

Sessional Complementary Therapist Job Description



Blythe House Hospice Chapel-en-le-Frith SK23 9TJ

Role title:	Complementary Therapist
Reporting to:	Clinical Services Manager
Hours/Days:	8 hours per week – days and times to be agreed
Location:	Blythe House Hospice and the community
Salary:	£25,760 to £27,476 (pro rata) depending on experience

Key Objectives:

- To deliver complementary therapies for those receiving hospice services both within the hospice and in their home environment
- To promote and maintain the philosophy of the hospice
- To ensure high standards are always maintained

Professional and Therapeutic Practice

- Assess patient's needs and identify appropriate treatments approved for use by the Hospice and be able to modify the treatment within agreed level of competence.
- Monitor patient's wellbeing whilst receiving therapies; be able to recognise changes in the patient's condition and respond accordingly.
- Promote independence with clients whenever possible but when required assist clients with aspects of function and daily living e.g. dressing.
- Obtain informed consent that enables patient choice regarding their rights, care, treatment and their privacy and dignity is maintained, while attending complementary therapy.
- Monitor patient's attendance whilst accessing complementary therapies and raise any non-attendance with the service co-ordinator.
- Physically move and handle clients/equipment within health and safety guidelines maximising the patient's comfort.
- Maintain hygiene and cleanliness of all relevant therapy areas.
- Ensure therapy equipment is fit for purpose, and it is cleaned before and after use to prevent spread of infection in line with infection control policy.
- Comply with policies and procedures for correct disposal of waste, sharps and soiled linen
- Demonstrate understanding of the roles of other multidisciplinary team members, work in partnership and attend and participate in regular team meetings/handovers to ensure good practice
- Be aware of the other services available internally and externally and be able to access/signpost clients as necessary.
- Be aware of local procedures for the provision of resources/services as required

- Possess basic IT and keyboard skills, enabling the use of relevant Hospice systems necessary to fulfil the role, e.g. entering contact data, maintaining electronic patient care records and accessing emails routinely.

Clinical Governance

- Have an awareness of the Hospice clinical governance framework and its implementation
- Adhere to the hospice's policies.
- