

*The* ROYAL MARSDEN  
NHS Foundation Trust



**Physiotherapist**

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 groundbreaking 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, light-colored signature line.

## **Job title**

Physiotherapist

## **Terms and Conditions of Service**

Trust Terms and Conditions of Service

## **Grade**

Band 7

22.5 hours per week

## **Location**

Sutton

## **Reports to**

Clinical Specialist Physiotherapist in Neuro-Oncology and Complex Rehabilitation

## **Accountable to**

Associate Leads Therapies (Professional Lead for Physiotherapy)

### **1. Over view of the post**

Cancer care is a rapidly developing and relatively new area of expertise within physiotherapy.

The Band 7 Physiotherapist takes a lead role, alongside the Band 8a Physiotherapists, to provide a high quality; evidence based physiotherapy service.

This Band 7 Physiotherapist will jointly lead the Neuro-oncology and Complex Rehab service across both sites of the Trust. They will prioritise out patient referrals, co-ordinate outpatient appointments, assess patients and provide a service to this patient group including the use of supported self-management strategies and onward referral

### **2. Job Statement**

Undertake and oversee all aspects of clinical duties as an autonomous practitioner.

Provide a holistic, advanced, physiotherapeutic assessment of patients with primary CNS tumours. These patients may present with complex physical, emotional and psychological needs as a result of their cancer diagnosis and its treatment with surgery, radiotherapy and chemotherapy.

Provide a holistic, advanced, physiotherapeutic assessment of patients with neurological symptoms as a result of tumour activity, metastatic disease or an underlying neurological condition. These patients may present with complex physical, emotional and psychological needs as a result of their cancer diagnosis and its treatment with surgery, radiotherapy and chemotherapy.

Work with the physiotherapy team to provide physiotherapeutic assessment and treatment of patients with complex rehabilitation needs. Act as a source of knowledge and give support and guidance where necessary to progress patients and plan timely onward referral.

Provide a physiotherapeutic diagnosis, to develop and deliver individualised treatment programmes and make appropriate referrals to other disciplines.

Provide advice, support and supervision for designated Band5/ 6 physiotherapists. Supervision with designated band5/ 6s takes the form of formal training, reflective practice and clinical reasoning.

To be a source of knowledge and expertise for patients, relatives and colleagues of all disciplines both within the Trust, locally and nationally. The post holder works closely with all members of the multi-disciplinary team to provide specialist input to a planned programme of co-ordinated care including appropriate and timely discharge.

The band 7 physiotherapist has developed an advanced area of clinical practise within physiotherapy and oncology. The post holder has a responsibility to share best practise, answer queries and provide education within this specialist area

Undertake evidence-based audit and research projects within neuro-oncology in conjunction with band 5/6 physiotherapists on rotation, to further clinical practice and service development.

Contribute to service development by identifying and/or implementing specific changes to practice, in conjunction with the Band 8a Physiotherapist.

### **3. Key areas of responsibility**

#### **Clinical**

Undertake all aspects of clinical duties as an autonomous practitioner.

Be professionally and legally accountable for all aspects of own work, including the management of patients and support Band 5/6 physiotherapists and Therapy assistants to do similarly.

Manage clinical risk within own patient caseload

Continue to develop an area of advanced practise within oncology physiotherapy. This necessitates the acquisition and application of specific physiotherapy and oncology skills. These advanced skills will impact on the advanced assessment and treatment of this patient group and will enable a comprehensive approach to holistic care.

Take a major role in the advanced assessment and treatments of patients with cancer and undertake comprehensive assessment of patients. 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 advanced clinical reasoning skills and manual assessment techniques to provide an accurate physiotherapeutic diagnosis of their condition and place this within the context of their cancer and its treatment.

Use advanced 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.

Plan and provide an individual physiotherapy treatment programme incorporating patient focused goals and outcome measures and ensure appropriate discharge planning. This will be

based on a sound knowledge of evidence based practice, physiotherapy treatment options and a developing knowledge of cancer and its treatment.

Assess patient understanding of treatment proposals and gain valid informed consent to implement the treatment programme. 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.

Evaluate patient progress, re-assess and alter treatment programmes if required.

Use advanced communication skills, with the support of Band 8a physiotherapists, to work with patients and carers in highly complex/sensitive situations, break bad news and discuss end of life issues where appropriate.

Use advanced communication skills and advanced clinical reasoning to enable the patient and carers to adapt psychologically to disease, role changes and disability and to set realistic physiotherapy goals. This will have a greater impact when working with patients and carers within an area of advanced clinical practice.

