



EXERCISE PHYSIOLOGIST

INFORMATION FOR CANDIDATES

ABOUT THE TRUST

The Shrewsbury and Telford Hospital NHS Trust (SaTH) is the main provider of acute hospital services for around half a million people in Shropshire, Telford & Wrekin and mid Wales.

Encompassing some of the most picturesque parts of England and Wales, the Trust's catchment stretches from the Cambrian Mountains in the west, to Newport and the fringes of the Black Country in the east.

The main towns include: Bridgnorth, Ludlow, Market Drayton, Oswestry, Shrewsbury and Whitchurch (in Shropshire); Newport, Telford and Wellington (in Telford & Wrekin); and Newtown and Welshpool (in Powys) – all beautiful and unique.

Our main service locations are The Princess Royal Hospital (PRH) in Telford and The Royal Shrewsbury Hospital (RSH) in Shrewsbury which are located 20 minutes drive apart. Together they provide 99% of our activity. Both hospitals provide a wide range of acute hospital services including accident & emergency, outpatients, diagnostics, inpatient medical care and critical care.

We also provide services such as consultant-led outreach clinics at Telford, the Robert Jones and Agnes Hunt Orthopaedic Hospital, Gobowen and the Bridgnorth, Ludlow and Whitchurch Community Hospitals.

We employ more than 6,000 people, and hundreds of colleagues and students from other organisations also work in our hospitals. We benefit from around 1,000 wonderful volunteers, and our main charitable partners are the League of Friends at The Royal Shrewsbury Hospital, Friends of The Princess Royal Hospital, and the Lingen Davies Cancer Appeal which is based at The Royal Shrewsbury Hospital.



OUR VISION AND VALUES

The Shrewsbury and Telford Hospital NHS Trust is an organisation that strives to provide high quality, safe care for our patients in an environment which our staff are proud to work in

Our Vision:

“To provide excellent care for the communities we serve”

Our Values:



OUR VISION

We believe that by adhering to our Vision and working with our Values in mind we can behave in a way which will ensure the right results for the people that matter most – our patients and their families.

OUR VALUES

Our Trust Values provide a guide for our daily lives which we are all expected to uphold, both at work and when we are representing the Trust.

Our Values were developed by staff and our patients, so they represent what is important to us within the organisation and the way we should all behave towards patients, carers, visitors, partners and each other.

You will see our Values throughout the Trust; they are not just words on a page, they represent what we are about here at SaTH. We want patients and their families to say that the care and service they receive from all of us is consistently high-quality, safe, effective, and personalised, so the feelings behind the Values shouldn't come as a surprise to anyone working in the NHS.

The reason why it is important that they are clearly written down is, so we all know what's expected, and none of us are surprised if we are asked to explain any unacceptable behaviour. Ultimately, if we follow our Values, we will provide services that are better for our patients and better for each other.

COLLEAGUE BENEFITS

GENERAL

27 days annual leave entitlement at joining, increasing with length of service, plus 8 bank holidays

Flexible working policies

Generous maternity pay and 2 weeks full pay paternity leave

Colleague recognition scheme and long service awards

Option to buy and sell additional annual leave

Greener travel initiative, including cycle to work scheme and lift share

Childcare information and support available, including onsite nurseries

Discounted bus passes with Arriva

FINANCIAL

Access to various local and national discounts via various external websites

- Blue Light Card
- Health Service
- Discounts NHS

Salary sacrifice schemes for home electronics and bikes

Generous Pension scheme

Access to a financial support booklet

Pre-retirement courses

Free Will writing service

Savings and Loan schemes

HEALTH AND WELLBEING

PSYCHOLOGICAL SUPPORT

- Coaching
- Mental Health First
- Aiders Chaplaincy

PHYSICAL SUPPORT

- Fast track physiotherapy service Free
- eye test vouchers

HEALTHY LIFESTYLES AND EMOTIONAL SUPPORT

- Slimming World referral scheme Staff
- cervical screening service Long Covid support
- Access to wellbeing/rest rooms
- Menopause support including advocates, webinars, toolkits, clinics, and bi-monthly meet ups Men's
- Health - Bi-monthly forums and men's MOT
- Sleep School Wellbeing Support

