

Job title	Specialist Physiotherapist
Directorate	Caring Services
Reports	Flexible (depending on location / service and structure)
Accountable	Head of Operations / Head of Quality (depending on location / service and structure)
Professionally Accountable	Head of Quality, Head of Operations and Quality or Head of Nursing and Quality (Depending on location / service and structure)
Grade	Marie Curie Clinical Pay Scale Band 6

Organisation purpose

Everyone will be affected by dying, death and bereavement and deserves the best possible experience, reflecting what's most important to them. Marie Curie will lead in end-of-life experience to make this happen.

Marie Curie Values

Marie Curie is committed to its values, which will underpin your work. As a Marie Curie employee, you will be expected to behave in a way that is:

Always compassionate

Connecting and empathising with people, starting with each person's needs, respecting them, and treating them with dignity, and supporting people's choices and decisions

Making things happen

Being clear and straightforward, listening so that we can understand and do the right thing, and being prepared to speak up and challenge on people's behalf.

Leading in our field

Building on our unique skills, expertise, and experience, sharing, innovating, and partnering, and always seeking to improve in everything we do.

Putting people at our heart

Valuing every individual, hearing, and respecting all views and expectations, bringing people together and building relationships

Job Purpose/Summary

The Specialist Physiotherapist is a level 6 practitioner and member of the multidisciplinary team, working toward providing holistic, person centred, end of life care, including assessing and understanding the specialist physiotherapy and support needs of patients and those important to them, planning and providing person centred care and treatment based on individual needs.

The post holder will research and network across the system to understand the wide range of services available to patients and those important to them and work with other providers, supporting the wider system to improve the experience of dying, death, and bereavement.

The Specialist Physiotherapist will assume responsibility for the assessment, planning, implementation, and evaluation of evidence-based, high quality person-centred physiotherapy care and treatment for people living with a terminal illness and those important to them. They will delegate as appropriate to other practitioners ensuring they have the capability, knowledge, and expertise to carry out such activities and remaining the accountable practitioner.

The post holder will work within relevant legal, ethical, capability and clinical frameworks, the Health Care Professional Council Code and in accordance with Marie Curie policy and procedure.

Key Relationships

- Wider Allied Health Professional team
- Patient Support team
- Registered Nurses
- Health Care Assistants

- Clinical Educators
- Ward Sisters / Senior Nurses / Ward Manager / Clinical Nurse Manager
- Head of Quality and Clinical Practice / Head of Nursing and Quality / Head of Operations and Quality
- Head of Operations
- Nursing and Quality Team
- Learn and Development Team
- Volunteers

Accountabilities (Duties & Responsibilities)

All role duties and responsibilities are aligned to the Marie Curie Career Development and Progression Framework which describes the key capabilities, knowledge, understanding, and clinical skills required for each level of practice.

Clinical

- Provide a complete physiotherapy service to people with a variety of conditions within, and external to, the specialist palliative care setting.
- Act as a specialist resource both within and external to the hospice, sharing knowledge and supporting best outcomes for those requiring support and treatment.
- Work autonomously to deliver specialist interventions with the aim of supporting the patient and their family within the sphere of practice.
- Engage the person, and those important to them in negotiating and setting realistic goals and review the outcomes that matter to them, placing them at the centre of their care and support.
- Enable caring conversations that help to gain insight into the person's understanding of their situation, feelings, and expectations.
- Provide expert support in manual handling techniques and empower others to perform such interventions safely and in line with guidance.
- When sharing information, recognise and facilitate the cultural and language needs of individuals.
- Recognise individual communication needs, the importance of giving time and respond appropriately.
- Comprehensively assess, plan, implement and evaluate care and treatment needs according to the person's wishes, preferences, and abilities. There may be a range of treatment options which require choices to be made and adapted.
- Identify the changing needs of individuals and adapt the clinical and emotional care accordingly. Ensure escalation of changing condition to the appropriate medical or clinical practitioner.
- Support the person, and those important to them to maximise opportunities to participate in decisions and make informed choices about their care and support.
- Collaborate with the Multidisciplinary Team in the development of a person centred care plan.
- Share information in a range of formats, including written, digital and verbal, as appropriate to the circumstances.
- Make sure accurate documentation is included of the person's preferences, agreed goals, and on-going evaluation to enable continuity of care and shared decision-making throughout the care journey.
- Recognise and report gaps in care in order to improve care and outcomes and take appropriate action within professional scope of practice.
- Effectively utilise highly developed communication skills to convey complex clinical information to the patient, those important to them, members of the wider multidisciplinary or multi-agency teams external to Marie Curie whilst having an awareness of potential barriers to effective information sharing.
- Work in the best interests of the person who lacks the capacity to participate in decision making, ensuring compliance with relevant legislation and policy involving family and carers as appropriate.
- Engage, support, and enable the person, to feel valued and to make informed choices that reflect their advanced care planning wishes
- Be able to recognise the significance of a person's own perceptions of their symptoms and evaluate the impact on their wellbeing.
- Maintain dignity and respect when providing care which is sensitive to the person's wishes, choices, culture, beliefs, and rituals.

