



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

Title Specialist Physiotherapist

Salary Hospice Band 6 £38,241-£44,962 pro rata

Competency-based Framework

Location Cross-Site

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 for the hospice. 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.

Rehabilitation Team Leader



Band 7 Advanced Physiotherapist



Band 6 Specialist Physiotherapist



Rehabilitation Assistant Practitioner

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.

Requirements

The Specialist Physiotherapist will:

- ✓ Hold a diploma/BSc Degree in Physiotherapy
- ✓ Be registered with HCPC

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.
- ✓ 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).
- ✓ Have experience in working with patients with a range of long-term conditions including those with palliative care needs.
- ✓ 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 two hospice sites as needed.
- ✓ Identify own development needs and show evidence of continued professional development.

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

Terms and conditions for the Specialist Physiotherapist

Contract	Permanent
Work Pattern	Full time (37.5 hours) over 5 days but some flexibility considered
Location	Cross-Site
Free Parking	Free parking at our Heald Green and Little Hulton hospice 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	6 months
Notice	8 weeks



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

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Registered charity number 258085