Discounts with local gyms

LEARNING AND DEVELOPMENT

COACHING AND MENTORING

Opportunities to grow, develop and perform at your best

LEADERSHIP ACADEMY

Leadership and management training for all levels of staff

ACCESS TO ELEARNING COURSES

Many eLearning modules to learn from with access available at home

APPRENTICESHIPS

There are a growing number of apprenticeship opportunities at SaTH across all disciplines

Secondment and acting-up opportunities

Support to complete qualifications such as NVQ, Masters etc. whilst on the job



JOB DESCRIPTION

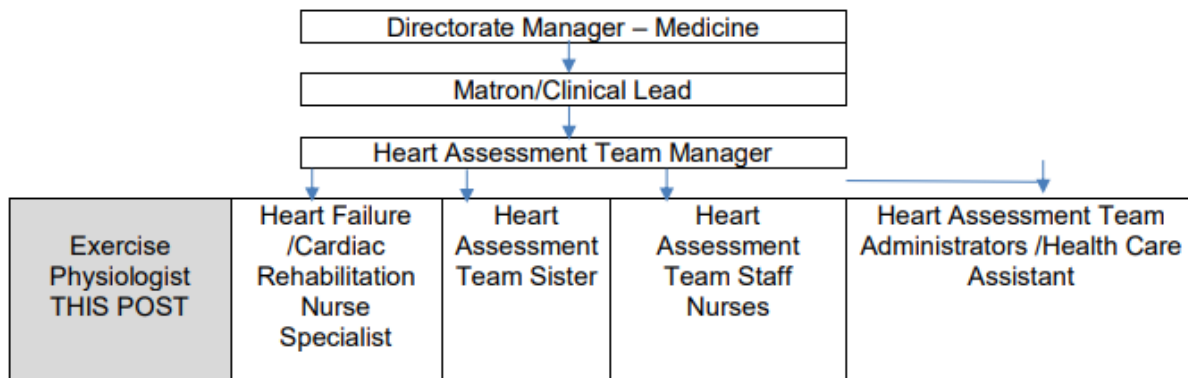
Job Title	Exercise Physiologist
Band	6
Directorate	Service Delivery Directorate
Accountable to	Heart Assessment Team Manager
DBS Required?	Enhanced

JOB OVERVIEW

The post holder will be an expert Exercise Physiologist who will have managerial and clinical responsibility for the Exercise and Education component of the Cardiac Rehabilitation Programme. They will be responsible for the patient experience and the delivery of high-quality cardiac rehabilitation services to all cardiac patients referred into the service, ensuring efficient and effective management of all resources in order to deliver safe and effective patient care in an environment of continuous improvement. The post holder will have developed, through experience and post graduate training, the specialist knowledge, and clinical skills to enable them to assess and deliver direct patient care with regards to a cardiac rehabilitation exercise and education programme in order to maintain professional competence, authority and credibility. They will be able to demonstrate the skills to assess, diagnose/interpret and manage their own specialised caseload of cardiac patients including complex cases to determine risk stratification, measuring functional capacity and aiding with appropriate levels of supervision during exercise classes. Additionally, the post holder will undertake and support audit and research projects as part of this role in order to evaluate and inform service delivery.

The post holder will have proven clinical leadership skills and highly effective communication skills to enable them to support, guide and offer expert opinion to patients, carers, colleagues and the wider multi-disciplinary team on a continuous basis. The post holder will act as an autonomous practitioner in accordance with the Professional Code of Conduct and be registered with the Academy of Healthcare Science (AHCS).

ORGANISATIONAL CHART



MAIN DUTIES AND RESPONSIBILITIES

Communication and Relationship skills

- To maintain accurate, legible, and holistic patient/departmental records according to professional body and departmental guidelines and ensure these are also maintained by all team members.
- To communicate appropriately when providing and receiving complex, sensitive, or contentious information from patients, their carers, other health professionals or external agencies. Utilise an appropriate manner that is understandable, offers empathy and reassurance and is likely to achieve engagement and be mindful of any barriers to understanding as well as the diverse population needs.
- To empathise, reassure and utilise well developed negotiation and persuasive skills when dealing with patients, carers or colleagues in highly emotive states. Develop skills to be able to diffuse situations that may arise in challenging circumstances.
- To communicate effectively when in MDT meetings ensuring accuracy of information given and received.
- To maintain patient confidentiality and communicate with patients, clients and colleagues in a polite and respectful manner reflecting their level of understanding and taking into account cultural and language barriers, also promoting their sense of dignity at all times and demonstrate an unbiased approach to care. 6: To work with senior colleagues in the management of any complaints regarding the service ensuring they are dealt with in a prompt and professional manner.
- To develop and maintain effective communication, feedback and engagement with colleagues including those within the wider healthcare economy.
- To develop and maintain adequate IT skills to support communication requirements.
- To positively promote the Cardiac Rehabilitation Exercise and Education Programme and be involved in all aspects of health promotion activities as required.