Clinical Leadership and Governance

- Participate in developing and implementing a shared team vision, and achieving mutually shared values, beliefs, goals, and objectives.
- Prioritise own workload effectively.

- Recognise own role as a clinical leader and the impact of leadership on colleagues and the experiences of people who are terminally ill, and the public.
- Demonstrate appropriate leadership skills to influence the provision of quality palliative and end-of-life care.
- Challenge poor, unethical or discriminatory practice.
- Participate in multidisciplinary team decision making to care and support the person and those important to them.
- Advocate for the person and those important to them to access appropriate end of life care services and support in line with their clinical and care wishes.
- Attend to your own personal resilience. support others to develop the resilience and skills to cope with loss, grief, and bereavement.
- Develop effective collaborative person centred relationships with team members.
- Take appropriate action when people's rights or safety may be compromised in accordance with local policies and procedures, including initial management, escalation and reporting of incidents, concerns and complaints appropriately
- Demonstrate support of colleagues, recognising stress in self and others, and being aware of where and when to look for support.
- Actively contribute to review of policies and procedures in relation to specialist aspects of physiotherapy support, assessment and planning based on best practice.
- Maintain specialist equipment in line with health and safety and infection prevention and control guidance.
- Identify any additional equipment or stock needs and ensure procurement is cost effective.
- Adopt a flexible approach to care delivery, ensuring the needs of the patient and those close to them are considered and adaptations accommodated wherever possible.

Education and Development

- Contribute to team learning opportunities, drawing on staff and individual/family/carer experiences.
- Be open to, ask for and provide feedback to further develop communication.
- Engage proactively in multidisciplinary team learning and development activities, celebrating achievements and identifying areas for improvement.
- Demonstrate the attitudes and skills to maintain safe, evidence based and competent practice, demonstrating continuing development.
- Mentor/supervise colleagues and student practitioners to create personal development plans and build capacity for enabling colleagues to be the best they can be within the team.
- Recognise own and other colleague's emotional wellbeing in the workplace and be able to draw on strategies to enhance emotional resilience within the team.
- Identify and reflect on own learning and development needs in quality improvement, innovation, and practice development.
- Participate in team learning, development opportunities and reflective practice to enhance quality of care.
- Supervise training and development of team members.
- Undertake link roles in a designated area as agreed with line manager, this may include delivery of training, audit and research.

Quality Improvement

- Incorporate the principles of quality improvement in daily practice and participate in identifying areas for change and improvement in care and support services.
- Invite open and honest feedback formally and informally from people using MC services including patients, carers, staff and volunteers. Ensure that this feedback influences improvement plans and is used in monitoring and reporting systems.
- Use quality improvement and practice development methodology e.g. audit, PDSA cycles and quality huddles, to make improvements in care delivery within the team.
- Actively engage in cross organisational workstreams and projects.

General

In addition to the specific duties and responsibilities outlined in this job description, all Marie Curie employees should be aware of their specific responsibilities towards the following:

- Marie Curie is committed to encouraging volunteering throughout the organisation and as such the post holder will be expected to support and respect volunteers and may be asked to work alongside or supervise a volunteer as part of their role whilst working at Marie Curie.

- Marie Curie operates a no-smoking policy. The post holder should either be a non-smoker or be prepared not to smoke in **any** Charity premises, grounds, or vehicles or when on Marie Curie business outside the office.
- Adhere to all health and safety and fire regulations and to co-operate with the Charity in maintaining good standards of health and safety.
- Adhere to all information governance, privacy and security policies, standards, guidelines, and procedures; practice and promote secure behaviours.
- To be aware of the Charities Business continuity and emergency planning processes and follow such processes as necessary, in the event of an unexpected incident.
- Adhere to all Marie Curie policies and procedures at all times.
- Uphold ethical and professional standards and not behave in a manner that is likely to bring the Charity into disrepute.
- Promote and sustain a responsible attitude towards equal opportunities and diversity within the Charity.
- Maintain regulatory registration requirements or any national professional or occupational standards associated with the role.
- Demonstrate a commitment to ongoing learning and development and to participate in any training relevant to the role.
- For designated roles, the post holder will be responsible for health & safety, information governance, business continuity planning and/or risk management. (These responsibilities will be notified on appointment).
- Actively committed to Marie Curie's values, role models behaviours with authenticity and purpose

Physical activities required by the role include but are not limited to patient handling, frequent standing, sitting, walking, climbing up and down stairs, kneeling and crouching to attend to patient needs (including in an emergency situation) and load handling.

