#### **JOB DESCRIPTION**

|  |
| --- |
| JOB IDENTIFICATION |
|  Job Title: Advanced Physiotherapist/Nurse in LymphoedemaResponsible to: Physiotherapy Team Lead ( Surgical)Department: Physiotherapy.Directorate: Area Integrated Care and Partnership ServicesOperating Division: NHS Ayrshire &Arran Job Reference: CAJE Number: 800-3346No of Job Holders: Last Update: October 2020 |

|  |
| --- |
| 2. JOB PURPOSE |
| * To work within the Lymphoedema Team providing expert clinical assessment, treatment and diagnosis to patients referred and make timely decisions regarding their management. This involves triage of referrals independently and to make onward appropriate consultant / clinic / rehabilitation referrals and to discharge patients directly from the service.
* To treat and manage a large and complex clinical caseload.
* To lead Lymphoedema training and provide clinical support to peers, supporting the escalation process within the service.
* To demonstrate highly developed skills to aid diagnosis and management of patients with complex conditions e.g. recognising the need for / recommending further investigation in line with protocols.
* To act as a clinical lead for patients with Lymphoedema, giving highly specialist advice to other healthcare staff, students, patients, and carers.
* To assess and manage significant clinical risk within own caseload – this involves the identification of serious conditions and the necessary liaison with all health care professionals, which may involve onward referral.
* To lead clinical audits and participate in local & national research projects. Participate in Clinical Governance activities associated with the Lymphoedema Service.
 |

|  |
| --- |
| **3. DIMENSIONS** |
| The Lymphoedema Pathway accepts referrals from GPs, Consultants, and other Healthcare Professionals and self-referral throughout Ayrshire & Arran.* To work as a fully autonomous lone worker being professionally and legally responsible and accountable for all aspects of own work, including management of allocated patient load. Accountable to Team Lead Physiotherapist
* To lead on a clinical speciality within Lymphoedema both in strategic development and clinically at a local level & contribute to national level strategy.
* Patient referrals , encompassing an extensive variety of conditions, some of whom may have complex, or chronic presentation or multi-morbidities.
* To support staff within Ayrshire & Arran, general nursing and community, practice nurses whom have lymphoedema patients on their case loads
* To evaluate the effectiveness of service.
 |
| 4. ORGANISATIONAL POSITION |
| Physiotherapy Service ManagerPhysiotherapy Team LeadThis PostLymphoedema Advanced PractitionerCommunity Nurse Manager |

|  |
| --- |
| 5. ROLE OF PHYSIOTHERAPY SERVICE |
| The physiotherapy service provides care to a diverse range of patients with a variety of clinical conditions across Ayrshire and Arran. This includes a 24-hour, year round emergency respiratory service, and weekend cover for agreed patients who have urgent rehabilitation needs in order to facilitate their discharge.Physiotherapy is a health care profession concerned with human function and movement and maximising individuals’ potential within these. The Physiotherapist will consider all aspects of the patients’ life roles and will co-ordinate with other health disciplines, community services, and carers in ensuring a seamless service.Physiotherapists use physical approaches to promote, maintain, and restore physical, psychological and social well-being, taking account of variations in health status.Physiotherapy is science-based and is committed to extending, applying, evaluating, and reviewing the evidence that underpins and informs its practice and delivery.The exercise of clinical judgement and information interpretation are at its core.The lymphoedema service provides care to all patients with chronic oedema, no matter their primary diagnosis (cancer, non-cancer) across Ayrshire and Arran. The service is mostly clinic based with clinics in UHC (south), UHC (East), Bourtreehill HC Irvine and Brooksby in Largs (North). The service will offer input to ward patients in any of the hospitals across Ayrshire as well as domiciliary visits. Lymphoedema Specialist are health care professionals with a background in physiotherapy or nursing. They are concerned with the highly specialized assessment and treatment of patients with lymphoedema. They lead and direct strategic, professional and clinical development and innovation in lymphoedema management throughout all NHS Ayrshire and Arran clinical areas.  |

