



Sheffield Teaching Hospitals

NHS Foundation Trust

Job Description

Job Title:	Consultant Allied Health Professional
Department:	
Band:	Band 8B
Reporting to (Professional Accountability):	The post holder will be a Sheffield Teaching Hospitals Foundation Trust (STHFT) employee, with formal line management to: Rachel Smith - Professional Head of Physiotherapy at STHFT OR (depending on professional service) Laura Evans - Professional Head of Occupational Therapy at STHFT On a project level, the post holder will report to the Principal Investigator – Professor Robert Copeland at Sheffield Hallam University’s Advanced Wellbeing Research Centre (AWRC)
Line Management Responsibility to:	The Active Together Clinical Delivery Team, who are STHFT employees

Main Purpose of the Job

1. To provide leadership for an evidence-based physical activity rehabilitation pathway for people with a cancer diagnosis across multiple cancer pathways, including but not limited to, lung, upper GI and colorectal. The programme is called Active Together.
2. To undertake and contribute to an evidence-based approach to service improvement including ongoing audit and the development of research programmes to evaluate service experience and outcomes at individual and system level
3. Provide excellent clinical leadership, drive innovation, lead research and significantly contribute to the strategic direction of the service in keeping with the Trusts vision and objectives.
4. To lead the wider implementation of the service across the South Yorkshire and Bassetlaw integrated care system, including negotiating and advocating for buy-in across NHS pathways and management hierarchies.
5. Work with professional groups and services to ensure that developments within the service meet national, local and organisational priorities in relation to service modernisation, service

delivery, clinical governance and leadership, aiming to ensure that statutory procedures are appropriately managed and delivered.

6. To assess and treat own complex caseload of patients/clients
7. To design and implement clinical protocols for the physical activity and exercise components of the pathway.
8. Work collaboratively with the medical and AHP teams at STHFT, staff of the AWRC, the STHFT Consultant Nurse in Late Effects and research staff at AWRC.
9. To act as a professional resource and advisor, providing support and guidance on all matters concerning cancer rehabilitation including embedding principles of co-production, value-based care, prudent healthcare, supporting self-management and protecting the most vulnerable.
10. Provide expert advice on the most up to date rehabilitation treatment/ management for patients referred into the service
11. Responsible for effective clinical governance within the service.
12. Responsible for the development of guidelines, protocols and procedures that ensure patient safety.
13. To contribute to the reduction of recurrence of cancer and increased survival rates in South Yorkshire through the design, delivery and translation of physical activity interventions across the cancer rehabilitation pathway
14. The post holder will be a key member of the STHFT Therapy leadership community providing expert insight into the delivery of high-quality services, innovation, governance and risk management.

Main Responsibilities and Duties

Expert Clinical Practice

1. Be responsible for the management of a highly complex clinical caseload for up to 50% of their time, providing a high level of expert clinical advice and judgement in the assessment and creation of evidenced based physical and functional activity rehabilitation programmes for adults with varying levels of associated risk
2. Create and develop protocols of care, and design patient care pathways with the aim of providing best practice examples to others either within the region or nationally.
3. Be responsible for delivering a specialist rehabilitation service with a patient-centred approach, working with the multidisciplinary team throughout the healthcare community to facilitate seamless patient care and develop specialist care packages to support the service. This must include:
 - a. a high degree of physical and functional accuracy in the assessment, diagnosis and treatment of patients;
 - b. an expert level of knowledge in prehabilitation/rehabilitation
 - o advanced clinical reasoning
 - o individualised rehabilitation plans for patients with complex and multiple medical problems and social needs using a variety of management approaches
 - o stratified interventions in line with the risk stratification for physical activity guidance
 - o education for patients and carers regarding compliance with clinical advice and treatment
 - o requesting appropriate clinical investigations, including interpreting the results.
 - o critical judgements based on reviewing the results of investigations including where there are conflicting clinical indicators.
 - o ensuring that all care delivered empowers patients to recover their activity levels at the earliest opportunity.
 - o maintaining accurate patient records including assessment and treatment plans in accordance with Trust, departmental and professional guidelines.

4. Responsibility for providing patient focused rather than uni professional interventions within an Interprofessional team and will need a very high level of communication skill to assist the delivery of highly contentious or sensitive information particularly where opinion differs or where complex information must be simplified to reduce barriers to patient understanding.
5. Take professional responsibility for his/her own clinical actions, exercising personal and professional autonomy within complex situations in order to implement an appropriate and timely management strategy for patients.
6. Act as a specialist resource on physical activity and cancer for other professional teams within the health care community, with the aim of promoting effective service delivery and sharing good practice.
7. Deliver advice and interventions across a range of environments which may involve collaboration with exiting providers
8. To respond to frequent changes of priority when multiple demands are made on time, due to an unpredictable work pattern on a daily basis.
9. Creates and develops protocols and pathways of care with the aim of providing best practice examples regionally and nationally and involves service users in these developments.
10. Is responsible for facilitating and promoting learning in their organisation enabling others to develop within their specialism.

