



Nightingale House Hospice
Hospis Tŷ'r Eos

Job Description:

Job Title	Senior Physiotherapist
Line Manager	Rehabilitation Team Leader
Responsibility within	Clinical Services – all departments
Job Purpose <ul style="list-style-type: none">• To provide specialist physiotherapy/hydrotherapy to patients, including those with complex needs, referred to Nightingale House Hospice; working within the multi-disciplinary team as an autonomous practitioner, ensuring high standards of patient care are maintained in accordance with all Nightingale House Hospice aims, policies, procedures and guidelines.• To provide assessment and evaluation of individual patients' needs and implement plans in collaboration with the multi-disciplinary team.• To act as a resource and support for hospice staff and other health professionals by offering specialist knowledge and skills.• To deputise for the Rehabilitation Team Leader in operational management of the department.• To assist in the development, co-ordination and delivery of a comprehensive physiotherapy service in close co-operation with the Rehabilitation Team Leader.• To supervise and mentor the Technical Instructor, Physiotherapy Assistant, Volunteers and Students.• To act at all times within own limitations of knowledge, expertise and competence.• Participate in department and hospice research and audit.• Lead, with a core hospice team, the manual handling training and updates for clinical staff at NHH.	

Key Responsibilities

Clinical

- To receive referrals for physiotherapy and hydrotherapy services from within the hospice departments and for patients with specialist palliative care needs from the community and to prioritise case load appropriately.
- To undertake specialist physiotherapy assessments of patients with complex care needs referred for physiotherapy services and identify and document appropriate interventions and care plans based on assessed need.
- To be responsible for maintaining accurate and comprehensive patient treatment records in line with professional and local guidelines.
- To ensure informed/written consent is obtained and documented for treatments as appropriate.
- To maintain a clinical caseload for physiotherapy, hydrotherapy and related specialist treatments.
- To ensure holistic needs of patients are assessed to an appropriate level within the requirements of the role and responsibilities

Reviewed September 2025 Rehabilitation Lead

- To act as a role model for clinical teams, demonstrating evidence based practice within daily clinical activity and promoting discussion regarding the benefits and/or limitations of clinical interventions.
- To participate in multi-disciplinary team meetings as appropriate and necessary to maintain continuity of patient care across all departments of the hospice.
- To provide advice to members of the multi-disciplinary team on suitable interventions/care of patients in relation to complexity of patient needs.
- To maintain and develop a broad knowledge of treatment modalities.
- To maintain knowledge and skills in communication/breaking bad news appropriate to the role and responsibilities being aware of personal and organisational limitations of data protection and safety of patient information
- To maintain appropriate knowledge and skills of the safe use of all specialist equipment used in the provision of patient care and to disseminate that knowledge as required to other staff or patients and families if necessary.
- In the process of clinical care to assess patient and family and their appropriateness to participate in clinical audit initiatives and obtain necessary consent if required.
- To act as a specialist resource and provide specialist advice on patient care to other health, social, educational and voluntary services.
- To provide moving and handling assessments for patients with complex mobility/immobility needs and advise carers accordingly, assisting in developing care plans appropriate to patient's and carers needs for safe moving and handling.
- Access support and supervision from Rehabilitation Team Leader or other relevant health professional as required.
- To maintain and record own Continuing Professional Development as required by the regulating body.

Management

- To ensure the safe operation and management of the hydrotherapy pool in line with the hydrotherapy policy.
- To prioritise and allocate daily workload within the department, working in conjunction with or deputising for the team leader.
- To delegate appropriate patients to technical instructor, assistant and volunteers and supervise their clinical work and management of that patient.
- To deputise for the team leader in managing levels of sickness/absence within the department in accordance with hospice policy, reporting any areas of concern to senior managers/human resources department.
- To facilitate effective communication between the physiotherapy team and other staff groups within the hospice and the wider specialist palliative care team.
- To ensure collaborative working with medical, nursing and therapy colleagues; patients, families and carers for optimal patient care and promotion of the physiotherapy service.
- To initiate and maintain contact with local and national clinical special interest groups relevant to clinical field.
- To participate in the development and review of clinical guidelines, policies and procedures applicable to the provision of physiotherapy.
- To collect appropriate data and statistics relating to patient care to comply with regional and national statistical requirements.

