

## Job Description

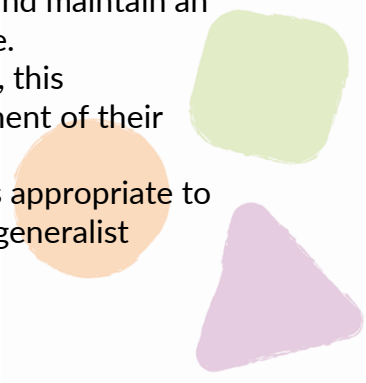
**Job Title:** Lead Therapist

**Responsible to:** Deputy Director of Quality Assurance

**Job Purpose:**

The postholder will provide a comprehensive, palliative care therapy service for patients referred for assessment and treatment within or known to the hospice under the end of life (EOL) remit. This may be delivered in a hospice or community setting.

**Main Duties:**

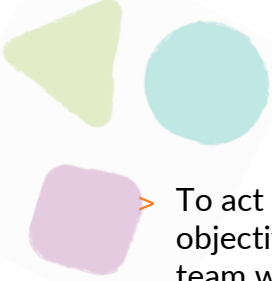
- > To act as lead clinician for the Therapy service acting as a role model to fellow clinicians, demonstrating high standards of clinical care, expertise and leadership.
  - > To lead the specialist therapy team in the management, development and promotion of service-based initiatives and activities as part of a wider multidisciplinary team.
  - > To undertake all aspects of clinical duties as an autonomous practitioner which may involve community lone working across a diverse range of areas. This involves adhering to the organisation's lone working policies and procedures and keeping the team informed of own activity and location and monitoring that of other team members.
  - > To manage and maintain an active complex caseload of patients with specialist palliative care needs, keeping records of clinical interventions and treatments for patients with a wide range of palliative diagnoses.
  - > To provide advanced expert therapy assessments and intervention of patients with diverse presentations and complex physical and psychological conditions to deliver high quality care.
  - > To use specialist skills to effectively manage own and team's caseload and work priorities including service delivery and patient and professional demands. This includes delegating work to and supervising the work of the therapy staff team.
  - > Active involvement in the day hospice education programme and other clinical initiatives to promote person-centred care and to encourage self-management.
  - > Ensure clinical services within the organisation comply with GDPR including maintaining appropriate high standard records and data inputting.
  - > Interact with patients and families to ensure a positive experience and maintain an up to date knowledge of all clinical services provided by the hospice.
  - > To take an integrated and holistic approach to patient management, this recognises the patient's and their families expertise in the management of their own conditions.
  - > Provide highly specialist education, advice, training and expertise as appropriate to other professionals and students involved in patient care including generalist practitioners
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### Clinical Duties

- > To work in accordance with your professional body's standards and the standards of the Health Care Professions Council (HCPC) and monitor compliance of the same by junior staff.
- > To be responsible for working to service standards, policies and procedures and participate in the auditing of these standards.
- > To provide professional line management and support for all grades of therapy staff within the team on skills and knowledge and assess and evaluate their capabilities in these areas.
- > To assess patients referred to the service and provide timely specialist intervention and advice as necessary. To be professionally and legally responsible for assessment and clinically reasoned diagnosis.
- > To formulate and deliver highly specialist clinical management and treatment programmes to patients utilising a variety of treatment techniques.
- > To demonstrate advanced clinical knowledge and skills to manage a caseload including highly complex and specialist cases evidencing high level problem solving, reasoning, skills and evidence of judgement.
- > To develop and utilise advanced knowledge and skills in a wide range of techniques appropriate to working in hospice and community setting.
- > To provide specialist advice and support on End of life issues including contributing towards advanced directives and preferred priorities for care/death discussions.
- > To form links with acute and primary care services for the highest quality seamless care package for the patient.
- > To be aware of the specialist therapist role within the wider MDT and to use the resources of each service appropriately including signposting to other agencies and close working with other teams as appropriate.
- > To ensure that all intervention is evidence based or use evidence to support practice.
- > To gain consent and document consent for each patient contact.
- > To perform manual and therapeutic handling techniques/tasks involving clients and specialist equipment including educating patients, families and carers as needed e.g. in the use of hoists etc. This involves handling and manoeuvring patients and equipment.
- > To use specialist knowledge to assess and prescribe appropriate equipment relating to patient care to maximise their independence and quality of life and to reduce pressures on carers/community staff where appropriate. This includes working in partnership with other agencies to ensure timely provision.
- > To oversee the community equipment budget for Acorn hospice and act as an authoriser for high value equipment and advise other health care professionals on specialist equipment as required in liaison with the Deputy Director of Quality Assurance.
- > To organise and prioritise own complex caseload and assist and support junior staff to manage their caseload to deliver high standards of clinical care and expertise to patients under the Therapy service.
- > To ensure good working practices and the delivery of an effective and efficient therapy service including organising duties to cover annual leave, sickness, study leave and managing requests.

