.

We are also firmly committed to promoting an organisational culture which values diversity and equality of opportunity and to preventing discrimination in all aspects of its employment practices and services. We regard harassment and bullying as totally unacceptable forms of behaviour that will not be tolerated or condoned.

Confidentiality and freedom of information

Information relating to patients' records, diagnosis and/or treatment of patients, staff records, or

information concerning contracts, tenders and other commercially sensitive matters etc. are considered to be **confidential** and must not be divulged without prior authority other than in accordance with the provisions of the Trust's Policy on raising concerns about Health Care Services as may be amended from time to time. Breaches of confidentiality will result in disciplinary action, and may result in dismissal. Managers are also required as a condition of this Contract to represent the views of the Trust in any dealing they may have with Trust employees, their representatives, the media, general public or other organisations in which he/she may come into contact.

However, as a public body, the Trust has a requirement to publish particular information. Therefore, in addition to the above confidentiality requirements you must also comply with all aspects of the law concerned with information handling. For this purpose, the relevant legislation is the Freedom of Information Act 2000. This Act places a legal duty on all staff to comply with the rights of the public to access information. Any altering, destroying or concealing of information held by the Trust with the intention of preventing the legitimate disclosure of all or part of that information will result in disciplinary action, and may result in dismissal.

Safeguarding

North Bristol Trust are committed to safeguarding and promoting the welfare of children, young people and adults and to protecting them from all risks of harm. The organisation expects all staff to work to national and local children and adult safeguarding policies and procedures. The trust expects all staff and volunteers to be dementia aware and to support the care of people with dementia. All staff are expected to share this commitment and meet the competencies relevant to their role.

Job Description Agreement

Completed by.....

Authorised by..... Date.....

This job description is a guide to the duties you will be expected to perform immediately on your appointment. It is not an exhaustive list, and such duties may well be altered from time to time to meet changes in the Trust's requirements. Any such changes will be commensurate with the grade of the post and will be discussed with the postholder prior to the changes being made