

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

Trainee Rehabilitation Assistant Practitioner

(2-year fixed term apprenticeship, permanent
Outpatient Assistant Practitioner on
successful completion of apprenticeship)

Salary Hospice Band 3
£22,893 - £24,397

Hospice Band 4 on successful completion of
apprenticeship

Location Cross site
(Heald Green & Little Hulton)

Responsible to
Rehabilitation Team Leader

Core Purpose

To assist with the delivery of rehabilitation
assessments and interventions alongside
qualified staff to deliver an innovative world class
service.

Job summary

The post holder will:

- have a key role in the supporting the delivery of inpatient and outpatient services by the cross-site Rehabilitation Team.
- be an integral part of the multidisciplinary team developing and maintaining strong working relationships with internal colleagues and external referrers/stakeholders to support timely and efficient access, service provision and discharge from the service
- maintain confidentiality & data protection regarding all personal information and hospice activity, operating within current legislation
- work as an effective & responsible cross site team member, organising, managing and prioritising own workload supporting other areas of the team as needed.

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.

As part of the Trainee Outpatient Assistant Practitioner Apprenticeship, the postholder will undertake the Health & Social Care Assistant Practitioner (Health) Higher Apprenticeship, Level 4. On successful completion of this, they will be appointed to the Band 4, Rehabilitation Assistant Practitioner position.

Rehabilitation Team Leader

Therapists (Band 7)

Therapists (Band 6)

Trainee Assistant Practitioner

Responsibilities

The Trainee Rehabilitation Assistant Practitioner will:

- ✓ Support with non-complex therapy assessments and treatments 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
- ✓ 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 (once qualified as a key trainer)
- ✓ Support the organisation and delivery of group sessions including exercise, falls prevention under therapist direction
- ✓ Support timely and effective discharge planning under the guidance of a qualified therapist
- ✓ Support community visits alongside 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.
- ✓ Undertake the Health & Social Care Assistant Practitioner (Health) Higher Apprenticeship, Level 4

Requirements

The Trainee Rehabilitation Assistant Practitioner will have:

- ✓ Two A-Levels or equivalent in any subject, plus four GCSEs at Grade C or above in any subject
- ✓ Either GCSE or Functional Level 2 Maths and English
- ✓ Knowledge of specialist palliative care and/or long-term conditions
- ✓ 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.
- ✓ Experience of rehabilitation/ or care work experience as a moving and handling key trainer / or working closely with OTs or physiotherapists

The Trainee 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
- ✓ Identify own development needs and show evidence of continued professional development
- ✓ Plan and undertake the academic components of the Health & Social Care Assistant Practitioner (Health) Higher Apprenticeship, Level 4 whilst continuing to achieve competencies
- ✓ Move and handle patients safely and in line with best practice guidelines.
- ✓ Motivate and inspire patients to engage with therapy and achieve their goals.
- ✓ Work with patients with a kind, empathetic and person-centered rehabilitative approach
- ✓ Maintain confidentiality and work within all Information Governance guidelines.
- ✓ Use a computer and have basic IT skills for patient documentation, email etc.
- ✓ Travel independently between hospice sites, community settings and to visit patient homes to undertake assessments/deliver services alongside qualified staff.

Terms and conditions for the Trainee Rehabilitation Assistant Practitioner

Contract	Fixed term to Permanent
Work Pattern	37.5 hours per week over 5 days – Monday to Friday 20% off site study
Location	Cross site
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	Four weeks



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

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