

# Band 7 Physiotherapist – BHOC

## Job Description & Person Specification –

A summary of the role responsibilities and person specification

### Why Our Trust?

#### Terms and conditions

**Post – Physiotherapist**

**Division – Diagnostic & Therapies**

**Band – 7**

**Salary – AFC B7**

**Location –Bristol Haematology & Oncology Centre/BRI/ Weston General Hospital**

**Hours of work –37.5**

**Contract length – Permanent**

**Annual leave – Up to 33 days dependant on NHS Service**

**Pension - The NHS Pension Scheme is a defined benefit scheme. Further details and outline of benefits can be found at: [www.nhsbsa.nhs.uk/pensions](http://www.nhsbsa.nhs.uk/pensions)**

#### What you'll love about working here

**We are outstanding!** The CQC rated the organisation as Outstanding for services being caring and well-led. The Trust was the first in the country to go from Requires Improvement to Outstanding in 2017, and is now the first to do this and then retain this rating. The Trust is currently one of only seven in the country to have been rated Outstanding twice, and one of only three general acute Trusts to achieve this.

**A digital exemplar-** Being appointed as a Global Digital Exemplar means we can realise this vision by implementing digital technologies that will help us to transform the way we work and how we relate to our colleagues, patients and partner organizations.

**Sustainable healthcare -** We have joined the international movement to declare a climate emergency, recognising the impact climate change is having on the world. Climate change is labelled as the greatest threat to health in the 21st century, with a range of conditions related to heat, cold, extreme weather and air pollution predicted to rise. To lead the way in healthcare the Trust has set ambitious goals to become carbon neutral by 2030.

#### Access to further opportunities with the Trust

As an organisation we encourage further development of all employees to progress upward within their chosen field.

#### About us

**Our mission** is to improve the health of the people we serve by delivering exceptional care, teaching and research every day.

#### Other useful information

A core principle of the Trust is to ensure that patients and staff are treated with dignity and respect. Promoting equality, diversity and human rights and challenging any form of inequality, discrimination, harassment or abuse are central to the Trust's Values.

'Committed to inclusion in everything we do' is the ambition set out in the Trust's Workforce Diversity & Inclusion Strategy.

The Trust will not tolerate discrimination, harassment or bullying under any circumstances and particularly because of a characteristic protected by the Equality Act 2010.

Version Issued: February 2020

# Band 7 Physiotherapist – BHOC

## Job Description & Person Specification –

A summary of the role responsibilities and person specification

### Job purpose

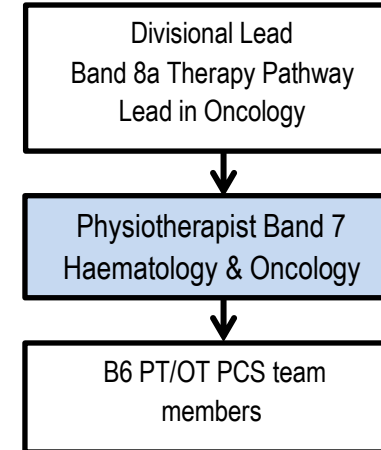
- This unique role will cover the inpatient and outpatient pathways for cancer patients across UHBW
- To provide and develop a highly specialised physiotherapy service for all adults within the Bristol Haematology and Oncology Centre (BHOC).
- As an autonomous practitioner, use advanced skills in the assessment and treatment of adults requiring Personalised Care and Support therapy services.
- Undertake a clinical leadership role, in planning, coordinating, and delivering the therapy service provided to patients on a day-to-day basis.
- To act as a highly specialised source of expertise on the management of cancer patients within the South West Network.
- As an autonomous practitioner, use advanced skills in the assessment and treatment of adults within BHOC.
- With the support of the Pathway Lead, to evaluate patient services across the speciality and assist in the development, planning and progression of service provision.
- To supervise, evaluate and assess the performance of other members of their team and those of Physiotherapy students.
- To maintain own CPD/KSF and facilitate that of others within the team.
- To provide highly specialist advice and training to Physiotherapists, students and other healthcare professionals in their speciality
- To link with key stakeholders in cancer services across the BNSSG health and social community.