Advise and support Band 5/6 physiotherapists 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.

Develop comprehensive discharge plans in collaboration with the patient, carers and the appropriate multi-disciplinary team members.

Represent the physiotherapy service and individual patients/carers at multi-disciplinary meetings and case conferences to ensure the delivery of a co-ordinated multi-disciplinary service, and integrate physiotherapy treatment into the treatment programme and discharge planning. Take a lead role where this is applicable.

Supply and develop relevant written advice and information in line with department protocols.

Ensure that high standards of documentation are maintained. These should meet professional and departmental standards. These may be hand-written or electronic.

Assess for and issue appropriate appliances and/or equipment in line with the Equipment Loan Policy and Medical Devices Agency Regulations.

Use moderate physical effort, highly developed 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.

With the support of the Band 8a Physiotherapist, draw on previous clinical experience to develop advanced personal coping strategies to work in the oncology setting. Physiotherapists 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 Band 5/ 6 Physiotherapists and Therapy assistants as required.

### **Management**

Be responsible for a designated area of work, as agreed with the 8a Physiotherapist . organising and planning own workload in order to meet service and patient priorities.

Decide priorities for own work area, balancing these, other patient related activities and Band 7 responsibilities. Ensure that these remain in accordance with those of the department as a whole and readjust plans as situations change/arise.

Deputise operationally for and as agreed with the Band 8a Physiotherapists with other Band 7 colleagues. In the absence of superintendent cover on site, direct general enquiries to designated head of service.

Work with the Band 8a Physiotherapists and Professional lead for Physiotherapy to identify and develop strategic or operational policies, procedures and specific practices to meet current needs and enhance service delivery.

Take a lead role for the development of operational procedures and specific practices within the Outpatient Service with support from the Band 8a Physiotherapist.

Be an active member of relevant multi-professional working parties, , to take forward policy and practice development at a Trust wide level.

Undertake a maximum of 2 additional departmental responsibilities, e.g. Health and Safety Representative, Trade Union Representative, Co-ordinating In-Service Training

Take responsibility for the maintenance of a safe environment for patients, visitors and staff and ensure compliance with health and safety regulations. Report hazards and unsafe practices to the Band 8a Physiotherapist, in line with Trust policy and procedure.

Take a lead role within the area of specialism, sharing knowledge, best practice and expertise with physiotherapists from the cancer network, and other healthcare settings, as experience and skill in the cancer setting develops.

Have responsibility for responding to queries in relation to speciality from health care professionals, patients and carers within the Trust, locally and nationally. Direct other queries outside this area of expertise appropriately.

Provide the Band 8a Physiotherapist with statistical information required by the hospital in the evaluation of its services and matters relating to stock control and the maintenance of physiotherapy equipment.

## **Staff Development**

Take responsibility for maintaining your own competency to practice through CPD activities, and maintain a portfolio which reflects personal development.

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 band 8a physiotherapist.

Undertake the appraisal and personal development planning of designated Band 5/6 physiotherapists and in liaison with the Band 8a physiotherapist enable attendance on appropriate study days and courses.

Ensure personal and professional development through reflective practice and supervision with the Band 8a physiotherapist and peer review.

Provide supervision for designated Band 5/6 physiotherapists for their personal and professional development.

Be actively involved in the induction of all new physiotherapists and in conjunction with the Band 8a physiotherapist ensure they have adequate support during the period of orientation in line with the local induction policy.

Be an active member of regular in-service training within the Physiotherapy Department, prepare and provide sessions as appropriate.

Be actively involved in professional clinical groups, including cross-site band 7 meetings, the Association of Chartered Physiotherapists in Oncology and Palliative Care and other professional development activities.

Further develop and maintain an awareness of evidence based practice and current developments in cancer and its treatment and the implications these may have for the delivery of care.

Support designated Band 5/6 physiotherapists to undertake an evidence based project within each of their rotations, and share the findings and implications for practice.

## **Education, Audit and Research**

Further develop and use existing presentation skills to provide formal teaching opportunities where appropriate for internal and external presentations and courses.

Take an active role, where appropriate, in the education of students within the Royal Marsden School.

Assist where appropriate as clinical educator for Physiotherapy students

Take a lead role to prepare and present formal patient education sessions and provide written information for groups of patients and/or carers attending structured rehabilitation programmes.

Act as an educational resource, where appropriate, within the area of speciality. This may include written articles, participation in national projects, providing specific education for other health care professionals and members of the public.