- Act as a role model for excellent communication skills and use the Trust values and behaviours as a framework for own behaviour and encourage others to do likewise, ensuring the values underpin all that is done by the Cardiac Rehabilitation Team
- Provide telephone advice to patients, significant others and healthcare professionals to ensure appropriate action is taken and advice given.

Knowledge, Training & Experience

- To have a degree or equivalent in Physiotherapy, Sport & Exercise Science or other relevant subject and have relevant post graduate experience in cardiology.
- To maintain a professional portfolio for continuing professional development to demonstrate specialist clinical competencies and compliance with Trust policies and Professional Code of Conduct.
- To have knowledge of cardiac anatomy and physiology and management of related co morbidities and how they relate to the application of exercise.
- To have clinical experience and a good understanding of the entire cardiac rehabilitation process and how it relates to exercise and education.
- To have experience of leading fitness assessments and a structured and graded exercise programme for people with cardiovascular and co-morbid conditions.
- Provide education, training and advice to staff from other disciplines through formal and informal training, advice and joint assessments.
- Ensure that practice is in keeping with local and national standards and protocols associated with cardiac rehabilitation (BCS, BACPR, BASES, NSF, ACPICR).
- Attend relevant study days and training courses evaluating their effectiveness and feeding back relevant information to the wider team when requested and implementing new findings into practice
- Maintain up to date knowledge relating to the exercise equipment used in the gym allowing for safe use and instruction of the equipment to patients and colleagues.
- To work with the wider team to ensure a culture that supports lifelong learning through the provision of specialist pre and post registration training.
- To participate in the recruitment and selection process when required.

Planning and Organisational Skills

- Be responsible for organising and prioritising own caseload and appointments to meet service needs in conjunction with other team members, ensuring gym sessions are planned in advance in order to make the best possible use of resources.
- In conjunction with other team members take an active role in service development and promotion by liaising and planning with education referrers, developing and presenting presentations and ensuring that promotion leaflets are up to date and accurate.
- Assist the team manager and other team members in the planning and organisation of the Cardiac Rehabilitation programme, contributing to team discussions and service meetings and actively plan and organise service development tasks by educating, advising and planning using effective leadership and communication skills.
- Assist and organise the day to day operation of the cardiac rehabilitation programme. This may include answering queries, fielding referrals, contributing to team discussions, responding to clients needs and communicating with other team members and outside agencies.
- To demonstrate the ability to adjust and prioritise workload to accommodate changing circumstances 6: To demonstrate the ability to prioritise a number of complex activities at any one time to react to the demands of the multidisciplinary professionals within the team.

Physical Skills

- Ability to carry out functional exercise testing using appropriately selected protocols. Make clinical judgements regarding appropriate levels and type of exercise. Liaise with other members of the Cardiac Rehabilitation Team as required.
- Ability to safely use and recalibrate gym equipment.
- Work at times in kneeling, crouching and sustained postures to support the needs of patients/clients.

Responsibility – Patient/Client Care

- Ensure clients/patients receive a comprehensive explanation about the exercise programme and cardiac rehabilitation in general and specific to their needs.
- Be proactive in running telephone clinics for advising on exercise at home and participate in face to face one stop clinics as part of the MDT, to assess and provide further advice and guidance on increasing exercise and daily activities
- Be proactive in the development and delivery of a comprehensive cardiac rehabilitation exercise and education programme.
- To check and document identification and demographic details of patients/clients according to local departmental protocols.
- Identify and advise cardiac nurses on any significant change to the patients/client's condition which would need further clinical follow up.
- Supervise patients when using the cardiac gym ensuring that individualised exercise programmes are safe, effective and appropriate.
- Ensure that discharge information/documentation for patients relating to continuing exercise in the community meets with national standards (BCS, BACPR, BASES, NSF, ACPICR)
- Supervise work of junior staff working within cardiac rehabilitation ensuring that standards are maintained, and clinical care is safe and effective.

