



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

## Specialist Physiotherapist

### Salary

Hospice Band 6 (£38,241- £43,897)  
Competency Based Pay Framework

### Location

Cross site (Little Hulton and Heald Green)

### Responsible to

Rehabilitation Team Leader

### Core Purpose

To provide specialist physiotherapy interventions to patients accessing hospice in and outpatient services and to contribute towards the development of the service.

## Job summary

- The physiotherapist will be a key member of the multidisciplinary team; they will be a role model for clinical staff, demonstrating a professional and proactive approach to providing rehabilitative advice and support to patients with life limiting illnesses.
- The physiotherapist will work with rehabilitation team colleagues to deliver a physiotherapy service at the Little Hulton Site. They will need to be able to prioritise and work efficiently to ensure the complex needs of in patients and outpatients are met in a timely manner.
- The physiotherapist will actively participate in developing cross site physiotherapy services at the hospice.
- The physiotherapist will be aware of and deliver services in line with best practice guidelines and the requirements of the care quality commission in order to ensure the aims and objectives of the organisation are met.



## Responsibilities

The Specialist Physiotherapist will –

- ✓ Assess patients with complex needs and provide specialist physiotherapy advice/treatment plans.
- ✓ Work as part of the multidisciplinary team to provide specialist physiotherapy advice.
- ✓ Co-ordinate and deliver the in and out patient Physiotherapy service at Little Hulton in conjunction with colleagues.
- ✓ Contribute to training on topics relevant to physiotherapy in palliative care at the hospice.
- ✓ Support and mentor the Rehabilitation Assistant Practitioner.
- ✓ Act in accordance with the Health and Care Professions Council and professional code of conduct.
- ✓ Actively participate in continued professional development and the hospice performance and development review programme.
- ✓ Work in conjunction with community physiotherapists to ensure that patients receive timely and appropriate physiotherapy interventions.
- ✓ Be a Moving and handling key trainer (or work towards this)

## Requirements

The Specialist Physiotherapist will –

- ✓ Hold a diploma/BSc Degree in Physiotherapy
- ✓ Be registered with HCPC
- ✓ Have experience in working with patients with a range of long term conditions including those with palliative care needs.

**In addition, it would be desirable if the Specialist Physiotherapist had:**

- ✓ A Clinical Educators Qualification
- ✓ Completed relevant courses/gained skills applicable to palliative care.eg Non pharmacological symptom management
- ✓ Completed enhanced/advanced communication skills training.
- ✓ A Moving and Handling Key trainer qualification (Train the trainer)
- ✓ Experience of community work
- ✓ Experience of facilitating patient groups

The Specialist Physiotherapist will be able to –

- ✓ Demonstrate significant and relevant post registration experience.
- ✓ Provide patient centred care that recognises a person's individual concerns, goals and beliefs.
- ✓ Demonstrate experience of effective multi-disciplinary team working.
- ✓ Demonstrate verbal, written communication and IT skills.
- ✓ Work as a lone worker as part of a cross-site team.
- ✓ Deliver presentations/training internally and externally.
- ✓ Work independently and as part of a group.
- ✓ Effectively manage competing demands/priorities and work under pressure.
- ✓ Educate, support/mentor staff/students to develop their skills and knowledge.
- ✓ Understand the complex effects of a range of life limiting conditions and their treatments on the physical and psychological status of patients.
- ✓ Demonstrate the ability to use a variety of strategies/skills to deliver specialist, compassionate, personalised and timely physiotherapy interventions with patients and their carers/families.
- ✓ Demonstrate an understanding of the importance of physiotherapy in palliative care.
- ✓ Demonstrate knowledge, understanding and ability to conduct moving and handling risk assessments.
- ✓ Actively participate in quality improvement, audit and service development to ensure high clinical standards.
- ✓ Travel between the three hospice sites as needed.
- ✓ Identify own development needs and show evidence of continued professional development.

Any post holder within the organisation will be expected to undertake safeguarding training appropriate to their role and adhere to safeguarding policies and procedures. All staff must work in accordance with their statutory roles and responsibilities in relation to safeguarding in accordance with the Working Together to Safeguarding Children 2023, The Care Act 2014, and Prevent Duty 2015.

# Terms and conditions for the Specialist Physiotherapist

<b>Contract</b>	Permanent
<b>Work Pattern</b>	37.5 hours per week over 5 days Monday to Friday
<b>Location</b>	Cross site Little Hulton and Heald Green sites.
<b>Free Parking</b>	Free parking at our Heald Green, Little Hulton and Neil Cliffe Centre hospice sites.
<b>Holiday</b>	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.
<b>Pension</b>	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).
<b>Life Cover</b>	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.
<b>Health Cash Plan</b>	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.
<b>Employee Assistance Programme</b>	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.
<b>Probation</b>	Six months.
<b>Notice</b>	8 weeks.



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