Assist in the orientation and integration of health care colleagues. With the Visitor Programmes Co-ordinator, participate in planned programmes for visitors to the Physiotherapy Department.

Be responsible for the measurement and evaluation of your work and current practices through the use of evidence-based projects, audit and outcome measures, with the support of the Band 8a physiotherapist and support band 5/ 6 physiotherapists in this role. Prepare and present audit reports where appropriate.

Participate in appropriate research and/or data collection, identified in departmental/rehabilitation objectives, with support from the Band 8a Physiotherapist and the Research and Practice Development Co-ordinator and support band 5/ 6 physiotherapists in this role.

Apply, where appropriate, findings of current research to the physiotherapy service.

## **4. General Data Protection Regulation**

- 4.1 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

## **5. Safeguarding and Wellbeing of Children and Vulnerable Adults**

- 5.1 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

## **6. Health and Safety**

- 6.1 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.

## **7. Customer Service Excellence**

- 7.1 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.

## 8. Emergency Planning

- 8.1 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

## 9 Equality and Diversity Policy

- 9.1 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

## 10. No Smoking Policy

- 10.1 There is a no smoking policy at this Trust

## 11. Review of this Job description

- 11.1 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

## 12. Employee Specification

Candidates must be able to demonstrate	Essential or Desirable	Assessed by
<b>Education/Qualifications</b>		
<ul style="list-style-type: none"> <li>▪ Diploma/degree level qualification in physiotherapy</li> <li>▪ Membership of the Chartered Society of Physiotherapy or have alternative indemnity arrangements</li> <li>▪ HCPC Registered Physiotherapist</li> <li>▪ Evidence of on-going personal/professional development through maintenance of CPD portfolio</li> </ul>	<p>Essential</p> <p>Essential Essential</p> <p>Essential</p>	<p>Application form</p> <p>Application form Application Form</p> <p>Application form</p>
<b>Experience</b>		
<ul style="list-style-type: none"> <li>▪ Significant NHS experience</li> <li>▪ Demonstrable knowledge in core physiotherapy skills including respiratory, neurology, orthopaedics, surgical, medical and rehabilitation</li> <li>▪ Evidence of skill in provision of a physiotherapy service to patients with haemato-oncology diagnoses</li> <li>▪ Knowledge/Experience in the treatment of patients with cancer</li> <li>▪ Ability to teach skills/knowledge to others in both formal and informal environments</li> </ul>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>	<p>Application form</p> <p>Application form Application form /interview Application form/interview Application form/interview</p>
<b>Skills Abilities/knowledge</b>		
<ul style="list-style-type: none"> <li>▪ Confident to take the lead and articulate ideas and concerns</li> <li>▪ Advanced communication skills with particular ability to work with complex/sensitive</li> </ul>	<p>Essential</p>	<p>Application form/ Interview</p>

<p>situations with patients, carers, physiotherapy colleagues and the wider MDT</p> <ul style="list-style-type: none"> <li>▪ Ability to show tact and to manage boundaries</li> <li>▪ Ability to be innovative and respond to change</li> <li>▪ Ability to maintain judgement under pressure</li> <li>▪ Ability to make decisions organise and prioritise</li> <li>▪ Ability to keep accurate patient notes</li> <li>▪ Evidence of a good understanding of NHS issues</li> <li>▪ Evidence of a good understanding of clinical governance</li> <li>▪ Ability to supervise physiotherapy colleagues and facilitate their development</li> <li>▪ Excellent time management skills</li> <li>▪ Ability to work in a stressful environment and recognise the additional stresses of patients/carers dealing with a cancer diagnosis</li> <li>▪ Computer literate (e.g. Microsoft words and Outlook)</li> </ul>	<p>Essential            Essential            Essential            Essential            Essential            Essential            Essential            Essential            Essential            Essential            Essential            Essential</p>	<p>Application form/interview            Interview            Interview            Interview            Interview            Interview            Interview            Interview            Interview            Interview            Interview            Interview</p>
<ul style="list-style-type: none"> <li>▪ Membership of a clinical interest group in physiotherapy</li> </ul>	<p>Desirable</p>	<p>Application form / interview</p>
<p><b>Other Requirements</b></p>		
<ul style="list-style-type: none"> <li>▪ Flexibility to meet the service needs</li> <li>▪ Ability to participate in the provision of an on call physiotherapy service</li> </ul>	<p>Essential            Essential</p>	<p>Interview            Interview</p>
<ul style="list-style-type: none"> <li>▪ Able to work on both sites and to be flexible to meet the needs of the role</li> </ul>	<p>Essential</p>	<p>Interview</p>

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