Responsibility – Policy and Service

- Effectively carry out tasks relating to evaluating services and highlight to Team manager areas for improvement with potential solutions.
- Engage with service leads and the wider multidisciplinary team regarding strategies to improve cardiac rehabilitation services.

Responsibility – Finance and Physical

- To have responsibility for the safe use and update of maintenance records of the exercise equipment.
- Ensure all equipment is used correctly and any faults of concerns are reported according to agreed protocols.
- Ensure that resources are monitored and utilised in accordance with local budget.

Responsibility – Human Resources

- Supervise junior staff, students and volunteers within the Department.
- Participate in the appraisal process and work closely with Team Manager and senior clinical staff to ensure a robust structure of training, supervision and appraisal is delivered to all members within the team.
- Provide clinical supervision and support to staff undergoing training.
- Ensure that the sickness and absence policy is adhered to personally and by other team members.

Responsibility – Information Resources

- Assist in the collection and formulation of statistical information and reports as requested within the Department and at the wider Trust level.
- Provide appropriate evidence-based information to support management in auditing, monitoring and reporting the clinical and cost benefit efficacy of the service.
- To be responsible for keeping safe patient information in line with information governance
- Be responsible for complying with legal professional confidentiality guidelines at all times.

Responsibility – Research and Development

- Actively promote and participate in clinical audit and the development of quality standards
- Take part in regular local and regional client satisfaction surveys.
- Collate and submit accurate data to the National Cardiac Audits and present findings as required.

Freedom to Act/ Analytical & Judgement Skills

- The post holder will work as an autonomous practitioner utilising analysis and judgement skills to make independent complex decisions during the assessment process to diagnose and plan an exercise treatment programme. This will involve using specialist clinical reasoning to decide upon appropriate intensity and mode of exercise and level of supervision required taking into account an individual's risk profile and fitness level.
- To be professionally accountable and aware of professional boundaries. To take responsibility for the delegation of work to more junior/unqualified members of the team
- To be proactive in developing, implementing, and evaluating policies, procedures and guidelines relating to the Cardiac Rehabilitation Exercise Programme
- Conduct functional exercise capacity tests following protocol and make clinical judgements regarding appropriate levels and types of exercise. Liaise with the other members of the multidisciplinary team as required.
- Participate in safety checking of the gym equipment, environment, and emergency equipment prior to gym sessions.

Physical Effort, Mental Effort, Emotional Effort, Working Conditions

- To perform tasks involving the handling of patients or loads on a frequent, sometimes unavoidable, and repetitive basis as applicable to the role. This will involve the requirement to lift/pull/push and carry supplies and equipment.
- The workload is frequently very complex and challenging and is usually delivered under significant time restraints.
- The postholder will be imparting unwelcome or sensitive news on a frequent basis, regarding treatment outcomes, rehabilitation prospects or condition deterioration.
- To develop and maintain an ability to cope with and prioritise many unexpected work demands and deadlines.
- To develop own competencies in handling the complexity of issues relating to the management of people and frequently be required to deal with distressed or unpredictable behaviour from patients, their carers and staff members.
- Recognise signs of depression and anxiety in patients and utilise appropriate referral practices.
- To maintain frequent concentration for prolonged periods with the risk of interruptions.
- The post holder will frequently encounter unpleasant working conditions eg body odour/body fluids/exposure to patients on an inpatient basis.
- A good level of physical fitness is required in order to demonstrate a wide range of exercise equipment and contribute/participate in exercise sessions.
- Frequent requirement for moderate physical effort during the day to day running of the gym.
- Requirement to travel between different working sites.



PERSON SPECIFICATION

The following pages contain a description of the qualifications, skills, experience, knowledge and other attributes a candidate should ideally possess to successfully perform this role.

QUALIFICATIONS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Degree in Physiotherapy, Sport and Exercise Science or other relevant subject 	<ul style="list-style-type: none"> • MSc in Cardiac Rehabilitation BACPR Phase IV Instructor Qualification

EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Experience in the management of Cardiac Rehabilitation • Patients/Cardiology patients Knowledge of cardiac anatomy and physiology and management of related pathologies • Evidence of teaching/student experience • Evidence in audit and research 	<ul style="list-style-type: none"> • Experience of working with cardiac patients in a phase III setting • Understanding of counselling aspects of cardiac rehabilitation including risk factor management

SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Advanced skills in the assessment and treatment of adults with complex multi pathologies • Advanced knowledge and understanding of National guidelines for CHD and heart failure. • Advanced knowledge and understanding of the cardiac rehab process. • Good communication skills • Proven leadership skills • Clinical Reasoning skills • Excellent written and verbal skills • Ability to work under pressure and meet deadlines. • Organisation, planning, prioritisation and decision making skills. • IT skills relevant to role 	

OTHER

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Flexibility and Reliability • Works as a team player and is able to work on own initiative. • Ability to meet travel requirements of the post for cross site working when required. 	