### Main Duties and Responsibilities

#### **Clinical & Professional**

- To be professionally and legally responsible and accountable for all aspects of your own work including the management of patients in your care, in accordance with the CSP Core Standards of Physiotherapy Practice and the HCPC standards of proficiency, conduct, performance and ethics.
- To utilise advanced clinical reasoning skills and evidence-based knowledge to analyse, assess and identify problems in oncology and haematology patients and initiate appropriate holistic therapy care.

### Organisational Structure



### About us

**Our mission** is to improve the health of the people we serve by delivering exceptional care, teaching and research every day.

In addition to a common mission and vision, we share our Trust values:  
**Respecting everyone, Embracing change, Recognising success and Working together.**

Version Issued: February 2020

# Band 7 Physiotherapist – BHOC

## Job Description & Person Specification –

A summary of the role responsibilities and person specification

### Main Duties and Responsibilities Contd.

- To practice as an expert physiotherapist within the cancer speciality to provide inpatient and outpatient therapy interventions to include musculoskeletal advice and treatment, fatigue management & acupuncture.
- To interpret and analyse clinical and non-clinical evidence, which may be conflicting, to provide an opinion to peers, medical colleagues and other health professionals. This includes accurate prognoses, recommendation of the best course of intervention and development of comprehensive therapy care plans.
- To formulate and deliver individual treatment programmes based on evidence based practice from a wide range of treatment options.
- To work within Trust and CSP guidelines to ensure quality of practice is in accordance with national and local standards.
- To assess capacity for consent with all patients and whenever possible ensure informed consent is agreed. Where patients lack the capacity to consent, to work within the legal framework.
- To demonstrate highly developed dexterity, precision and co-ordination for the facilitation of highly specialised treatments in a variety of settings.
- To develop and maintain skills required to practice at an advanced specialist level.
- To maintain own Continuous Professional Development and keep updated of any new trends or developments within cancer rehabilitation, and maintain a portfolio that reflects personal development.
- To be responsible for the organization and planning of their own caseload to meet service and patient priorities.
- To communicate effectively with patients, carers and colleagues to maximise treatment potential. Communication skills of motivation, persuasion, and transfer of complex/sensitive clinical information will be required. Communication will frequently be to patients who have complex emotional, physical and psychological problems.
- To maintain accurate, comprehensive and clear clinical records in line with departmental, Trust and CSP standards.
- To be responsible for the safe use of equipment in own area, through training and competency assessment of other members of the physiotherapy team.

- To provide highly specialist advice to patients, colleagues, other health care professionals and medical staff within the cardiac specialty.
- To facilitate and contribute to multi-disciplinary communication and planning, through ward rounds, clinics, patient review meetings and case conferences as appropriate, to ensure delivery of a co-ordinated cardiac multi-disciplinary service.
- To take an active role in professional and clinical groups, peer review groups and other professional development activity.
- To work as lone worker in line with department policy.
- To manage clinical risk.
- To seek advice as appropriate in complex / unfamiliar scenarios.
- The job involves frequent exposure to distressing or emotional circumstances e.g. imparting unwelcome news to patients or relatives, dealing with difficult family situations or circumstances etc.
- The job requires frequent episodes of concentration, and involves exposure to regular interruptions to expected work pattern.
- The job requires frequent episodes of moderate physical activity for several short periods during a shift.
- The job involves frequent / occasional exposure to highly unpleasant working conditions e.g. Exposure to bodily fluids including sputum, vomit, urine, and occasional exposure to verbal and physical aggression.