|  |
| --- |
| 6. KEY RESULT AREAS |
| **Clinical*** To be professionally and legally accountable for all aspects of own work including direct and indirect patient care.
* To manage and treat a large and complex clinical caseload.
* Act autonomously to assess, evaluate, analyse, treat and diagnose patients with highly complex disorders and possible multiple pathologies using expert clinical reasoning skills in a timely manner.
* To recognise the need for / recommend additional investigations, physiotherapy / AHP interventions or the need for referral to other disciplines This requires an advanced level of understanding of the roles and skills of other specialists
* Provide expert advice, instruction and teaching to patients, relatives, carers and other professionals to ensure patients are managed appropriately within the service.
* Provide expert and advanced clinical interventions
* Maintain timely and accurate patient document records that reflect care provided and meet professional standards
* Communicate and make recommendations to all relevant disciplines of staff and liaise with a range of staff to maximise patient care and promote multidisciplinary working.
* Escalate patients appropriately after gaining consent from the patient based on a full explanation of the benefits and risks involved.
* Possess highly developed negotiation and motivational skills to frequently deliver unwelcome diagnosis/ prognosis/ management to patients and carers where expectations may be unrealistic and to encourage them to consider alternative management.
* Use a range of verbal and nonverbal communication tools to exchange complex and sensitive information with patients, carers and other clinicians. To sensitively advise patients and referring medics or health care professionals on diagnosis and management, this may differ to that previously given and where underpinning evidence may be conflicting.
* To be aware of the boundaries of own advanced scope of practice and to manage the associated clinical risk effectively at all times.
* Communicate with appropriate disciplines within and across the organisation by the efficient transfer of high quality verbal, written and electronic patient information. Maintain accurate, comprehensive and up-to-date documentation in line with legal and departmental requirements.
* Collect and analyse qualitative and quantitative data to provide accurate statistical information to effectively monitor the provision and development of the service.

**Managerial** * ~~Manage clinical and non-clinical staff to maximise efficiency and achieve desired quality~~
* ~~of care.~~
* Participate in and undertake Personal Development and Performance Review to promote personal and service developments.
* Support Team Lead to develop and be responsible for the operational management of service to maximise patient care and use of resources.
* Monitor activity and staffing levels and support Team Lead to prioritise resources to meet service demands.
* Undertake clinical audit/research to support the speciality service Clinical Governance Strategy.
* Liaise with a range of individuals, internal and external to the organisation, to ensure effective service delivery.
* Be aware of budgetary constraints but not a budget holder.

**Educational** * Develop, maintain, and update own clinical knowledge and skills through study & reflective practice. Maintain a portfolio which demonstrates personal development and shows evidence of reflection, peer review, and attendance at external courses.
* Provide spontaneous and planned training, and expert advice to ~~physiotherapy~~ nursing staff, other clinicians, relatives, and carers to promote professional development and clinical care.
* Provide expert clinical input to community nurse training on lymphoedema management by actively developing and implementing practical training programmes physiotherapy.
* Work collaboratively with the multi-disciplinary team to maintain and develop scope of practice/ knowledge and develop pathways within lymphoedema field or to ensure delivery of a co-ordinated multidisciplinary service for individual patients and the service as a whole.
* ~~As a practice educator, teach, mentor and appraise physiotherapy students~~.
* Act as a specialist educational resource for clinical staff, patients, carers and relevant external agencies by providing formal and informal education

**Research** * Identify, develop, co-ordinate and deliver appropriate research activity which will contribute to the further development of effective evidence based practice and professional knowledge.
* Disseminate and facilitate the communication of recent and relevant research, national and local guidelines/ protocols/ pathways to relevant clinical staff ~~between the physiotherapy services~~.
* Develop local clinical guidelines as required to enhance standards of care and promote a seamless pathway of care.
* Participate in Clinical Governance activities associated with the Service – ongoing evaluation and service improvement
 |
|  |