- > To liaise with medical staff, all professional groups and outside agencies as required, developing excellent working relationships.
- > To effectively communicate and receive complex and sensitive information to patients and carers in an understandable way overcoming barriers to communication as needed.
- > To attend regular review meetings and undertake reflective practices.
- > To provide clinical supervision to, supervise and appraise junior staff and students as required.
- > To lead education placements as required ensuring the provision of high quality practice placements which include training, supervision and written assessments of allocated students within the specialist area.
- > To contribute to the education and induction of students from other disciplines and new staff members.
- > To assist in the identification of training needs for the team
- > Collect and collate clinical data as required including contributing to audit and research as required
- > Responsible for producing and leading on written clinical reports and policies relevant to the role including evidencing productivity, quality and patient experiences and outcomes.
- > Participate in the management of all available resources to ensure an efficient and effective service which is consistent, accessible and relevant to patient's needs.
- > Advise the Deputy Director of Quality Assurance of any circumstance which give cause for concern in relation to patient care or contracts.
- > Make recommendations and changes to clinical practice and assist in implementing where necessary.
- > Demonstrate sound understanding of Clinical Governance and risk management.
- > To provide clinical and professional expertise to support planning and decisions regarding skill mix, recruitment and retention of therapy staff and other staff as required. This includes involvement in recruitment processes such as selection, interview and appointment.
- > Attendance and engagement in clinical governance meetings and other organisational meetings (including external meetings) to contribute towards the safe and effective running of the organisation and the development, improvement and implementation of clinical services
- > To participate fully in the professional development and review system, actively taking the opportunity for personal and professional development and to maintain own professional development portfolio.
- > To attend all mandatory training required by the organisation.
- > To attend in service education, external courses and undergo self-study to ensure clinical knowledge and skills is up-to-date. This includes keeping abreast of new developments within Therapies and within the speciality and incorporating change into current practice.
- > To ensure that clinical practice in the Therapy team is delivered against current and evidence based research.

**Other Duties:**

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- > To act as an ambassador for Acorns raising awareness of its charitable aims and objectives and enhancing its reputation through exemplary behaviour, conduct and team working.
  - > To put the needs and interests of Acorns children and young people and their families first in all aspects of their work.
  - > To contribute to Acorns fundraising aims by raising awareness with your stakeholder groups about how vital fundraising is to the charity's mission and sharing opportunities for fundraising support
  - > Ensure that our services are 'family centred' and 'family led' and be aware of the need to promote and maintain a positive environment both within Acorns and in all our external contacts.
  - > Be aware of available sources of staff support and ensure that they are accessed if necessary.
  - > Ensure that all aspects of the Role Specification are met and that the service provided is culturally sensitive and appropriate for all sections of the communities we serve. Equal opportunities will be applied to all aspects of service delivery, and work should actively address access inequalities.
  - > Take responsibility for ensuring good teamwork and a flexible approach are maintained within the Acorns Care Team and the wider organisation, as well as with key stakeholders in other aligned services.
  - > Take responsibility for ensuring good communication, including key plans eg ACP and key clinical updates, using the appropriate channels, is always maintained within the organisation. Including the sharing of clinical updates, Advanced care plans and symptom management plan.
  - > The post holder will be expected to work with a minimum of supervision and to coordinate his/her activities in order to support the wider service in relation to therapy provision in ensuring that an efficient and resilient service is provided to the hospice.
  - > To ensure compliance with Acorns policies for diversity, employment, equal opportunities, health and safety, information governance and safeguarding.
  - > To actively participate in a performance and development review process and any training and development identified to further enhance your role with Acorns.
  - > To be innovative, commit to continuous learning, researching new ideas, monitoring new technology advancements, sharing good practice across the team and colleagues.
  - > Promote a coaching culture within Acorns.
  - > Carrying out any reasonable duty as requested by your line manager

