

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

Counsellor

Salary **Hospice Band 5**
£28,776 - £34,581 (pro rata)
Competency Based Framework

Location Heald Green
(Some cross site working in Little Hulton)

Responsible to
Senior Counsellor

Core Purpose

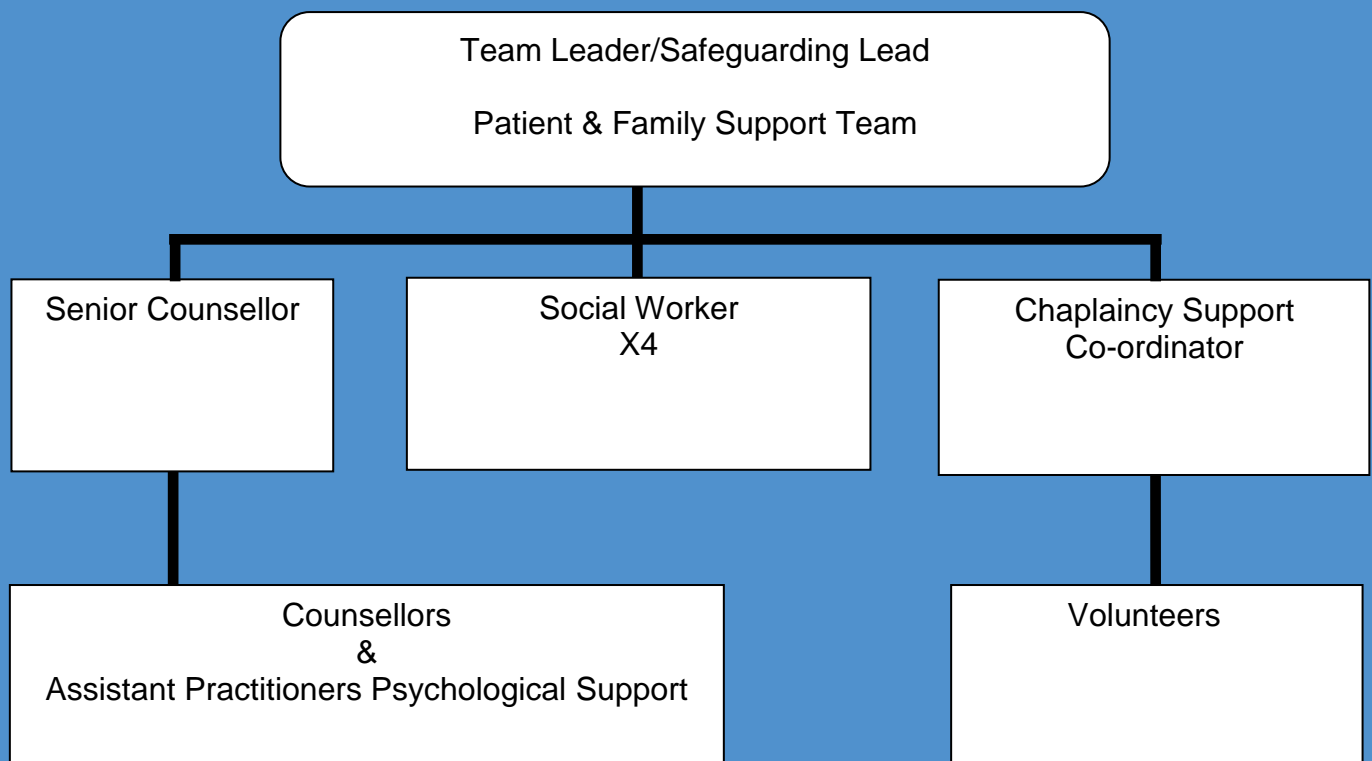
To work within the policy framework of the hospice in the provision of Specialist Supportive and Palliative care, ensuring that the aims and objectives of the organisation are met.

Job summary

To provide specialist palliative care, therapeutic interventions and supportive care to people who access St Ann's services.

Actively participate in service development and improvement. This will include service evaluation, education and involvement with relevant innovation programs and research.

St Ann's values are important for all staff and volunteers to ensure best use of resources to deliver a high-quality service for all those who access the hospice.



Responsibilities

The Counsellor will:

- ✓ Undertake initial assessments and ongoing therapy for patients/clients referred into the Service within the Hospice, their home or community setting.
- ✓ Ensure that documentation relating to patient/client care are clear and accurate in line with hospice policies and procedures.
- ✓ Liaise with other psychological support organisations and agencies.
- ✓ Work in accordance with all Hospice policies and procedures.
- ✓ Actively participate in the yearly individual performance review process to identify all learning needs and take necessary steps in order to reach personal and professional objectives by maintaining own CPD.
- ✓ Engage with line management supervision and external clinical supervision.
- ✓ Provide professional support and advice on psychological issues to healthcare and other professionals working in the Hospice.
- ✓ Provide information on psychological services for professional groups visiting the Hospice or for those seeking information about psychological support.
- ✓ Work in cooperation with the Senior Counsellor to develop the psychological well-being service.
- ✓ To provide psychological support therapies in accordance with relevant ethical frameworks (e.g. BACP).
- ✓ Organise and manage own workload.
- ✓ Actively engage in the organisational reporting system and action and monitor findings in relation to clinical services.
- ✓ Contribute, implement and maintain hospice policies to propose and implement changes to local policies relevant to patient and carer support.
- ✓ To foster good working relationships and effectively communicate with members of the multi-disciplinary team, users of the service and other health & social care professionals.
- ✓ Work within the multidisciplinary team to lead and manage patient flow and clinical activity demonstrating innovative solutions to maximise resources.
- ✓ Have significant post qualifying experience of working in a health, or social care setting.
- ✓ Organise and prioritise their workload and time effectively.
- ✓ Demonstrate awareness of the importance of self-care.
- ✓ Demonstrate comprehensive knowledge in relevant legislation and guidance.
- ✓ Work within local and national legislative framework, policies and procedures.
- ✓ Work flexibly to meet the needs of The Let's Talk Service.
- ✓ Promote a culture which respects and recognises diversity.

Requirements

The Counsellor will be able to demonstrate and evidence:

- an in depth knowledge of bereavement care.
- experience of post qualification in working with loss and bereavement.
- experience of pre-bereavement care.
- effective communication skills both written and verbal.
- effective organisational and time management skills.
- basic computer skills.
- an understanding and commitment to working within the code of practice and ethical framework of the relevant professional body.
- an awareness of the importance of self-care.
- the ability to work flexibly to meet the needs of the service.
- effective use of Clinical Supervision.
- access to a vehicle to enable to enable independent travel between hospice sites.

- Previous work with psychological support groups (desirable).

Terms and conditions for the Counsellor

Contract

Permanent

Work Pattern

30 hours (over 4 days)

Location

Heald Green – with some cross site working at Little Hulton

Free Parking

Heald Green & 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 weeks' 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 contributions into the scheme in the previous 12 months).

Life Cover

All staff in the Scottish Widows Pension scheme (with the exception of bank staff) 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

8 weeks



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

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