Clinical Governance

- **Risk Management** – To manage clinical risk within the workplace, undertake risk assessments regarding patient condition and environment to ensure safety of self and others.
- Ensure the equality, diversity and rights of patients are promoted and maintained in all areas of clinical governance and clinical care.
- To work within Nightingale House and the Chartered Society of Physiotherapy clinical and professional guidelines.
- **Service User Participation** – To ensure service user views are fed back through the appropriate channels to team leaders or senior management team.
- **Audit & Research** – To support the work of colleagues in undertaking audit and research in the department.
- To suggest suitable topics for departmental audit to team leader.
- To support management team and clinical team leaders to continually monitor standards of care, using appropriate quality assurance tools.
- To ensure clinical risk is managed to as low a level as is reasonable practicable.

Education and Development

- Actively participate in developing and delivering education and training to all disciplines and grades of staff, internally and externally, regarding the role of physiotherapy in specialist palliative care.
- Ensure own compliance and assist in ensuring other staff members comply with the requirements of mandatory training and continuing professional development.
- To provide mentorship, supervision and support to physiotherapy students as necessary and at a level appropriate to their needs.
- Promote use of evidence based practise.

Audit and Research Activity

- To undertake surveys or audits as necessary to own work
- To participate in hospice clinical audit or research work.
- To present findings of research and audit to a variety of professional groups as appropriate to maintain the profile of the service within the wider health community.

General Requirements

This post is subject to the Terms and Conditions of employment of the Hospice as specified in the staff handbook

Registered Health Professional

You must be registered with the Health professions Council and adhere to their code of conduct. It is a requirement of the post that you maintain up to date knowledge and skills and an awareness of professional issues relative to your role and responsibilities. You are advised to maintain a professional portfolio for the purpose of demonstrating your ongoing professional knowledge and skills development

Competence You are responsible for limiting your actions to those that you feel competent to undertake. If you have any doubts about your competence during the course of your duties you should immediately speak to your line manager / supervisor.

Risk Management

It is a standard element of the role and responsibility of all staff of the Hospice that they fulfil a proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards. It is a requirement that you adhere to Nightingale House Hospice Policies, Procedures, Protocols and guidelines at all times.

Health and Safety Requirements of the Hospice

All employees of the Hospice have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. Employees are required to co-operate with management to enable the Hospice to meet its own legal duties and to report any hazardous situations or defective equipment.

Data Protection and Confidentiality

The post holder must treat all information, whether corporate, staff or patient information, in a discreet, secure and confidential manner in accordance with the provisions of the current data protection legislation and organisational policy. Any breach of such confidentiality is considered a serious disciplinary offence, which is liable to dismissal and / or prosecution under statutory legislation and the hospice's disciplinary policy. This duty of confidence continues after the post holder leaves the organisation.

Records Management

As an employee of the hospice, the post holder is legally responsible for all records that they gather, create or use as part of their work within the organisation (including patient health, staff health or injury, financial, personal and administrative), whether paper based or on computer. The post holder should consult the IG Lead if they have any doubt as to the correct management of records with which they work.

Flexibility

This job description is an outline of the role and function. It is not intended to describe all specific tasks and therefore is subject to change following consultation with the post-holder.

The post is subject to an enhanced disclosure check with the Disclosure and Barring Services (DBS).

PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
QUALIFICATIONS	Diploma/BSc Physiotherapy State registered physiotherapist Current registration with professional body	Specialist qualification in cancer/palliative care	Certificates
EXPERIENCE	3 years post registration experience in a variety of settings. Supervisory skills Palliative care or oncology experience	Experience in hydrotherapy. Experience of palliative care Ward Work	Interview Application form
SKILLS	Autonomous practitioner Ability to work in multi-professional team Good communication skills Physically fit Good organisational skills Ability to work under pressure Basic keyboard skills	Ability to evaluate and audit practise and influence change.	Interview
KNOWLEDGE	Knowledge of various types of disease processes and physiotherapy modalities.	Attendance at relevant study days and/or experience of patients with palliative care needs. Hydrotherapy/TENS/ Acupuncture training.	Interview Professional port folio evidence
PERSONAL QUALITIES <i>(Demonstrable)</i>	Team worker Empathetic Organised Flexible in approach.		Interview
OTHER RELEVANT REQUIREMENTS	Willingness to attend further training to improve knowledge and skills.		Interview