

ST LUKE'S HOSPICE
EMPLOYEE SPECIFICATION

POST: Specialist Palliative Care Physiotherapist

A = Application

I = Interview

P = Presentation

St Luke's Hospice is an Equal Opportunities employer and promotes equality of access to employment. St Luke's Hospice employees are required to follow the specific HR Policies supporting recruitment and selection.

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
EXPERIENCE			
Experience of supporting people through loss		√	A, I
Evidence of cross boundary and inter-agency working	√		A, I
Post qualification Physiotherapy experience	√		A
Experience of working in a Multi disciplinary team setting	√		A, I
Evidence of Mentorship experience		√	A, I
KNOWLEDGE			
An understanding of Specialist Palliative Care Physiotherapy	√		A, I
Awareness of current issues in Specialist Palliative Care Physiotherapy		√	A, I
QUALIFICATIONS/TRAINING			
Degree/Diploma in Physiotherapy	√		A
Current membership of Health Care Professions Council.	√		A
Evidence of proactive continuing professional development	√		A, I
Accredited training or qualification in palliative care		√	A, I

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
<p>SKILLS/ABILITIES</p> <p>Advanced verbal and written communication skills</p> <p>Evidence and ability to work within teams including Multi-disciplinary teams and collaboration with others</p> <p>Ability to organise own workload and establish priorities</p> <p>Ability to negotiate involvement across all levels of professionals both internally and externally</p> <p>Awareness of a range of treatments / therapeutic interventions in Physiotherapy practice</p> <p>Ability to advocate on behalf of service users</p> <p>Basic IT skills (e.g. Email, Word, Outlook and databases)</p> <p>Ability to seek guidance and support when necessary</p> <p>Ability to effectively manage a caseload</p> <p>Teaching/Presentation skills</p> <p>Ability to work in a rapidly changing environment</p> <p>Ability to work with tact, diplomacy and sensitivity</p>	<p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p>	<p></p> <p></p> <p></p> <p></p> <p></p> <p>√</p> <p></p> <p></p> <p></p> <p>√</p> <p></p> <p></p>	<p>A, I</p> <p>A, I</p> <p>A, I</p> <p>A, I</p> <p>A, I</p> <p>A, I</p> <p>A, I</p> <p>A, I</p> <p>A, I</p> <p>A, I</p> <p>A, I</p> <p>A, I</p> <p>A, I</p>
<p>PERSONAL ATTRIBUTES</p> <p>Self aware, empathetic and enthusiastic</p> <p>Adaptability and flexibility</p>	<p>√</p> <p>√</p>	<p></p> <p></p>	<p>A, I</p> <p>A, I</p>