

The Newcastle upon Tyne Hospitals NHS Foundation Trust

Job Description

1 Job Details

Job Title	Complementary Therapist
Pay Band	5
Directorate	Cancer Services and Clinical Haematology
Hospital Site	Trust wide

Essential Requirements

- Recognised degree qualification in one or more complimentary therapy **or** diploma plus experience to degree level.
- Current membership of a professional body.
- Evidence of recent and relevant experience of working within the NHS or other equivalent healthcare setting.
- Good IT skills.
- Evidence of on-going continuous professional development.
- Evidence of good communication and interpersonal skills
- Effective report writing skills.
- Able to work independently and as a member of a team.
- Effective organisation and time management skills.
- Has understanding / experience of adult / child safeguarding.

Desirable Requirements

- Experience of working with people affected by cancer.
- Specialist training in therapy/adaption techniques for cancer patients.

2 Job Purpose

- The following complementary therapies are acceptable in principle within the Trust for use by a registered practitioner, operating under the terms laid down by the Trusts Complementary Therapies Policy.
 - Aromatherapy
 - Reflexology
 - Massage (including "light touch" massage)
 - Acupuncture.
- Within their sphere of specialist practice, complementary therapists will provide a range of complementary therapies in line with funding arrangements and be a source of advice, information and expertise for patients, relatives and staff.

3 Dimensions

- This is a suitable post for a therapist, who wishes to further develop practice within a health care setting.

- The complementary therapist will be an active member of a team that provides a high quality; evidence based complementary therapy service for patients with cancer.
- To be responsible for own continued professional development.

4 Organisational Arrangements

Reports to:	Team Lead and Matron
Professionally accountable to:	Executive Chief Nurse via Deputy Chief Nurse and Associate Director of Nursing/Midwifery

5 Knowledge Training and Experience

- See essential requirements

6 Skills

Communication and Relationships

- To provide and receive complex and sensitive patient information with patients, carers and the wider-disciplinary team to ensure their active involvement in the care planning, treatment delivery and informed consent process.
- Use advanced clinical reasoning skills and assessment techniques to provide a complementary therapy intervention appropriate to the patient's condition, their cancer and its treatment.
- Develop advanced listening skills to understand the physical, emotional and psychological needs of patients and carers.
- Develop advanced communication skills to work with patients and carers in complex/sensitive situations, which may include end of life situations.
- Acknowledge and accommodate barriers to communication and understanding including speech, hearing, language and emotion.
- Supply relevant written advice and information in line with department protocols.

Analytical and Judgmental

- Undertake a comprehensive assessment of patients including those with diverse or highly or complex presentations/multiple pathologies. These may include symptoms directly related to the disease process, symptoms related to treatment, or symptoms arising from pre-existing pathologies.
- To undertake a comprehensive highly specialist assessment of patients complimentary performance and risk evaluation.
- Plan and implement an appropriate programme of complimentary therapy for patients balancing the complex interaction of patients and carer's choice, patient's independence, risk and safety, views and opinions of other health care professionals, which may be conflicting, and eligibility for services/equipment.
- To monitor and review patient progress within their treatment programme through ongoing re-evaluation of clinical and non-clinical facts and information making adjustments and modifications to plans as required.

Planning and Organisational

- Organise own work on day-to-day, week-to-week and month-to-month basis (flexibility required).
- Work with the team lead, ward/department sisters/charge nurses, to support the delivery of seamless care.
- Respond appropriately to unexpected events in order to maintain service delivery

Physical Dexterity

- To demonstrate highly developed dexterity for assessment and application of a range of complimentary therapy interventions depending upon the patient location and their level of mobility

7 Key Result Areas

Patient / Client Care

- To liaise and collaborate with the nursing /medical staff about appropriate patients to whom therapies could be offered.
- To provide a non-judgemental complementary therapy service this respects diversity and operates within the boundaries of the current protocols and policies.
- Assess the patient's understanding of treatment proposals and gain valid informed consent to implement the treatment programme. To have the capacity to work within a legal framework with patients who lack the capacity to consent to treatment.
- To provide a holistic and comprehensive assessment of the patient in relation to their suitability to receive massage, aromatherapy, reflexology or gentle touch techniques; Including awareness and the location of the primary cancer and any secondary metastatic disease, and the type of conventional medical treatment they are currently undergoing and to recognise any contra-indications to complementary therapies.
- To identify any physical, emotional or psychological needs and incorporate into the therapy plan.
- To offer individualised massage and therapy sessions in line with the clinical assessment of patient's needs based upon sound knowledge and evidence based practise
- To monitor and review the effectiveness of the therapy as it is being given and to modify when required.
- To access professional and personal development which will increase knowledge and skills within the area of complementary therapies in cancer care.