|  |
| --- |
| 7a. EQUIPMENT AND MACHINERY  |
| After an assessment of patient needs, the following items of equipment may be used or provided:* ~~Walking aids to promote safe mobility~~
* Manual handling equipment to ensure safe patient transfers
* ~~Electrrotherapy equipment to contribute to treatment Respiratory equipment to optimise respiratory function~~
* ~~Supports to optimise functional status – a range of appliances and orthoses Rehabilitation equipment to contribute to treatment programmes~~
* Measurement devices for objective assessment.
* Compression therapy – to improve lymph and venous flow and reduce oedema and promote wound healing
* Dopplers/Doppler ability – to assess the arterial blood flow to limbs
* Wound dressing products – to promote wound healing
* Computer/laptop and mobile phone – for communication internet/intranet, access/email, patient information, audit data
* People safe device – for domiciliary visits
* Bariatric equipment – management of patients > 20 stone
* Teaching aids for educational purposes
* ~~Thermal equipment to assist in pain management and the healing process Digital technology.~~
* ~~Acupuncture needles may be used to contribute to treatment programmes if an appropriate, recognised course has been passed~~
* ~~Syringes, hypodermic needles, and injectable medication if an appropriate, recognised course has been passed.~~

Please note that this is not an exhaustive list. Equipment used will vary depending on clinical caseload and working environment. |
| **7b. SYSTEMS**  |
| * Patient ~~Physiotherapy~~ records – maintain up-to-date records of assessment, treatment and outcome for individual patients.
* Use of the electronic patient management systems.
* Electronic systems to order & receive results of investigations.
* Electronic systems to order and process ordering of compression garments etc.
* Discharge information to appropriate location/person be sent to on completion of treatment summarising course of treatment and outcome.
* Appraisal, continuous personal development and training systems.
* Referral to other health care professions - written, electronic, or telephone referral where appropriate to share patient information to allow further input as assessed and deemed appropriate.
* Travel expense forms to be completed monthly as appropriate.
* Overtime and additional hour’s timesheet to be completed monthly as appropriate.
* Medical notes/electronic systems – access medical notes for patient information, diagnosis, results and investigations.
* DATIX to report any incidents.
* Hospital information system – to check location of patients
* Will be required to write medical/legal reports relating to patients.
* Exercise software packages
* Digital systems.
 |

|  |
| --- |
| **8. ASSIGNMENT AND REVIEW OF WORK**  |
| * The post holder is accountable professionally and operationally to the Team Lead who will provide induction and performance review on a regular basis.
* Clinical caseload will be generated by referral systems.
* Expected to initiate work and allocate tasks associated with the day-to-day clinical/operational management of the service.
* Work independently on a day-to-day basis, being accountable for own professional actions and working within codes of practice & professional guidelines. Meet regularly with Team Lead to plan and discuss service delivery.
* Workload is normally planned in advance but changes may have to be made at short notice because of patient, professional or workforce demands, for example staff sickness or urgent patient referrals.
* Additional clinical and non-clinical tasks can be delegated from thePhysiotherapy Team Lead / Service Manager. Non clinical tasks may include assisting in the development, implementation, and review of policies, protocols, and clinical guidelines.
* Practice as an autonomous professional. Access to advice and support is shared with peers and sought from the Senior Team if required.
* Professionally and legally accountable for all aspects of your own work including the management of patients in your care.
 |

|  |
| --- |
| **9. DECISIONS AND JUDGEMENTS** |
| * Independently prioritise and allocate patient referrals to the appropriate location
* Make decisions on highly specialised and complex clinical diagnoses, applying advanced clinical reasoning and treatment skills
* To provide expert advice regarding additional patient care to appropriate clinician or service.
* Troubleshooting and problem solving in the clinical area including patient related problems or more sensitive and complex situations e.g. conflicting professional opinions.
* Contribute to service decision making processes e.g. developments, recruitment.
* effectively integrate best available evidence into own and team clinical decision making to ensure effective clinical practice.
* Ensure procedures carried out are within scope of practice and that they have