### Management

- To be responsible for a designated area of clinical work, and to plan and organise the team efficiently and effectively with regard to patient management and use of time.
- To be responsible for line managing staff within the BHOC and PCS team.
- With the Pathway Lead, evaluate service provision and assist in the planning and development of service strategy.
- To be responsible for ensuring the setting, monitoring and auditing of performance standards within the team, which reflect best practice.
- To be actively involved in the collection of appropriate data and statistics for the use of the department.

Version Issued: February 2020

# Band 7 Physiotherapist – BHOC

## Job Description & Person Specification –

A summary of the role responsibilities and person specification

### Main Duties and Responsibilities Contd.

- To decide priorities for own work area, balancing patient related and professional demands.
- To undertake regular measurement and evaluation of current practices through the use of Evidence Based Practice projects, audit and outcome measures, and make recommendations for change.
- In conjunction with the rest of the BHOC and PCS team, to be responsible for proposing and implementing local team policies and ensuring they are reviewed and amended as required.
- To provide and receive complex or sensitive information, where persuasive and reassurance skills are required.
- To ensure all staff within their team have appraisal and mandatory training in line with department and Trust guidelines
- To supervise and performance manage more junior staff and undertake Trust appraisal and rotational reviews.
- To participate in the Trust appraisal programme, and work towards agreed objectives.
- To actively participate in departmental, and divisional meetings, informing discussions and contributing ideas and proposals regarding policy and service delivery/development.
- To deal with informal complaints in line with Trust policy, and support the Pathway Lead in dealing with formal complaints.
- To participate in recruitment and selection as required, in line with Trust policy.
- Weekend (1/4) and bank holiday (2/8) working is required for this post .

### Teaching/Clinical Supervision

- To supervise and monitor the clinical and managerial work of your team, to ensure that their practice meets the required professional standards of physiotherapy practice.
- To address the CPD needs identified within the team to ensure safe and effective practice.
- To co-ordinate and participate in local and departmental in service training, by organising, attending and delivering presentations and training sessions.
- To provide specialist advice, teaching and training to other members of the MDT regarding the management of cardiac patients.
- To teach relatives / carers and other healthcare workers when required.

### Teaching/Clinical Supervision

- To be responsible for the supervision of pre-registration physiotherapy students whilst on placement in UHBristol & Weston NHS Trust, and support others in the team in this role.
- Delegate and supervise appropriate tasks and physiotherapy treatments plans to therapy assistants / technical instructors if appropriate.
- To take part in local and regional and national and international teaching opportunities to promote the clinical services in UHBristol & Weston

### Organisational

- To keep up-to-date and comply with Trust procedures and policies including Health & Safety, Fire Regulations, infection control etc.
- To participate in the Departmental Clinical Governance programme, and facilitate local team implementation.
- To maintain a high standard of confidentiality at all times.
- To act as an ambassador for the service at all times.
- To comply with the organisational and departmental policies and procedures and to be involved in reviewing, updating or writing as appropriate.
- To facilitate and promote effective communication within the team, Trust and wider healthcare community.
- To represent the Trust externally (locally, regionally and nationally) regarding Physiotherapy services within Specialty.
- To undertake any additional duties appropriate to the post as may be delegated by the Head of Service, Divisional or Pathway Lead.

Version Issued: February 2020

# Band 7 Physiotherapist – BHOC

## Job Description & Person Specification –

A summary of the role responsibilities and person specification

### Personal Profile -

#### Knowledge and Experience

- **E1** Significant experience at a senior level in inpatient physiotherapy services (E)
- **E2** Previous experience of working as a B6/senior within cancer patients (E)
- **E3** Experience of people management including undergraduate students (E)
- **E4** Participation in service development (E)
- **E5** Knowledge and experience of using clinical outcome measures and audit (E)
- **E6** Experience of implementing change (D)
- **E7** Significant experience of clinical supervision, mentoring and teaching (E)
- **E8** Understanding of the political and professional agenda (E)
- **E9** Experience assessing and treating cancer outpatients (E)
- **E10** Experience of scoping service provision (D)

