

Job Title: Head of Specialist Palliative Care Physiotherapy

Accountable to: Clinical Services Director

JOB PURPOSE

Be accountable and responsible for the delivery of a high-quality specialist palliative care physiotherapy service for patients with complex, progressive life-limiting illness, focusing on enablement, rehabilitation, and interventions that respect individuals' rights to choice, independence, and self-determination.

KEY PERFORMANCE AREAS

- Lead, inspire and support the team as a skilled and experienced role model; passionate, enthusiastic, and an excellent communicator.
- Promote best practice and foster a creative, personalised approach to therapy provision for those accessing the service.
- Undertake comprehensive physiotherapy assessments for patients within inpatient, outpatient, and community settings.
- Plan, implement, and evaluate tailored therapeutic interventions, ensuring effective delegation, collaboration, and timely transition to community-based services where appropriate.
- Drive excellence in interdisciplinary working and collaboration with external partners to optimise patient outcomes and service improvement.
- Lead or participate in multi-professional forums and caseload reviews to reflect and share best practice
- Seek, refer to and utilise the combined knowledge and skills available within and beyond the hospice including supportive, generalist and specialist palliative care professionals and others to ensure the patient and family needs are addressed
- Collaborate with the Hospice Leadership Team to support appropriate referrals, build understanding of specialist physiotherapy provision, and drive innovative service development aligned with organisational strategy.

PROFESSIONAL RESPONSIBILITIES

- Maintain own professional registration and adhere to relevant professional and organisational standards.
- Act as an autonomous practitioner, managing a designated caseload and prioritising workload effectively.
- Use advanced communication skills to explore and sensitively respond to patients' and families' understanding of illness and prognosis.
- Establish therapeutic relationships that enable shared decision-making and support, including advocacy when needed.
- Plan and coordinate time efficiently to meet objectives for specialist palliative care provision.
- Design, implement, and regularly review personalised treatment plans, applying evidence-based practice, advanced reasoning, and health promotion.
- Foster respectful, effective working relationships with internal and external colleagues to optimise patient care.
- Support colleagues as role-model and expert resource while acknowledging personal limits.
- Maintain accurate and timely records in accordance with professional, legislative, and governance standards.
- Maintain appropriate and respectful professional relationships with colleagues and other staff
- Demonstrate professional conduct including punctuality, appearance, and reliable attendance.

- Comply with safe practice standards, including consent, safeguarding, and legal frameworks.
- Ensure that personal actions and conduct apply with hospice policies and procedures
- Ensure effective use of hospice resources
- Act as an ambassador for the East Lancashire Hospice promoting at all times our vision which is to help everyone who comes into contact with the hospice to make the most of life. We do this by committing to our values: to care, listen, respect and work together to support people to live well until they die and support those affected by death

PERSONAL DEVELOPMENT

- Take responsibility for own lifelong learning through reflective practice and ongoing professional development.
- Undertake mandatory training appropriate to the role and support the education/development of others
- Lead and/or contribute to the education and training of others as appropriate to the role.
- Participate in the hospice appraisal system and access training opportunities to improve own knowledge/skills
- Identify and communicate learning needs for inclusion in education and development planning.

MANAGING SERVICES

- Contribute to the referral screening and management process, establishing priorities and engaging with referrers to improve the quality of information provided.
- Deliver service objectives aligned with organisational strategy through governance frameworks, including clinical audit and feedback collection.
- Identify and share best practice guidance, innovations, or development needs relevant to the service with colleagues and managers.
- Support high-quality student placements
- Lead and participate in team meetings to improve communication on operational matters.
- Represent the service and/or Hospice at internal and external meetings as appropriate to raise awareness and promote service use.
- Contribute to the development and delivery of wellbeing programmes specific to own area of expertise.
- Ensure team engagement in cross-departmental events and strategic objectives.
- Manage feedback and concerns following established policies and procedures.
- Consistently follow lone working protocols and escalate issues appropriately.
- Promote and participate in service promotional events and celebrations.
- Ensure a safe environment by ensuring the reporting of hazards and incidents, completion of relevant risk assessments, investigation of incidents and implementation of risk reduction measures
- Ensure effective use of all resources within allocated budget
- Ensure timely and accurate clinical activity data submission.
- Support cover arrangements for absent colleagues to help ensure continuity of services in conjunction with line manager.

MANAGING PEOPLE

- Structure departmental induction, probation reviews, and clarify roles and responsibilities for staff and volunteers.
- Lead/contribute to the recruitment, induction and retention of new staff and volunteers in keeping with hospice policy and procedures ensuring they have appropriate information and training to carry out their role.
- Maintain clinical competence through effective supervision and performance development reviews.
- Foster morale and support within the team, promoting a culture of appreciation and learning
- Deliver the annual PDR process for own team members, providing support and identifying development needs

- Support team members and facilitate staff development to secure high standards of practice and enhance service delivery.
- Challenge and be open to challenge in order to secure the delivery of best practice
- Utilise effective management/leadership skills in the application of HR processes, policies and procedures