 been appropriately risk assessed.* Prioritisation of workload dependent on current caseload and number and urgency of new referrals, taking account of staffing levels and non-clinical responsibilities.
* Recognise changes in patient’s condition that may require medical review either urgently or routinely. The post holder will initiate this process for own and other’s caseload as appropriate
* Ensure professional registration is maintained through the NMC revalidation process.
 |

|  |
| --- |
| **10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB**  |
| * Take sole responsibility for the assessment, triage, treatment and management of new and complex conditions often with no peer support.
* Developing and maintaining an advanced knowledge base and high level, expert clinical reasoning skills
* Demonstrate advanced clinical skills and patient management
* To have expert knowledge in order to perform advanced techniques safely, to prevent serious side effects happening to patients
* To review opportunities for further developing the advanced lymphoedema specialist roles
* React flexibly to constantly changing situations and service pressures
* Ability to identify differential diagnoses and significant clinical risk within caseload and have advanced knowledge to implement plan.
* Undertake a mentally and physically demanding job, whilst at the same time taking care to safeguard their own health and safety as well as colleagues and patients.
* Demonstrate high levels of concentration to evaluate and prioritise own workload, whilst making difficult decisions to meet services demands and provide effective and timely interventions.
* Maintain excellent time management whilst dealing with increasing service demand, clinical duties, and patient expectations.
* Identifying detrimental changes in patients’ conditions that need review by medical review, instigate further investigation or escalation as appropriate.
 |

|  |
| --- |
| **11. COMMUNICATIONS AND RELATIONSHIPS** |
| The post-holder will communicate with various people via any appropriate communication method..* Effectively utilise a range of verbal and non-verbal communication techniques at all times in order to gain consent for treatment and optimise treatment outcomes. This may include patients with communication or cognitive impairments or those who lack the capacity to give consent.
* Effectively communicate highly complex clinical information to patients and their carers using verbal and written skills. This may include conveying highly complex terminology into lay terms e.g. when discussing diagnosis,
* Provide support and advice on highly emotive issues which would involve conveying information in a particularly sensitive manner when it is contrary to the expectations or desires of the patient, carer, or family.
* Utilise highly developed interpersonal skills to manage patients who may previously had an unsatisfactory outcome from ~~physiotherapy~~ lymphoedema management intervention. Addressing verbal complaints or challenging behaviour (including aggression) or conveying information which is sensitive or could be distressing to the patient, through highly developed negotiating, motivational, and persuasive skills.
* Be aware of cultural diversity and its impact on treatment, modifying communication as appropriate.
* Provide advice, support, and mentoring to peers.
* Delegate tasks to ~~Physiotherapists~~, Physiotherapy Assistants, and Technical Instructors (as appropriate).
* Liaise with ~~physiotherapy service /~~ team lead regarding service and personal needs and development.
* Report ~~physiotherapy~~ lymphoedema assessment findings, patient progress, and treatment / investigation outcomes verbally or in writing to the appropriate agencies.
* Actively participate in discussions regarding patient care, progress, escalation and discharge planning. This can be on a formal or informal basis.
* Demonstrate and advise on ~~Physiotherapy~~  lymphoedema management strategies to optimise patient care.
* Where appropriate, complete discharge summary forms timeously
* Explain the role of lymphoedema specialist physiotherapist/nurse and clarify the appropriateness and frequency of continued intervention.
* Complete legal documentation as required e.g. legal reports, criminal injuries, child protection reports.
* Suggest input of other professional teams as appropriate.
* Refer patients to Local Authority Services and the voluntary sector as appropriate.
 |