GENERAL CONDITIONS

As they undertake their duties, all our people are required to uphold and demonstrate the Trust's core values of: Partnering, Ambitious, Caring and Trusted. Collaboration and partnership are also central to our approach in delivering our fundamental activities of patient care, teaching, and research.

HEALTH & SAFETY

As an employee of the Trust, you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety

INFECTION PREVENTION AND CONTROL (IPC)

The prevention and management of acquired infection is a key priority for the Trust. As an employee of the Trust, you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices, and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and colleagues; and
- maintain an up-to-date knowledge of infection prevention and control, policies, practices, and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy)

INFORMATION GOVERNANCE

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently, and effectively. You are required to comply with the Trust's Information Governance policies and standards.

- Confidentiality and Security - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.
- Disclosure of Information - To ensure that information is only shared with the appropriate people in appropriate circumstances, care must be taken to check the recipient has a legal basis for access to the information before releasing it. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment, to protect yourself and the Trust from any possible legal action.
- Information Quality and Records Management - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

PROFESSIONAL STANDARDS AND PERFORMANCE REVIEW

As an employee of the Trust, you have a responsibility to:

- participate in continuous personal development including, statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

We all have a personal and a professional responsibility within the Trust to identify and report abuse.

As an employee of the Trust, you have a responsibility to ensure that:

- you are familiar with and adhere to the Trusts Safeguarding Children procedures and guidelines
- you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role

SOCIAL RESPONSIBILITY

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills, and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust, you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.

CONTINUOUS IMPROVEMENT

The Shrewsbury and Telford Hospital NHS Trust is committed to creating a culture that puts Continuous Improvement at the forefront of our transformational journey and our aim is to empower colleagues at all levels have the confidence, capability, passion, and knowledge, to test changes and make improvements at SaTH and in the communities we serve.

Following a successful five-year partnership with the Virginia Mason Institute in the USA, SaTH continues to further develop and embed the Trust's approach to Continuous Improvement at all levels of the organisation. You will be supported by an Improvement Hub, which will provide the necessary expertise to support you make improvements, while also providing training at various stages of your time at SaTH, as part of your continuing professional development.

EQUAL OPPORTUNITIES AND DIVERSITY

The Shrewsbury and Telford Hospital NHS Trust is striving towards being an equal opportunities employer. No job applicant or colleague will be discriminated against on the grounds of race, colour, nationality, ethnic or national origin, religion or belief, age, sex, marital status or on the grounds of disability or sexual preference.

Selection for training and development and promotion will be on the basis of an individual's ability to meet the requirements of the job.

The Shrewsbury and Telford Hospital NHS Trust the post-holder will have personal responsibility to ensure they do not discriminate, harass, bully, or contribute to the discrimination, harassment or bullying of a colleague or colleagues, or condone discrimination, harassment or bullying by others.

The post-holder is also required to co-operate with measures introduced to ensure equality of opportunity.

NO SMOKING POLICY

There is a no smoking policy in operation within the Trust. Smoking within the Trust's premises or within the Trust's grounds is not permitted.

MISCELLANEOUS

This job description is an outline of the key tasks and responsibilities of the post and is not intended to be an exhaustive list. The job may change over time to reflect the changing needs of the Trust and its services as well as the personal development.





The Royal Shrewsbury Hospital

Telephone: 01743 261000

Minicom: 01743 261213

Address:

The Royal Shrewsbury Hospital

Mytton Oak Road

Shrewsbury

SY3 8XQ

Getting to The Royal Shrewsbury Hospital

The Princess Royal Hospital

Telephone: 01952 641222

Minicom: 01952 641222 Ext: 4995

Address:

The Princess Royal Hospital

Apley Castle

Telford

TF1 6TF

Getting to The Princess Royal Hospital