STATUTORY DUTIES

- Ensure the security of information accessed in the course of your duties ensuring compliance with the Data Protection Act, Caldicott principles and information governance best practice guidance
- Report any hazards or incidents in accordance with the Health Safety and Risk Management Policy and procedures
- Comply with the East Lancashire Hospice 'no smoking' policy in all hospice premises and grounds
- Be responsible for maintaining own vaccinations including Hepatitis B immunity (as applicable)
- Ensure that infection control measures are followed in relation to your role
- Work at all times to safeguard the rights of individuals promoting their wellbeing and protecting those at risk from harm, acting on any concerns related to safeguarding children and adults at risk in line with policy and local guidance
- Work at all times to respect people's individuality, rights and diversity to ensure equality

WORKING HOURS

The post holder will work their hours flexibly. These will be worked according to a rota of up to any 5 days of the working week.

NOTES

This job description reflects how the post currently meets the needs of the service. Since the hospice is constantly developing and changing its services to ensure it meets the needs of the community it serves, the role and responsibilities of the post holder may change accordingly.

This job description will be reviewed annually at the annual PDR and may change as is deemed necessary.

Equality and Diversity

We support an inclusive and holistic working environment and aim to empower our people to bring their authentic self to work. We are committed to this and so encourage applications from all individuals with the required skills for the role inclusive of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, colour, caste, nationality, ethnic or national origin, religion or belief, socio-economic background, trade union membership status, marriage, and civil partnerships. *ELH* is committed to equality of opportunity for all staff and volunteers.

ACCEPTANCE OF JOB DESCRIPTION

I confirm I accept the duties contained in the above job description.

PRINT NAME:

SIGNED:

DATE:

EAST LANCASHIRE HOSPICE
Person Specification

Date June 2025	Post Head of Specialist Palliative Care Physiotherapy	Recruiting manager: Clinical Services Director		
	Criteria	Essential	Desirable	Tested By
Experience	E1 Wide-ranging post qualification experience relevant to the field including for eg neurology, respiratory, community, frailty, palliative care	✓E1		E1 – E10 Application & Interview
	E2 Palliative care and oncology experience including palliative care emergencies		✓E2	
	E3 Caseload management	✓E3		
	E4 Multi-disciplinary / multi-agency working	✓E4		
	E5 Clinical audit/practice or service evaluation		✓E5	
	E6 People/operational/team management		✓E6	
	E7 Planning, implementing/evaluating care	✓E7		
	E8 Supervision and mentorship	✓E8		
	E9 Formal/Informal education provision		✓E9	
	E10 Development and/or implementation of new initiatives		✓E10	
Qualifications	Q1 Degree/Diploma in Physiotherapy	✓Q1		Q1 – Q9: Application
	Q2 HCPC registration	✓Q2		
	Q3 Evidence of post registration education	✓Q3		
	Q4 Post registration qualifications relevant to field		✓Q4	
	Q5 Teaching/education qualification eg Clinical educator or equivalent experience		✓Q5	
	Q6 Management/leadership qualification		✓Q6	
	Q7 Membership of special interest group eg ACPOPC		✓Q7	
	Q8 Therapeutic interventions relevant to the role such as Yoga, Tai Chi		✓Q8	
Knowledge	K1 Sound knowledge and application of therapeutic assessment, tools and interventions	✓K1		Interview
	K2 Knowledge of local/national health and social care quality/development initiatives	✓K2		
	K3 Quality measures, Risk management, Safeguarding/Mental Capacity awareness	✓K3		

	K4 Reactions to loss / life changing events	✓K4		
	K5 Understanding of regulatory frameworks	✓K5		
Skills	S1 Ability to assess and formulate effective treatment/management plans	✓S1		Interview S9 - Application
	S2 Critical thinking/appraisal skills	✓S2		
	S3 Ability to deliver advanced communication and advocacy skills in all aspects of work	✓S3		
	S4 IT and computer skills using use of a range of applications	✓S4		
	S5 Able to work independently, recognising own limitations and seeking line management, medical and/or other support where necessary	✓S5		
	S6 Clear concise, report writing/presentation skills	✓S6		
	S7 Good organisational and interpersonal skills with the ability to effectively manage time, plan, prioritise and coordinate workload	✓S7	✓S7	
	S8 Leadership skills/qualities	✓S8		
	S9 Car driver with full UK license and access to a vehicle for work purposes	✓S9		
Personal Attributes	PA1 Awareness of the Hospice charitable status	✓PA1		All: Interview
	PA2 Ability to work as part of a rota and be flexible to meet changing service need	✓PA2		
	PA3 Self-motivated, confident and decisive with the ability to work alone without direct supervision	✓PA3		
	PA4 Team player committed to multi-agency working; ability to establish effective working relationships	✓PA4		
	PA5 S8 Approachable and supportive; able to challenge positively and take constructive feedback	✓PA5		
	PA6 Enthusiasm for development, innovative practice and improved outcomes for patients			
	PA7 Personal integrity and professionalism; behaviour and attitude consistent with organisational values	✓PA6		
	PA8 Ability to function as an effective role model	✓PA7		
	PA8 Good sense of humour with a genuine and non-judgemental approach	✓PA8		