



St Ann's Hospice

every day makes a difference

Working for St Ann's

We're proud to care
We're proud to work together
We're proud to make a difference



At St Ann's, there's one thing that motivates us, and that's providing excellent care and support to those living with or affected by life-limiting illnesses.

We're continuously developing our plans for delivering world-class, innovative care and to ensure St Ann's is in the best shape possible for future generations.

You'll be challenged, inspired and empowered to help us achieve our purpose and to play your part in making a difference.

All of our team members will role model our core values...

People matter

People are at the centre of everything we do. We treat each other, and ourselves, with kindness and compassion. We value and celebrate diversity; recognising everyone as an individual.



Brave and bold

We want to grow for the future, not settle. We're not afraid to do things differently, get creative, challenge ourselves and the status quo. We're ambitious in our aims, accountable for our actions and learn from our experiences and successes.



Lead and learn

We're experts in what we do, and we don't stop there. We're always learning; informing and shaping the sectors we're in through education, training and research. We lead by example; sharing best practice, advancing in our fields and pioneering new approaches.



Together we are stronger

Together, we're stronger and have a bigger impact than we could have alone. As a charity, we work in collaboration with supporters, partners and the communities around us. We think beyond traditional boundaries to make sure we're here for our communities for years to come.



Job Role Profile

Rehabilitation Assistant Practitioner

Salary

Hospice Band 4 (£ £25,767- £27,956) per annum Competency Based Framework.

Location

Cross site working, based at Heald Green

Responsible to

Rehabilitation Team Leader

Core Purpose

To provide effective rehabilitation assessments and interventions working within best practice guidelines to deliver an innovative world class service.

Job summary

Work within the policy framework of the hospice in its provision of specialist palliative care and contributing to the delivery of its clinical strategy.

The post holder will have a key role in the delivery of inpatient and outpatient services by the cross-site Rehabilitation Team. They will lead on non-complex therapy assessments and support all rehab team members with the delivery of rehabilitation interventions.

Foster good working relationships and communicate with members of the multi-disciplinary team, other healthcare professionals and users of service to ensure the delivery of high standards of effective healthcare.

To be aware of current best practice in palliative care and rehabilitation and contribute to service development.

St Ann's delivers a service across two sites and there may be occasions where you are required to provide cross-site cover. The role may also require work in a variety of community/health/social care settings to support the delivery of outpatient services.

Rehabilitation Team Leader

Therapists (Band 7)

Therapists (Band 6)

Assistant Practitioner

Responsibilities

The Rehabilitation Assistant Practitioner will:

- ✓ Complete non-complex Occupational Therapy and Physiotherapy assessments under the guidance of qualified therapists.
- ✓ Work with patients to identify problems, agree treatment goals and formulate individualised rehab plans under the guidance of qualified therapists.
- ✓ Be accountable for their actions and omissions in practice and be able to justify decisions made using their clinical reasoning.
- ✓ Support the delivery of rehab plans agreed by other therapists.
- ✓ Assist with the training and support of rehabilitation team volunteers, internal and external staff in relation to palliative rehabilitation.
- ✓ Assist with the planning and delivery of Moving and Handling training for staff (as a key trainer)
- ✓ Organise and deliver group sessions including exercise, falls prevention etc following therapist direction.
- ✓ Support timely and effective discharge planning under the guidance of a qualified therapist.
- ✓ Conduct community visits as agreed with the qualified therapist.
- ✓ Foster good working relationships and communicate with the multi-disciplinary team, other healthcare professionals and service users in a timely and effective manner
- ✓ Maintain equipment stock levels and ensure storage areas are kept tidy and safe.
- ✓ Support the team with admin duties as required.
- ✓ Represent the rehabilitation team at handovers and meetings as required.

Requirements

The Rehabilitation Assistant Practitioner will have:

- ✓ Foundation degree in health and social care
- ✓ Knowledge of specialist palliative care and/or long term conditions
- ✓ Experience of working as an AP in rehabilitation.
- ✓ An understanding of the role of rehabilitation in the inpatient hospice setting and outpatient hospice settings.
- ✓ An understanding of the role of the assistant practitioner within the clinical team.

The Rehabilitation Assistant Practitioner will be able to:

- ✓ Demonstrate an interest and knowledge of specialist Palliative care and rehabilitation
- ✓ Use their own initiative appropriately and work well under pressure balancing priorities effectively.
- ✓ Communicate effectively and work effectively both independently and as a team player
- ✓ Display a kind, empathetic and person centered approach.
- ✓ Teach practical skills to patients and carers/families.
- ✓ Move and handle patients safely and in line with best practice guidelines.
- ✓ Motivate and inspire patients to engage with therapy and achieve their goals.
- ✓ Maintain confidentiality and work within all Information Governance guidelines.
- ✓ Use a computer and have basic IT skills for patient documentation, email etc.
- ✓ Travel between hospice sites, community settings and to visit patient homes to undertake assessments/deliver services.

Terms and conditions for the Rehabilitation Assistant Practitioner

Contract	Permanent
Work Pattern	37.5 hours per week over 5 days – Monday to Friday (part time considered)
Location	Heald Green (cross-site work will also be required)
Free Parking	Free parking at our Heald Green and Little Hulton sites.
Holiday	35 days, increasing to 37 days after 5 years' service and 41 days after 10 years' service (pro rata, inclusive of bank holidays). In addition staff are able to buy up to 1 week holiday per year via salary sacrifice, pro rata.
Pension	Contributory Stakeholder pension in which we match up to 7% of your gross salary. Or the ability to continue with a previously held NHS pension (subject to making contribution's into the scheme in the previous 12 months).
Life Cover	All staff in the Scottish Widows Pension scheme are provided with life cover of three times their basic salary in the event of their death whilst employed by St Ann's Hospice.
Health Cash Plan	We offer access to an employee paid health cash plan. That allows employees to spread the cost of health expenses including dental, optical, physiotherapy and more.
Employee Assistance Programme	Employees can access telephone and online counselling 24 hours a day. Face to face counselling is also available and support on issues including debt, employment law, benefits and housing.
Probation	Six months
Notice	4 weeks



St Ann's Hospice, St Ann's Road North, Heald Green, Cheadle, Cheshire SK8 3SZ

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