St Joseph's Hospice
Serving East London and the City

Physiotherapist

Vacancy Information Pack







A Message from Our CEO

Hello,

I'm delighted that you're interested in joining our team at St Joseph's Hospice. Founded in 1905 by the Sisters of Charity, St Joseph's is one of the oldest and largest hospices in the UK. We're proud of our long history and the vital role we play in providing specialist palliative care and support to people in our community who are living with life-limiting illness, all completely free of charge.

Working at St Joseph's means being part of a compassionate and dedicated team who care deeply about making a difference. Every person here plays a vital role in helping us deliver our exceptional care - not just to our patients, but their loved ones too. St Joseph's Hospice is committed to celebrating and being diverse and inclusive and maintaining a culture of equity.

Our Hospice is constantly evolving and adapting to meet the changing needs of our core boroughs, City and Hackney, Tower Hamlets and Newham. Having new people see us through fresh eyes always provides a welcome opportunity to reflect on our work and culture. We'd be thrilled to have you on board, helping us continue the important work we do for the people who need us long into the future.

Warm wishes,

Rachel

Dr Rachel Black,
CEO



Our Mission

Our Mission is to provide compassionate, specialist palliative care to people in the diverse community of East London who are living with life-limiting illness.

We treat each person as unique, encouraging and enabling them to reach their full potential until the end of life.

Our care is provided free of charge to those who need it, irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, religion and belief, sex and sexual orientation.

We listen to the patient and their family so that we can work together to manage pain and distress whether physical, mental, social or spiritual.

We encourage openness and honesty in communication to create an atmosphere of comfort and safety whether in the Hospice, in the patient's home or in the community.



Our Core Values

Our five Core Values are fundamental to how we live and work at the Hospice. We constantly strive to improve by using our Values for guidance with regard to decision-making, ensuring quality, justice, compassion, advocacy and respect for all in relation to our patients and each other.



Respect for Human Dignity

We respect human dignity when we:

- Respect the sacredness of life
- Care for the whole person
- Demonstrate unity of purpose, while recognising individual differences
- Value each person's contribution
- Act in a culturally appropriate manner

Service/Quality

We provide service when we:

- Create an environment of welcome and hospitality
- Promote quality care and excellence
- Encourage and demonstrate team spirit
- Recognise the value of individual initiatives and ideas
- Show openness to constructive criticism and feedback

Care of the Poor and Vulnerable/Advocacy

We care for the poor and vulnerable when we:

- Listen attentively to identify unmet needs
- Respond in a practical way to those in need
- Collaborate with others to share resources
- Create access to needed services
- Provide basic resources for daily living to those in need

Compassion

We show compassion when we:

- Act with understanding and sensitivity
- Work cooperatively with others
- Are available to those we serve and to each other
- Respect and nurture the environment

Justice

We promote justice when we:

- Act with integrity
- Respect the rights of others
- Take responsibility for our actions
- Preserve resources
- Provide quality without extravagance
- Demonstrate fairness in decision making



Job Description

Job Title: Physiotherapist

Reporting to: Therapy Services Manager

Working pattern: 30hrs PW

Contract: Permanent

Annual leave: 27 days pro rata

Salary: Band 5 £29,933.56 - £36,438.64 pa

Job Purpose

An exciting opportunity as a Band 5 Physiotherapist has arisen to join the Therapies Team at St Joseph's Hospice supporting people with life limiting illness.

The team consists of Dietetics, Occupational Therapy, Speech and Language Therapy and Physiotherapy. You will work collaboratively with the team in seeing people as outpatients and in-patients, delivering specialist palliative rehabilitation and non-pharmacological symptom control interventions. You will also support the Empowered Living Team, a physiotherapy led, volunteer enabled service supporting patients in their own home.



Key Responsibilities

With the support of Physiotherapists and the wider Therapies Team, the post holder will:

Clinical

- Undertake holistic physiotherapy assessments and interventions for patients with progressive and life limiting illness as an autonomous practitioner.
- Develop goal orientated rehabilitation programmes to support what matters most to the patient.
- Provide high-quality physiotherapy input to optimise non-pharmacological management of symptoms.
- Support and lead the Moving Forwards Rehabilitation Gym group, providing co-ordination and delivery of group exercise and gym activities.
- Conduct Empowered Living Team (ELT) assessments for outpatients.
- Assess on-going physiotherapy needs of patients, adapting therapy input as their condition changes.
- Be a source of physiotherapy expertise and champion palliative rehabilitation.
- Be responsible for managing own case load across inpatient, outpatient and day hospice settings, demonstrating flexibility to meet service and patient priorities.
- Maintain accurate and up to date clinical and non-clinical documentation, consistent with department documentation and Chartered Society of Physiotherapy standards.