Research and evaluation

1. To conduct service evaluation and programmes of research that explore the efficacy and effectiveness of the Active Together cancer rehabilitation service
2. To develop and evaluate multi-professional systems of audit that aspire to quality improvement in the context of local and national guidelines in cancer
3. Lead on information collection, monitoring and data analysis and interpretation.
4. Monitor the processing of data and information and act as database controller for the Active Together programme.
5. To nurture a collective mindset within cancers services that recognises the value of research and evidence.
6. To explore and support research and practice development opportunities within the Active Together services and provide direction and support for staff wishing to engage with the research process.
7. Contribute to identifying gaps in the evidence base and generating areas for research enquiry
8. To contribute to developing research capacity within the clinical services and academic departments
9. Demonstrate and ensure a portfolio of lifelong learning, experience and through research activity and engagement with post-graduate and the potential for doctoral and post-doctoral level study
10. To contribute to research activity from concept through to dissemination including writing for publication and conference presentations.
11. To act in a consultancy role for Occupational Therapists/Physiotherapists and other professionals in the South Yorkshire who work in the field of cancer.
12. Responsible for organising knowledge and information resources and provides extensive and complex data and information to meet needs of the Trust and service users

Professional Leadership and Consultancy

1. Demonstrates highly effective communication and is a leader who motivates and inspires others.
2. Is an acknowledged source of expertise and develops innovative practice, with specific clinical expertise in designing and implementing safe and effective tailored exercise programmes to deliver improvements in fitness, ideally in people with a cancer diagnosis.
3. Challenges current structures and identifies organisational and professional barriers which inhibit service development and contributes to problem solving and innovation to the benefit of the Trust and its service users.

4. Able to lead on strategic development, process complex, sensitive or contentious information and drive forward change for the benefit of service users and the Trust locally and regionally (across the Integrated Care System {ICS}).
5. Provides input to the Trust's clinical governance agenda with overall responsibility for effective clinical governance within the service.
6. Works to the code of conduct of their professional body and the HPC and local policies and service standards
7. Demonstrates change management skills
8. Contributes to the regional and national networks for therapy consultants at RCOT and/or CSP
9. Provides mentoring to AHPs and other clinicians within the trust and broader ICS level health and social care community, acting as a role model and positive influence on therapy practice.
10. Acts as a specialist resource to other professional teams within the health and social care community, particularly in the trust and broader cancer alliance, with the aim of promoting effective service delivery and sharing good practice.
11. Enables and empowers service users, carers and colleagues through empathy, understanding of their perspective and support as well as the expectation of an inclusive co-production process.
12. Work and represents the Active Together service at a regional and national level influencing relevant agendas
13. Use highly developed decision-making, interpersonal skills and thorough and rapid assessment of cancer patients to support them through their pathway.

Education, training and Development

1. Demonstrates and ensures a portfolio of lifelong learning, experience and education up to, or beyond, Master's level.
2. Lead on workforce development of the team to ensure pathway delivery aspirations are met with a competently skilled workforce
3. Contributes to broader teaching or research agenda, enhances links between practice, professional bodies and academic institutes.
4. Promotes and facilitates learning and development particularly by encouraging reflective practice for self and others, including contribution to the post graduate teaching and learning programmes at Sheffield Hallam and respective teams at STHFT/partner NHS organisations in ICS
5. Develop and maintain links to the Macmillan AHP competency framework for cancer rehabilitation and play key role in training Cancer Rehab Level 4 physical therapists in community
6. Assists individuals, the team and the organisation in to identifying particular learning needs.
7. Provides learning opportunities for health and social care professionals may act as a mentor and provide links with HEIs.
8. Provides education through lectures or publications in professional journals
9. Contributes to education for pre and post qualifying practitioners.
10. Committed to developing self and others.

Practice and service development

1. Ensures quality evidence-based and informed practice is available to patients to promote health and well being.
2. Leads on the strategic planning and rehabilitation protocol development for the Active Together service.
3. Leads on the strategic planning and implementation of national cancer prehabilitation and rehabilitation policy.
4. Evaluates the Active Together service, identifies gaps in provision and leads on quality service improvement and redesign
5. Works in partnership with relevant stakeholders in the strategic planning process (e.g. Yorkshire Cancer Research (YCR), the Advanced Wellbeing Research Centre (AWRC), ICS and Cancer

Alliance, service users, local charities, employers, Occupational Health services, developing a culture that promotes equality and values diversity.

