

**Competency Framework Level 1**

<b>Job Title: Band 7 Physiotherapist</b>					
<b>Level One</b> employees are able to demonstrate competence in the following areas at the end of their six month probationary period. Following successful completion of their probationary period employees must maintain their competency levels and work towards level two competencies.					
<b>Competency</b>	<b>Description</b>	<b>Evidence</b>	<b>Underpinning education / resources</b>	<b>Assessment (assessor to complete)</b>	
				<b>Achieved Y / N</b>	<b>Assessor's Initials</b>
Digital Skills	<p>Demonstrate the ability to consistently and competently use IT / admin skills in your clinical role.</p> <p>These include:</p> <ul style="list-style-type: none"> <li>✓ Microsoft Windows (Intermediate level)</li> <li>✓ Microsoft Excel (Basic level)</li> <li>✓ Microsoft Outlook (Intermediate level)</li> <li>✓ Microsoft PowerPoint (Intermediate level)</li> <li>✓ Microsoft Teams</li> <li>✓ EMIS and AccurX</li> <li>✓ Sentinel Incident reporting system</li> <li>✓ External systems to order equipment/refer patients externally.</li> </ul>				
Role Knowledge	<ul style="list-style-type: none"> <li>✓ Demonstrate knowledge of a range of medical conditions and the</li> </ul>				

	potential physical/psychological/social consequences and impact on a patient's ability to perform daily occupations.				
	✓ Demonstrates an awareness of the theory and role of advanced communication skills in this setting.				
	✓ Demonstrates knowledge of a range of multi-disciplinary strategies to support symptom management in a specialist palliative care setting.				
	✓ Demonstrates knowledge of emergency pathways used in the specialist palliative care setting eg MSCC, opioid toxicity.				
	✓ Demonstrates knowledge of a range of Physiotherapy strategies to support patients in a specialist palliative care setting. These should include but are not limited to: <ul style="list-style-type: none"> <li>- Exercise prescription</li> <li>- Rehabilitation programmes</li> <li>- Fatigue management tools</li> <li>- Breathlessness management tools</li> <li>- Pain management tools</li> <li>- Postural/seating assessment and advice</li> </ul>	•			

	<ul style="list-style-type: none"> <li>- Moving and handling assessment and advice</li> <li>- Prescription of mobility aids</li> <li>- Chest Physiotherapy,</li> <li>- Basic Lymphoedema management</li> <li>- Discharge planning.</li> </ul>				
	✓ Demonstrates an understanding of safeguarding and the principles and application of the mental capacity act in the hospice setting.				
	✓ Demonstrates knowledge of a range of external health and social care services/organisations to facilitate the delivery of physiotherapy/support both in the inpatient, outpatient and community setting.				
	✓ Demonstrates understanding of the infection control policy and processes used at the hospice				
Role Practice (Skills)	✓ Demonstrates the ability to use highly specialist Physiotherapy ASSESSMENT skills in a specialist palliative care setting.				
	✓ Demonstrates the ability to collaborate with patients to establish patient centred goals and to develop a Physiotherapy intervention/treatment plan.				
	✓ Demonstrates ability to use advanced communication skills in a				

	range of situation such as breaking bad news, negotiating and managing conflict with patients, their friends and family and colleagues.				
	<p>✓ Demonstrates highly specialist Physiotherapy TREATMENT skills in a specialist palliative care setting. These should include delivery of:</p> <ul style="list-style-type: none"> <li>- Exercise prescription</li> <li>- Rehabilitation programmes</li> <li>- Fatigue management tools</li> <li>- Breathlessness management tools</li> <li>- Pain management tools</li> <li>- Postural/seating assessment and advice</li> <li>- Moving and handling assessment and advice</li> <li>- Prescription of mobility aids</li> <li>- Chest Physiotherapy,</li> <li>- Basic Lymphoedema management</li> <li>- Discharge planning.</li> <li>- Group education/support programmes</li> </ul>	•			
	✓ Demonstrates the ability to effectively prioritise and manage an inpatient and outpatient Physiotherapy caseload in a specialist palliative care setting.				

	<ul style="list-style-type: none"> <li>✓ Demonstrates the ability to work collaboratively with MDT members to support patients to achieve 'what matters to them'.</li> </ul>				
	<ul style="list-style-type: none"> <li>✓ Demonstrates the ability to utilise knowledge and relevant internal and external professionals to identify and manage safeguarding concerns and the ability to apply the principles of the mental capacity act in this setting.</li> </ul>				
	<ul style="list-style-type: none"> <li>✓ Demonstrates the ability to supervise and mentor Rehab Team Members to support their wellbeing and development.</li> </ul>				
	<ul style="list-style-type: none"> <li>✓ Demonstrates the ability to consistently follow hospice guidelines for infection control in the use of appropriate PPE and cleaning of equipment in the clinical setting</li> </ul>				
	<ul style="list-style-type: none"> <li>✓ Demonstrates the ability to accurately and consistently document all treatment interventions in line with professional body and hospice guidelines</li> </ul>				