|  |
| --- |
| **12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB** |
| Environmental demands and physical tasks are continually risk-assessed with reasonable preventative steps taken; however, it is recognised that risk cannot be entirely eliminated.**PHYSICAL EFFORT/SKILLS:*** Specialsit lymphoedema assessments and techniques require a high degree of dexterity and sensory acuity. Co-ordination and precision are essential to allow facilitation of movement, limb mobilisation and fine joint mobilisation.
* Therapeutic handling of patients without lifting equipment, on a daily basis. This may include assisting patients with significant physical, cognitive or behavioural impairment who may be reluctant to co-operate, immobile, or bariatric. Patients may be assisted or facilitated when being positioned in bed or chair, moving from lying to sitting, sitting to standing, transferring from bed to chair, and when mobilising. This can all happen during one treatment session.
* Daily application of ~~manual therapeutic techniques~~ compression bandaging, manual lymphatic drainage massage
* Infrequent use and moving of hoists, wheelchairs, walking aids, or other physiotherapy equipment throughout the day.
* The unpredictability of patients can result in a sudden effort being required, for example to prevent a loss of balance/fall.
* Prolonged periods of sitting Standing and walking for the majority of the working day.
* Frequent kneeling, sitting, bending, crouching, and working in confined space at patient’s bedside and in treatment areas throughout the day.
* Driving between sites.

**MENTAL EFFORT/SKILLS:*** Sustain high levels of concentration throughout working day.
* Able to clinically reason conflicting diagnoses at advanced level with all patients throughout the day.
* Continual education and awareness of the wide range of possible medical conditions, and current evidence based treatment strategies to ensure continual update of clinical expertise for a holistic approach
* Managing with patients who require urgent onward referral.
* Interruptions which can involve having to re-arrange a clinical caseload to respond at short notice, ~~supporting junior staff~~ or liaising with other members of the multi-disciplinary team.
* You may have to lead a group-based treatment or treat more than one patient at a time.
* Regular use of computers**.**
* Daily requirement to write reports which demands a high level of concentration*.*
* Daily requirement to maintain treatment records to required legal standards.

**EMOTIONAL EFFORT/SKILLS:*** On a daily basis, manage patients who have long term degenerative conditions, deteriorating prognoses and/or difficult social, emotional, behavioural, communication or mental health status (managing patients with unrealistic expectations/psychosocial issues).
* Deal with carers and/or family who may be distressed, angry or confused, regarding the implications of their diagnosis which may be unsatisfactory or disappointing e.g. sporting/leisure activities that will end due to condition
* On a daily basis, deal with highly sensitive and personal issues, which patients often find difficult to disclose. This involves tact, understanding and reassurance.
* Undertaking distressing assessment/treatment modalities e.g.for the treatment of genital or breast oedema ~~nasopharangeal suctioning, passive stretches into a painful range, injections.~~

**ENVIRONMENTAL DEMANDS:**Frequent daily exposure to unpleasant working conditions, which may involve direct contact with all forms of bodily fluids, wounds and occasionally parasites. * Occasional subjection to verbal and/or physical abuse.
* Daily exposure to transmittable diseases and infections.??
* Adopting awkward postures when treating patients.
 |

|  |
| --- |
| 13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB |
| **Essential**Pre-reg MSc/BSc in Physiotherapy BSc in Nursing or equivalentMust have substantial and varied clinical experience with significant experience of working within a relevant speciality at an advanced level* Requires to have post graduate training Lymphoedema management (or working towards / willing to undertake this) or experience equivalent to a Masters Level. ~~This would include inpatient and outpatient experience, and would also include membership of Chartered Society of Physiotherapy Special Interest Groups~~
* Current Health and Care Professions Council Registration/ NMC registration
* Evidence of excellence in clinical knowledge and skills.

Excellent communication skills particularly with multi-agencies.* Evidence of clinical leadership and supervision.
* Committed to team & personal development with evidence of self-directed learning.
* Good team worker.
* Ability to work independently, using initiative, and to cope well under pressure.
* Effective organisational and time management skills
* Interest and skills in research & audit

**Further Post Graduate Certificates and Diplomas*** Relevant Post Graduate Courses (Management of Chronic oedema)

**Knowledge of local and national policies related to speciality*** Formal appraisal training experience.
* Information technology skills.

Mandatory and Statutory training (MAST) and role specific MAST |
|  |

|  |
| --- |
| **14. JOB DESCRIPTION AGREEMENT** |
|  Job Holder’s Signature: Head of Department Signature: | Date:Date: |