Policy and Service Development

- To carry out all duties and responsibilities within the requirements national, Trust and departmental policies, procedures and standards.
- Adheres to professions code of conduct relevant to area of practise.
- To comment on and contribute to proposals for change in clinical or department policies identified and proposed by others as requested

Financial and Physical Resources

- Exercise a personal duty of care with expensive equipment provided by the Trust.
- Monitor and ensure the appropriate use of clinical supplies and equipment within specialty.

Human Resources

Management

- Assists with appropriate supervision of new staff and students as required.
- Supports recruitment and retention of therapy staff to the department.

Education

- Takes a role in informing the education of patients and carers.
- Contributes to specialist education and training across the organisation to colleagues and students where appropriate.
- Contribute to development and education within the multidisciplinary team and actively participate in all aspects of the department training programme and team meetings.

Leadership

- Acts as a positive role model.
- Demonstrate the highest professional standards and support the development of clinical expertise.
- Contributes to practice development within specific sphere of practice.

Information Resources

- To maintain accurate comprehensive and up to date treatment records for each patient in line with legal requirements (currently paper based may become electronic as part of electronic patient records).
- Use information systems to access input patient information and access patients' results.
- Access information using the Internet, which is relevant to patient conditions to inform evidence based practice within speciality.
- In line with departmental guidelines and procedures to provide daily statistics for use by the rehab department to monitor and evaluate service activity levels.

Research and Development

- To undertake surveys in the area of work as required.
- Support the implementation of clinical assurance measures and participates within area of specialist practice.
- Considers application of research findings relating to sphere of practice

8 Freedom to Act

- Freedom to act within established parameters where they act independently in appropriate guidelines, deciding when it is necessary to refer higher.
- To comply with all Trust and departmental policies and procedures and clinical protocols.
- Adhere to policies, procedures and guidelines, which govern practice at National and Local level.
- To be professional, responsible and accountable for all aspects of own work.
- To operate as an autonomous practitioner with a designated clinical caseload and freedom to initiate action within the principals of clinical and professional guidance.
- To accept, manage and discharge referred cases based on criteria for specialist area.

9 Effort & Environment

Physical

- Frequent combination of sitting, standing, walking and pushing the trolley with therapy items is required.
- Undertake therapeutic moving and handling of patients as part of their therapy treatment.

Mental

- Work pattern is Predictable with a frequent requirement for high levels of concentration:
 - During patient treatment sessions
 - Assessing and providing information to patients.
 - Updating patient records or writing reports.
 - Scheduling patient visits.
 - Analysing and evaluating audit data.

Emotional

- To undertake duties within emotional environment with regular exposure to difficult situations including very sick patients, terminal illness, distressed and challenging behaviour of relatives and occasionally other health care professionals where there is conflict of opinion.
- Will be expected to provide support to colleagues in a personal and professional capacity.

Working Conditions

- Expected to work in busy ward and day care centre areas where people may be having chemotherapy or other treatments.
- On occasion across site and with partner organisations.

Signed:
(Post holder)

Date:

Signed:
(Directorate Manager or equivalent)

Date:

The Newcastle upon Tyne Hospitals NHS Foundation Trust

Person Specification

JOB TITLE: Complementary Therapist**BAND:** 5**DIRECTORATE:** Cancer Services and Clinical Haematology

<u>REQUIREMENT</u>	<u>ESSENTIAL</u> Requirements necessary for safe and effective performance of the job	<u>DESIRABLE</u> Where available, elements that contribute to improved/immediate performance in the job	<u>ASSESSMENT</u>
Qualifications & Education	<ul style="list-style-type: none"> Recognised degree qualification in one or more complementary therapy or diploma plus experience to degree level. Current membership of a professional body. 		
Knowledge & Experience	<ul style="list-style-type: none"> Evidence of recent and relevant experience of working within the NHS or other equivalent healthcare setting. Evidence of on-going continuous professional development. Evidence of good communication and interpersonal skills Effective report writing skills. Has understanding / experience of adult / child safeguarding. 	<ul style="list-style-type: none"> Experience of working with people affected by cancer. Specialist training in therapy/adaption techniques for cancer patients. 	
Skills & Abilities	<ul style="list-style-type: none"> Good IT skills Able to work independently and as a member of a team. Effective organisation and time management skills. 		
Values / Behavioural / Attitudes			
Core Behaviours	<ul style="list-style-type: none"> Alignment to Trust Values and Core Behaviours 		

CANDIDATE:**REFERENCE NO:****SIGNED BY:****DATE:****DESIGNATION:**

