

JOB DESCRIPTION

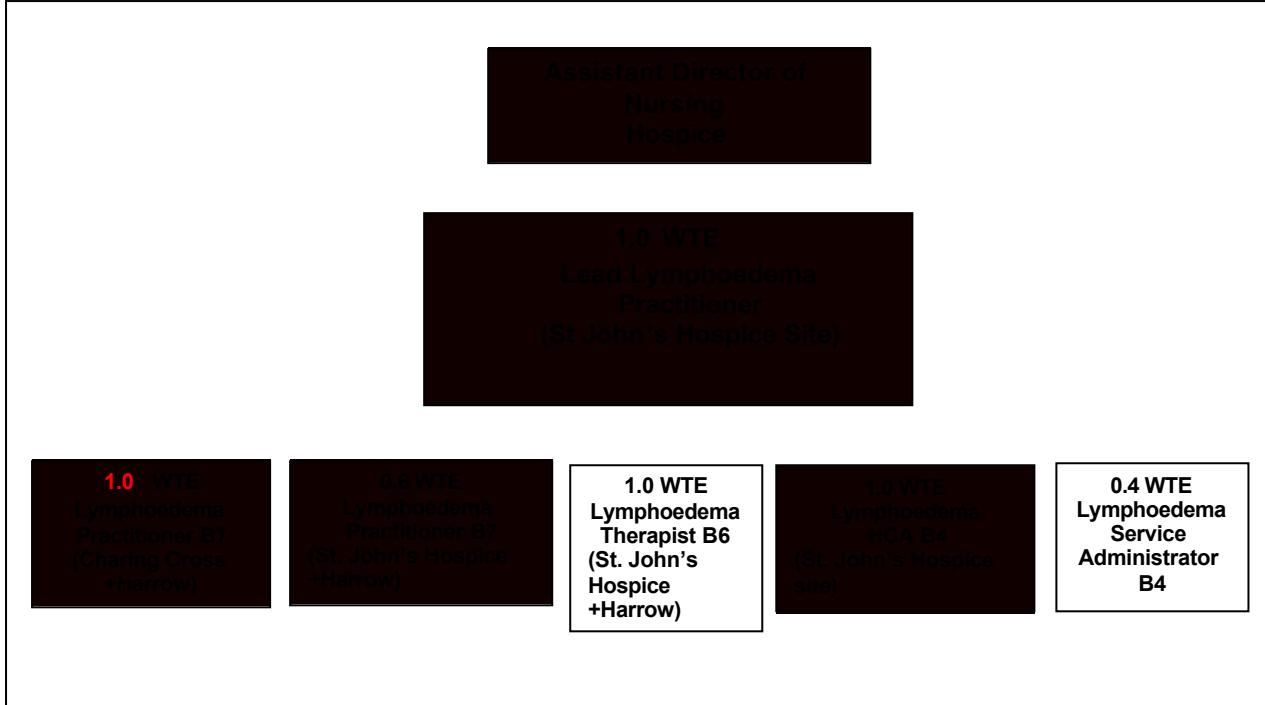
1. JOB IDENTIFICATION

Job Title:	Lymphoedema Therapist	
Band/Grade:	6	
Hours of Work:	37.5hours	
Accountable to:	Lead Lymphoedema Practitioner	
Responsible:	Hospice Director	
Department:	Lymphoedema	
Job Reference:	October 2025	
Last Update (insert Date):		
Disclosure and Barring Service (DBS) Check Required:	Yes	Level:Enhanced

2. JOB PURPOSE

As a Band 6 Lymphoedema Therapist, you will be expected to independently manage a caseload, contribute to team discussions, and ensure a patient-centred approach to care. The post involves rotation between three sites (St John's Hospice, Charing Cross Hospital and West Harrow), conducting home visits where required, ensuring diverse experience with different patient populations and meeting the needs of the service. The role offers an opportunity to work within a well-established service, delivering expert care and contributing to the ongoing success of the team. Progression to a Band 7 role is contingent on both, a suitable vacancy becoming available and successfully passing an interview, which assesses specialised skills, leadership abilities, and alignment with organisational/Hospice values and mission.