#### Skills

- **S1** Excellent communication skills (E)
- **S2** Leadership skills (E)
- **S3** Excellent clinical reasoning and problem solving strategies (E)
- **S4** Excellent organisation skills (E)
- **S5** Excellent time/caseload management skills (E)
- **S6** Ability to work flexibly under pressure (E)
- **S7** Ability to build/maintain productive professional relationships quickly (E)
- **S8** Good presentation skills (E)
- **S9** Ability to prioritise and manage multiple projects effectively (E)

#### Qualifications & Experience

- **Q1** Degree in Physiotherapy & HCPC registered (E)
- **Q2** Evidence of further qualification (Msc module or equivalent) or research in physiotherapy or associated subject (D)
- **Q3** Evidence of relevant experience with cancer & end of life patients (E)
- **Q4** HCPC registration (E)
- **Q5** Membership of the Chartered Society of Physiotherapy (D)
- **Q6** Management training (D)

(E) Essential  
(D) Desirable

#### Aptitudes

- **A1** Excellent organisation skills
- **A2** Empathetic communication style
- **A3** Credible & mature attitude, which is recognised & respected by other staff
- **A4** Embraces change
- **A5** Respects others

Version Issued: February 2020



# Band 7 Physiotherapist – BHOC

## Job Description & Person Specification –

A summary of the role responsibilities and person specification

### Transforming Care

Transforming Care challenges everyone at the Trust to play their part in supporting quality changes and improvements in their work place, building efficient care systems critical for our patients and their families, both today and in the future.

The Trust's mission is to deliver clinical services, teaching and research of the highest quality. Our vision is to provide first class technical care, with humanity, compassion and sensitivity to the needs of each patient.

***Delivering best care, Improving patient flow, Delivering best value,  
Renewing our hospitals, Building capability, Leading in partnership.***

These are the core elements essential to Transforming Care. Delivering sustainable healthcare services to our patients, which are effective, efficient and driven by excellence, is at the heart of our organisation.

### Quality and Clinical Governance

Quality in the NHS has three core dimensions: Patient Safety, Patient Experience and Clinical Effectiveness. Clinical Governance is about the systems, processes and behaviours to ensure that high quality services are provided to patients. Every member of staff has a role to play in striving for excellence: it is important that everyone is aware of and follows policies and procedures that govern their work; and if something goes wrong, everyone has an obligation to report it so lessons can be learned from mistakes, incidents and complaints.

### Information Governance

It is the responsibility of all staff to respect the confidentiality of patients and staff, as specified in the Caldicott Principles, Data Protection Act 2018 and the Human Rights Act. It is the duty of every employee to:

- Only access person identifiable information as required in the execution of their duties.
- Disclose information appropriately, in line with the Data Protection Act 2018.
- To ensure good quality data by recording, promptly and accurately, clinical and non-clinical information within agreed timescales to PAS, the health record or the appropriate clinical or non-clinical information system
- Always trace patient notes on the Patient Administration System
- Maintain the confidentiality of their passwords / usernames and if in possession of a 'Smartcard' abiding by the terms and conditions of its use.

### Workplace health and wellbeing

The Trust Workplace Health and Wellbeing Framework applies to all employees, students and volunteers who are encouraged to take responsibility for their individual health and wellbeing and to promote the wellbeing of colleagues. Line managers must recognise the importance of health and wellbeing and take it into account when planning tasks and designing jobs.

### Safeguarding Children and Vulnerable Adults

The Trust is committed to safeguarding and promoting the welfare of all children, young people and vulnerable adults, and as such expects all staff and volunteers to share this commitment.

### Health and Safety

Under the provisions contained in the Health and Safety at Work Act 1974, it is the duty of every employee to:

- Take reasonable care of themselves and for others at work
- To co-operate with the Trust as far as is necessary to enable them to carry out their legal duty
- Not to intentionally or recklessly interfere with anything provided including personal protective equipment for Health and Safety or welfare at work.

Everyone has a responsibility for contributing to the reduction of infections.

Version Issued: February 2020