



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.



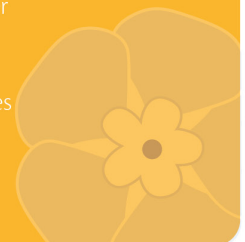
### *Lead and learn*

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

## Advanced Physiotherapist

### Salary

Hospice Band 7 (£45,808 - £51,558)  
Competency Based Pay Framework

### Location

Cross site (Little Hulton and Heald Green)

### Responsible to

Rehabilitation Team Leader

### Core Purpose

To support the effective delivery of Physiotherapy Services across both sites.

## Job summary

- The post holder will be responsible for contributing to the effective delivery of physiotherapy services to inpatients and outpatients at the hospice.
- The postholder will carry out clinical duties in accordance with hospice policies, procedures and standards.
- The post holder must act in accordance with professional Codes of Conduct at all times and will contribute and work collaboratively with the wider MDT in line with the clinical and hospice strategy, values and business objectives.
- The post holder will deliver specialist clinical services as a Physiotherapist
- St Ann's delivers a service across two sites and the post holder will complete physiotherapy interventions at both sites. There will therefore be occasions where you are required to travel and provide cross-site cover.

Rehabilitation Team  
Leader

Advanced Physiotherapist  
(development post)

Physiotherapist

Rehabilitation Assistant  
Practitioner

## Responsibilities

The Advanced Physiotherapist will –

- ✓ Assess and develop Physiotherapy treatment plans to meet the needs of a range of patients with palliative care/life limiting conditions in both an inpatient and outpatient setting.
- ✓ Lead, assess, plan and facilitate timely and effective discharges from the in-patient unit in conjunction with the MDT.
- ✓ Build relationships with key stakeholders internally and externally to promote and assist the delivery of effective personalised rehabilitation services.
- ✓ Support student and assistant practitioner learning and education.
- ✓ Be aware of and contribute to delivering and maintaining the requirements of the Care Quality Commission.
- ✓ Facilitate group programmes/ sessions on topics relevant to the profession of Physiotherapy.
- ✓ Use the incident reporting system appropriately.
- ✓ Support the collection of relevant data and patient feedback to assist with service development and organisational needs.
- ✓ Maintain their own professional development in line with HCPC requirements.

## Requirements

The Advanced Physiotherapist will –

- ✓ Hold a diploma/degree in Physiotherapy and be registered with HCPC
- ✓ Have 2 years post registration clinical experience as a Physiotherapist including working with people with long-term conditions or palliative care needs.
- ✓ Have experience of delivering Physiotherapy in a range of settings ideally including lone working and community work.
- ✓ Have experience of assessing and managing needs in relation to safe moving and handling.

The Advanced Physiotherapist will be able to –

- ✓ Demonstrate experience of working in a palliative care setting/or with people with palliative care needs.
- ✓ Demonstrate Physiotherapy knowledge and skills relevant to or transferrable to the field of palliative care.
- ✓ Contribute to managing a complex Physiotherapy caseload, assessing and managing risk appropriately and facilitating timely and effective discharges from the in-patient unit.
- ✓ Support the development of others including students.
- ✓ Manage competing demands and prioritise work effectively to meet service needs.
- ✓ Communicate effectively (verbal and written) and be able to adapt communication style to the situation.
- ✓ Use their own initiative and work independently.
- ✓ Demonstrate an understanding of Care Quality Commission requirements.
- ✓ Work effectively with the wider hospice MDT.
- ✓ Be able to access and use hospice IT systems including the patient administration system EMIS.
- ✓ Travel between hospice sites and into the community to visit patients' homes
- ✓ Demonstrate the values of the organisation with a sensitive, flexible, resilient and compassionate manner

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 Advanced Physiotherapist

<b>Contract</b>	Permanent
<b>Work Pattern</b>	Monday to Friday between 08-00hrs and 17-00hrs
<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>	12 weeks.



**INVESTORS IN PEOPLE®**  
We invest in people Gold



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

☎ 0161 437 8136

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