3. ORGANISATIONAL STRUCTURE



4. ROLE OF DEPARTMENT

Service Overview

The Lymphoedema Service operates across three key locations: St John's Hospice, Charing Cross Hospital, and West Harrow. The service provides comprehensive lymphoedema care and support to individuals affected by a variety of conditions. This includes:

- **Primary Lymphoedema** : Care for patients with congenital or inherited lymphatic disorders.
- **Secondary Lymphoedema** : Management of lymphoedema as a result of cancer treatment or other related conditions.
- **Oedema Management** : Support for patients with oedema secondary to chronic conditions or trauma.

The service is dedicated to offering expert lymphoedema management and improving the quality of life for those affected by these conditions.

The Hospice

The Hospice consists of 19 bedded Inpatient Unit, Clinical Day Services, a multi-disciplinary Community Team and Lymphoedema Services maintaining highest standards of palliative care. Services within the Hospice are provided for people with cancer, HIV and other life threatening illnesses and for their significant others.

Patients are admitted to the Hospice Specialist Palliative Care Inpatient Unit for assessment, symptom control, terminal care, rehabilitation, respite care and medical interventions from a wide catchment area of NWL and part of NCL (Camden) ICS.

5. RESPONSIBILITIES OF THE POST

KEY TASKS AND RESPONSIBILITIES:

CLINICAL RESPONSIBILITY

- To conduct comprehensive assessments of patients with lymphoedema or chronic oedema, addressing physical, psychological, and psychosocial needs in line with best practice and clinical guidelines.
- To develop and implement care plans tailored to individual patient needs, using appropriate treatment modalities such as compression therapy, manual lymphatic drainage, and education. Ensure treatment plans are based on evidence-based practice.
- To regularly evaluate the patient's progress and adjust treatment plans as necessary to ensure continued improvement and effective symptom management.
- To work closely with other healthcare professionals within the hospice and hospital teams to ensure continuity of care, providing advice and sharing relevant patient information where needed.
- To provide clear and practical information to patients and their families about managing lymphoedema and oedema, ensuring patients are supported in managing their condition independently.
- To serve as a clinical resource for other healthcare professionals, offering guidance on lymphoedema management and maintaining clinical standards.
- To participate in the lymphoedema peer group clinical supervision.

COMMUNICATION

- To maintain accurate records of patients by documenting all communication with them and recording all relevant information whenever they have been seen in their individual lymphoedema file and the multi-disciplinary care plan where required in-line with Hospice and Hospital Standards and with your Professional Code of Conduct.
- To employ excellent communication skills in conveying at time complex or sensitive information.
- To overcome barriers which may arise when service users are in pain, have difficulty in understanding or expressing themselves, or when the service user or their carer(s) are distressed or anxious. This may include imparting information which the service user and or carer perceives as negative or is upsetting.
- To use communication skills to assess capacity for consent with all service users and ensure informed consent is agreed and documented in the patient's electronic file prior to any intervention. Where the service user might lack capacity, the post holder will work within the legal framework and will possess a strong knowledge and understanding of the Mental Capacity Act.
- To attend and contribute to meetings relevant to the speciality and communicate with other health care professionals on matters relating to the care of patients.
- To communicate effectively with all members of the multidisciplinary team.

SERVICE DEVELOPMENT AND AUDIT

- To contribute to the monitoring and evaluation of care by participating in audits and reviews of patient outcomes. Ensure that the service maintains a high standard of care delivery.
- To ensure the appropriate use of resources, including equipment and supplies, and assist in managing stock levels effectively. Highlight any resource constraints to the Lead Practitioner.
- To contribute to the development and adherence to departmental policies and procedures, ensuring consistency and high-quality care across the service.

EDUCATION

- To maintain awareness of current advances in lymphoedema, chronic swelling, cancer and palliative care treatment and current developments in lymphoedema management which may have implications on care and expenditure.
- To facilitate the development of and maintain resource and teaching materials for use by patients, their families and staff within the department and other clinical and educational settings
- At the request of the Lead Lymphoedema Practitioner and in conjunction with and the support of other members of the team, to participate in the Hospice in-house educational programme and the induction and training of other professionals as required.
- Patient & Family Education: To educate patients and their families on how to manage lymphoedema effectively, providing resources and practical tools for long-term care.
- To establish own educational needs and share them with the Lead Lymphoedema Practitioner .