This job description is not exhaustive. It merely acts as a guide and may be amended to meet the changing requirements of the charity at any time after discussion with the post holder.

Job title:
Specialist Physiotherapist

Criteria	Essential	Desirable	How assessed
Know how to	<ul style="list-style-type: none"> • Deliver a comprehensive physiotherapy service across a range of conditions. • Be person centred and compassionate when caring for the person and those important to them. • Use different reflective tools to identify learning and development needs. • Respect that individuals are experts in their own lives. • Promote and maintain dignity of someone approaching the end of life. • Develop, implement, and evaluate a care and treatment plan that meets the complex needs of the person, and those important to them . • Know when to refer concerns to MDT colleagues. • Recognise how a person's physical, psychological, social, and spiritual wellbeing can be affected by a life limiting condition. • Maintain the respect and dignity of the dying person before and after death in the context of their choices, culture, beliefs, and rituals. • Access multidisciplinary advice and support as required. • Provide clear rationale for decision making. • Use a range of strategies to enable informed choice. • Use local policies and procedures, professional codes of conduct, legal and ethical frameworks in practice. • Recognise how to support junior colleagues learning in the workplace. • Engage in reflective practice, support, and supervision with other team members. • Contribute to shared decision making within the team. • Critically appraise and apply research findings and evaluative studies to practice improvement. • Work with feedback and data from quality improvement and practice development findings to enhance practice and care experiences. • Support the learning and development needs of others through mentorship/supervision. • Mentor and supervise colleagues to reflect on and learn from practice • Effectively communicate with a diverse audience including minority and hard to reach groups. 		Application form/interview

Knowledge and understanding	<ul style="list-style-type: none"> • Key concepts of palliative care and the holistic (physical, psychological, social, spiritual) needs of the person, and those important to them. • Understand the barriers and enablers to good communication and how challenges can be overcome 	<ul style="list-style-type: none"> • Realistic person-centred goal setting in palliative and end of life care. • Range of services and support available and the contribution each makes to 	
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	<ul style="list-style-type: none"> • Knowledge of best practice and person centred approaches to breaking bad news • Understanding the requirements in relation to consent and the role of advocacy and proxy decision makers. • Risk assessment principles • How and when transitions in care and support may arise between and across services, sectors and settings. • Reflect on own values and beliefs about dying, death and bereavement and how this may influence behaviour, actions and conversations with others. • Professional, legal and ethical approaches to upholding a person's rights and safety- codes of practice, capacity, consent, ethical principles. • Personal development planning and appraisal. • Terminal illnesses and life limiting conditions and their impact on the person, and those important to them 	the palliative and end of life care experience.	
Values	<ul style="list-style-type: none"> • Honest • Kind • Caring • Empathetic <p>An advocate for patients and those who are important to them.</p>		Application form/interview
Qualifications, training, and education	<ul style="list-style-type: none"> • Registered Physiotherapist on HCPC register. • Degree in Physiotherapy <p>Ability to demonstrate continued professional development</p>	<ul style="list-style-type: none"> • Clinical supervisor • Complementary Therapy skills <p>Relevant post-registration qualification (Diploma level minimum)</p>	Application form/interview
Experience	<ul style="list-style-type: none"> • Wide range of post qualification experience including therapeutic, interventional, and supportive treatments. 	<ul style="list-style-type: none"> • Experience of working in a specialist palliative care setting • Experience of working Hospice / community setting 	Application form/interview

Other requirements	<ul style="list-style-type: none"> • Hold a current and valid driving licence and have access to a vehicle which includes business insurance • In services where there is the use of a pool car, hold a current and valid manual driving licence • Ability to travel to varying work locations as role requires • Maintain regulatory registration requirements or any national professional or occupational standards associated with the role. 		Interview
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Where appropriate, reasonable adjustments to these criteria will be considered to accommodate personal circumstances such as disabilities or practical local geographic nuances (e.g. areas where driving is not the usual mode of transport)