6. Works in partnership with the Advanced Wellbeing Research Centre (AWRC) in developing and carrying out research to enhance the evidence base of the service and pathway.
7. Plays key role in the development of cross-disciplinary services.
8. Actively recruits patients as consultants/experts regarding service development
9. Explores and develops innovative concepts and practices to meet patient need, prioritising and managing the ongoing work of the service and the projects it is involved in.

COMMUNICATION AND WORKING RELATIONSHIPS

Communication with Patients

Patient communication will include gaining informed verbal or written consent for all assessment and treatment including gaining consent for all interventions.

1. Communication will include discussing information relating to treatment, diagnosis, prognosis, physical and functional recovery and lifestyle adjustments, as well as an advocacy role. This will require communication with patients and their relatives/ carers.
2. Regular and spontaneous use of verbal and non-verbal communication tools to discuss highly complex information about underlying influences, prognosis and progression of rehabilitation and treatment programmes with patients/ carers. This will include patients who may have difficulties relating to complex emotional, psychological and physical aspects relating to their cancer. This client group includes those who have difficulties in understanding or communicating for example difficulties with concentration and memory, word finding difficulties, difficulties with anger, depression and anxiety that may also be unable to accept their diagnosis. Communication will involve use of highly developed skills in diffusing anger, motivating, negotiating, counselling, training, empathising and reassuring.

Communication with Colleagues

1. To maintain accurate comprehensive and up to date documentation in line with legal, departmental and professional standards of practice.
2. To provide consultancy level advice regarding the management of adults with cancer to colleagues (Medical staff, GPs, nurses, Professional Leads, Allied Health Professionals). Information will be provided in several formats including verbal e.g. Case conferences; comprehensive written information; and via email. Knowledge will need to be disseminated across a range of professional and organisational boundaries.
3. Communication with clinical leads from, cancer treatment, and services regarding the most appropriate clinician to manage individual complex cases.
4. Advice will be shared with service commissioners and senior managers relating to Active Together service planning, changes of clinical practice, complaints and audits. Complex information will require communicating which may have financial and human resource implications as well as discussion about meeting targets and the quality of service delivery.
5. To communicate complex and sensitive information to the line managed staff. E.g. issues relevant to competency, sickness absence, discipline, staff meetings, conflict management and service development.
6. To liaise with service/clinical leads across organisations to ensure that positive links are established and maintained to develop the skills and working practices of all services involved in cancer management, delivering health gains for cancer patients.

Communication External

1. To undertake lectures, presentations and training at local, regional, national and international level.
2. To engage with higher education and professional body working parties, including links with local Universities to develop research projects.
3. Communication with employers, Occupational Health services, Human Resources departments and other related agencies regarding patient return to work issues including phased return to work programmes, reasonable adjustments in relation to the Disability Discrimination Act.

Key relationships section

- STHFT Clinical Delivery Group
- Professional Head of Physiotherapy
- Professional Head of Occupational Therapy
- AWRC Director
- STHFT Medical staff including surgeons, oncologists and anaesthetists
- STHFT Consultant Nurse, Late Effects
- STHFT Lead Cancer Nurse
- SHU AWRC research staff
- TPC Clinical Director
- SY&B ICS AHP Council and Faculty
- STH Physiotherapy and Occupational Therapy Leadership Group
- SY&B ICS Cancer Alliance Clinical Delivery Groups
- SY&B ICS Commissioning Managers
- STH CCA Governance team
- GPs and Primary Care Networks
- Third and independent sector

Operational Management

1. Ensures maintenance and development of the environment and culture that improves health safety and security both physical and psychological
2. Provides line management for the Active Together clinical team carrying out annual appraisal and ensuring mandatory and job specific training is kept up to date.
3. Is responsible for the planning, recruitment and management of the clinical team to deliver the Active Together service.
4. Is responsible for developing sound business plans and rationale for financial expenditure and ideas for income generation working in partnership with stakeholder services such as surgery, critical care, anaesthesia, oncology to develop and sustain capacity and capability.
5. Sources, negotiates/organises and procures products and facilities that support the effective provision of the Active Together service including actively engaging and effectively communicating with commissioning bodies setting up bespoke contracts where appropriate.
6. To be responsible for the safe use of exercise equipment used within the Active Together service
7. Has budgetary responsibility for the income and expenditure of the Active Together service taking into account the trends and developments nationally, regionally and locally consistent with legislation and relevant policies.
8. Identifies actual or potential deviations from the budget and recommends corrective action to the Active Together Board.
9. Takes the responsibility and opportunity to promote and market the adult Active Together service and other services within the Trust wherever possible.

MOST CHALLENGING PART OF JOB

The most challenging part of the job is balancing the different dimensions of the post, including the broader research and service evaluation elements of the role, ensuring that appropriate amounts of time and effort are spent on each aspect. Working at the highest level of clinical practice where new treatment programmes are developed and evaluated also necessitates continuously high levels of skills, experience, concentration, enthusiasm and commitment.