Acorns adheres to the United Nations Convention on the Rights of the Child. As an employee you will be a Duty Bearer for Children's Rights and support all children to be Rights Holders.

## Person Specification – Lead Therapist

	ESSENTIAL	DESIRABLE
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>&gt; Registered Physiotherapist or Occupational Therapist (must be degree level or equivalent)</li> <li>&gt; Registered with the health care professionals council (HCPC)</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Clinical qualification in the field of palliative care</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>&gt; Previous experience of palliative care</li> <li>&gt; Experience of working with and managing long term conditions including complex neurological, respiratory patients</li> <li>&gt; Experience of working with the UK regulatory framework</li> <li>&gt; Experience of working in a multi-professional team</li> <li>&gt; Experience of teaching/mentoring</li> <li>&gt; Experience of Microsoft office, PowerPoint, Excel and social media</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Experience of audit and research</li> <li>&gt; Experience in paediatric setting</li> </ul>
<b>Skills &amp; Abilities</b>	<ul style="list-style-type: none"> <li>&gt; Specialist knowledge of a range of treatment approaches for the patient group</li> <li>&gt; Specialist knowledge of community services</li> <li>&gt; Specialist knowledge of palliative care</li> <li>&gt; Leadership skills</li> <li>&gt; Experience of continued professional development</li> <li>&gt; Educator experience</li> <li>&gt; Able to communicate across diverse groups and communities and evidence equality of opportunity in approach</li> <li>&gt; Proven written communication skills</li> <li>&gt; The ability to use coping strategies in working through change and transition</li> <li>&gt; Able to operate with courage and integrity in the face of emotive conflict</li> <li>&gt; Resilient, enthusiastic and motivated</li> <li>&gt; Commitment to provision of quality services</li> <li>&gt; Good planner with analytical and problem solving ability, solution focused</li> <li>&gt; Effective communication written and verbal</li> <li>&gt; Strong command of the English language, particularly written English</li> <li>&gt; Proven ability and experience in being able to communicate with a wide variety of stakeholders within an organisation and develop effective working relationships, internal and externally in order to achieve successful outcomes</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Specialist knowledge and experience of delivering group work</li> <li>&gt; Leadership training</li> </ul>
<b>Behaviours</b>	<ul style="list-style-type: none"> <li>&gt; Will challenge the status quo</li> <li>&gt; Positive, enthusiastic approach &amp; can-do attitude</li> <li>&gt; Curious, always seeking to understand and improve experience of customers</li> <li>&gt; Open to change and continuous improvement</li> <li>&gt; Innovative mindset and passionate about learning</li> <li>&gt; Commitment to the Acorns strategy &amp; its success</li> </ul>	



## Terms And Conditions of Employment

<b>Position:</b>	Lead Therapist
<b>Reporting To:</b>	Deputy Director of Quality Assurance
<b>Location:</b>	Acorns Hospices/Community
<b>Salary Range:</b>	£46,148 to £52,809 per annum
<b>Hours:</b>	37.5 hours per week Monday to Friday 9am to 5pm but with some flexibility to do some evenings and weekends if service needs require it.
<b>Notice:</b>	12 weeks rising in line with statutory provision
<b>Holidays:</b>	262.5 hours (35 days) per annum (FTE)
<b>Pension:</b>	Contribution to Group Personal Pension Plan or NHS Pension Scheme (if already in NHS Pension Scheme)
<b>Life Assurance:</b>	NHS Pension Scheme Life Assurance cover or Acorns Group Life Assurance Scheme

All terms and conditions will be detailed in writing together with Employee/Health & Safety handbook, which must be read and observed.