MANAGEMENT

- To support the efficient running of lymphoedema clinics, ensuring that patient appointments are scheduled effectively and that clinic sessions are appropriately structured around patient needs.
- To facilitate Audit and Data Collection by collecting data for service audits and assisting in producing activity reports that assess service delivery and patient outcomes.
- To participate in peer clinical supervision and engage with ongoing reflective practice to ensure high standards of care and personal professional development.

Self and Staff Development

- To participate in planned programmes of personal appraisal with the Lead Lymphoedema Practitioner where professional development will be facilitated by utilising the organisation's appraisal system and regularly reviewing their professional development plan.
- To ensure personal and professional development through reflective practice and supervision with the Lead Lymphoedema Practitioner.
- To continue your professional development within the Band 6 framework, maintaining a high level of clinical competency and contributing to team knowledge.
- To engage in regular reflective practice to enhance your clinical skills, ensuring the highest standard of care delivery

OTHER

- To provide cover for colleagues as appropriate.
- To undertake any other appropriate duties requested.

6. GENERAL INFORMATION:

- This job description is not intended to be an exhaustive list of duties, but mainly to highlight the current main responsibilities of the post. It may be reviewed and altered in the light of changed service needs and developments after discussion with the post holder.
- The post holder will be required to comply with all policies and procedures issued by and on behalf of the Hospital of St John and St Elizabeth.
- The Hospital is an equal opportunities employer and the post holder will be expected to promote this in all aspects of his/her work .

6.1 Other Duties:

To undertake any other similar duties, as required by the manager.

6.2 Confidentiality:

All information in relation to patients and staff must be held in the strictest confidence and may not be divulged to any unauthorized person at any time without the authorisation of your manager or unless it is in the best interest of the individual. The post holder must maintain the confidentiality of information about patients, staff and other Hospital service business in accordance with the Hospital's Information Governance requirements, the Code of Confidentiality and the Data Protection Act, 1998. A breach of confidentiality in relation to manual or computer data will result in disciplinary action being taken in accordance with the Hospital's disciplinary procedure and may lead to dismissal.

6.3 Health and Safety:

Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act 1974 to ensure that the agreed safety procedures are carried out to maintain a safe environment.

6.4 Risk Management

You have a responsibility for the identification of all risk which have a potential adverse affect on the Hospital's ability to maintain quality of care and the safety of patients, staff and visitors, and for the taking of positive action to eliminate or reduce these.

6.5 Equal Opportunities and Diversity

As a member of staff at the Hospital of St John and St Elizabeth you have a personal responsibility to ensure that you do not discriminate, harass or bully, or contribute to the discrimination, harassment or bullying of a colleague or colleagues, or condone discrimination, harassment or bullying by others.

You also have a responsibility to ensure that all people that you have contact with during the course of your employment, including patients, relatives and staff are treated equally in line with the Hospital's Equal Opportunities and Diversity Policy.

You are also required to co-operate with measures introduced to ensure equality of opportunity.

7. CREATED BY: Sue Hutton

SIGNATURE:

PERSON SPECIFICATION

Post Title: Lymphoedema Practitioner

Criteria		Essential	Desirable	Assessment
Qualifications	Registered Nurse or State registered Physiotherapist or Occupational Therapist Internationally approved certificate as a Lymphoedema Therapist (Foeldi, Vodder, Casley-Smith, Leduc or equivalent). Professional registration Educated to first degree level or equivalent Evidence of specialist knowledge and education Palliative care/oncology qualification	✓ ✓ ✓ ✓	✓	Application form and interview PIN number Certificates of achievement Professional portfolio
Experience	Post registration lymphoedema skills & experience Palliative care/ oncology experience	✓	✓	Application form and interview Professional portfolio
Skills and Knowledge	Excellent lymphoedema clinical skills Excellent communicator Professional commitment and self-awareness Motivate self and others Work without direct supervision Sound knowledge of current advancements in lymphoedema and relevant professional development issues Ability to work within a multidisciplinary team Good organisational and time management skills Good interpersonal skills Comprehensive understanding of palliative care	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	✓	Application form and interview Reference
Other	Motivated and Enthusiastic	✓		Application form and interview Occupational health screening Reference
	Ability to complete a physically demanding job	✓		
	Flexible	✓		

Confident decision maker	√	
Computer literate	√	
Awareness of resources and ability to operate within these	√	
Good health record	√	