Education/Teaching

- Attend, contribute to and lead training sessions to patients, carers and colleagues.
- Participate in the therapies team in service training programme.
- Act as a representative of Therapies professionals, both within St Joseph's Hospice and in the wider health community.
- Maintain up to date knowledge of clinical developments in palliative care and incorporate these appropriately.

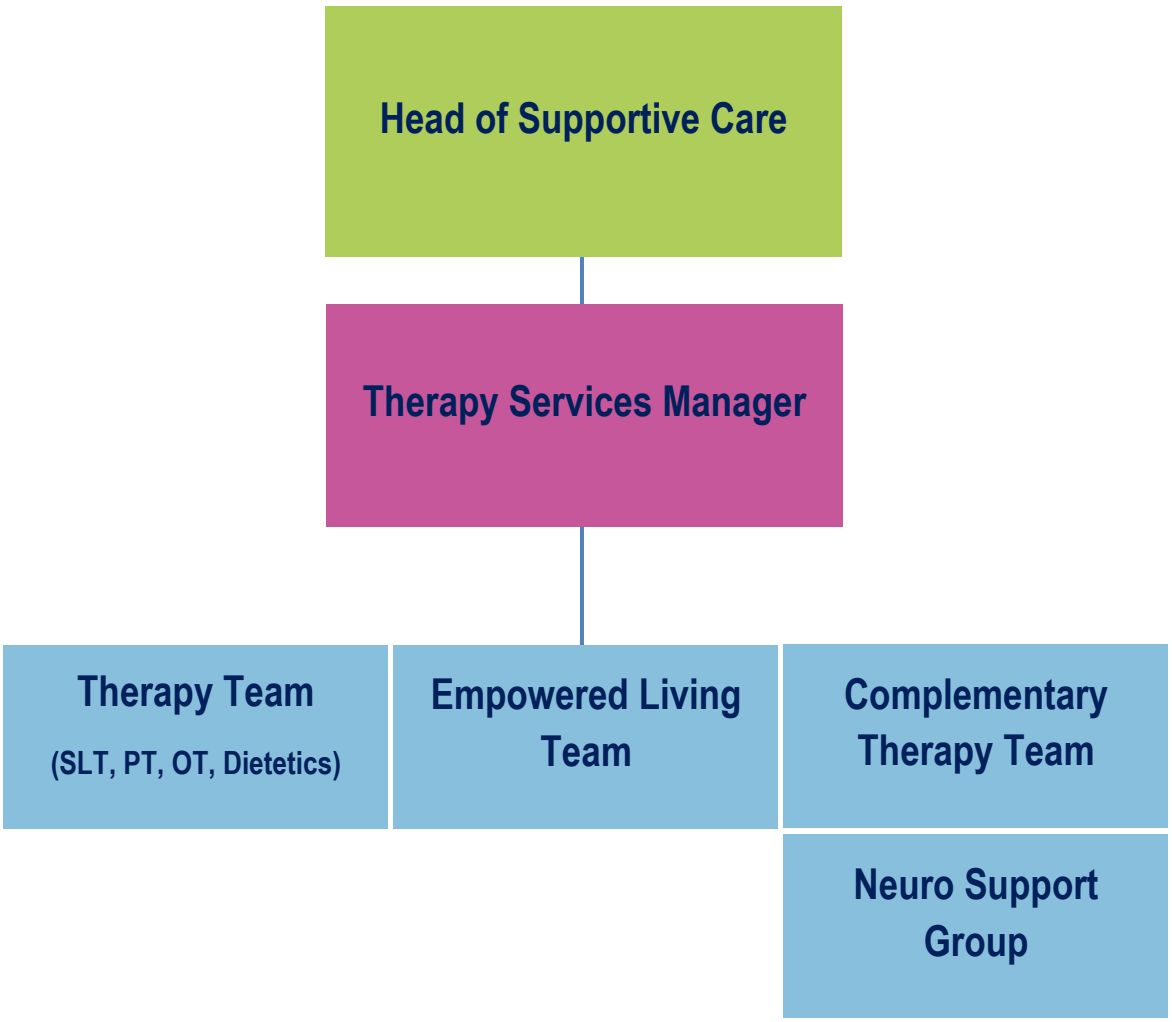
Communication

- Encourage patient participation in therapy by establishing goals, using negotiation and reassurance.
- Communicate well with patients, families, carers and external services to ensure effective client care, continuity and discharge.
- Proactively initiate effective communication with other members of the Therapies team and wider hospice services, participating in necessary meetings and supervision.

Personal Specification

ESSENTIAL CRITERIA	DESIRABLE CRITERIA	HOW TESTED Application Form/ Interview
QUALIFICATIONS		
Degree in Physiotherapy	Member of the CSP	Application Form
HCPC Registration	Member of specialist interest groups	Application Form
SKILLS, TRAINING AND EXPERIENCE		
Minimum of one year's post graduate experience as a qualified physiotherapist	Previous experience working in oncology/Palliative Care	Application Form & Interview
Excellent Physiotherapy assessment and treatment skills including goal setting and action planning	Experience of working with volunteers	Application Form & Interview
Strong caseload and time management abilities	Experience of delivering training	Application Form & Interview
Experience of working in a multi-disciplinary team		Application Form & Interview
Excellent interpersonal communication skills with a range of stakeholders		Application Form & Interview
KNOWLEDGE & UNDERSTANDING		
Understanding of palliative rehabilitation and palliative care		Application Form & Interview
Up to date knowledge of research and policy relevant to physiotherapy		Interview
Understanding of the impact of life limiting illness on patients and families		Application Form & Interview
Commitment to patient centred service delivery		Application Form & Interview
Commitment to the development of specialist palliative care knowledge and experience		Interview
OTHER		
Commitment to supporting diverse communities		Interview
Excellent IT skills		Application Form

Department Structure



Employee Benefits

Employee Assistance Programme

The Employee Assistance Programme is a free, confidential helpline giving staff unlimited access to advice, information and support to deal with a variety of personal, domestic or professional issues that may be impacting you at work. The service is available 24/7, 365 days a year.

It helps you in tracking your health, includes fitness programmes, meditation, recipes, breathing exercises and much more.



Freedom to Speak Up

Speak up – we will listen.

In accordance with our values as a Hospice and our duty of candour, our senior team and entire board of trustees are committed to an open and honest culture. We will investigate what you say and you will always have access to the support you need.

Education and Learning

Your training and development is a high priority for us; we want to make sure you are confident and competent in providing the best possible service and playing a vital role in the organisations success.

We provide induction, statutory and mandatory, and on-the-job training. We also support independent study, coaching and mentoring, external training and e-learning, and we have a wide variety of resources available to assist your development.



Pension

We currently offer a private pension with Standard Life. This operates on a salary exchange basis, which means your contributions will be taken out before tax so you will therefore be paying less tax at the end of the month. If you contribute the minimum of 5% then we will contribute 3%. If you contribute 6% or more we will contribute 7.5%. Speak to Payroll for further info.

We also offer continuation of the NHS Pension Scheme if you have paid into it in the last 12 months.

BHSF Health Cash Plan

BHSF is a health cash plan designed to help you reclaim money towards everyday healthcare costs, such as prescriptions, dental treatment, eye care, and complementary therapies.



Exclusive Employee Offers

You'll have access to a variety of discount platforms packed with great offers on top brands, everyday essentials, travel, entertainment, and much more.

- Blue Light Card
- Health Service Discounts
- Tickets for Good
- Benefit Hub

Free Santander Bike Hire

50% discount on annual subscription.

Ride to Work Scheme

Save up to 42% on your new bike.

Life Assurance

Pays 2x salary to your nominated beneficiary on death in service.

Holiday Entitlement

Our standard holiday entitlement is 27 days plus bank holidays (pro-rated for part-time).

After 5 years of service at the Hospice or, 5 years proven service in the NHS, your entitlement goes up to 29 days plus bank holidays.

After 10 years it goes up to 33 days plus bank holidays!

Occupational Health

Prestige provide Occupational Health services for the hospice. The purpose of Occupational Health is to protect you, our staff, and ensure that the work you do does not in any way damage or compromise your health.

Loans

We offer loans to cover the costs of public transport to and from work. This is available to all permanent employed staff after passing probation



Keep Up to Date

You can stay up to date with all our current vacancies and discover how you can make a real difference to the lives of people affected by serious, long-term illness by joining the St Joseph's team.

Visit our website for the latest job opportunities:
www.stjh.org.uk/jobs

Get in Touch

If you have any questions about your application, please contact our People Team at **Recruitment@stjh.org.uk**

You can also keep up with the latest news and updates from the Hospice on our website and social media channels:

Website: www.stjh.org.uk

Facebook: @StJoHospice

Instagram: @stjohospice

LinkedIn: St Joseph's Hospice

X (Twitter): @StJoHospice

YouTube: St Joseph's Hospice London

Contact Details

St Joseph's Hospice
Mare Street
London E8 4SA
020 8525 6000



St Joseph's Hospice, Mare Street, London E8 4SA
020 8525 6000 info@stjh.org.uk
stjh.org.uk @stjohospice

Advocacy Compassion Justice Quality Respect

Charity No. 1113125

St Joseph's Hospice
Serving East London and the City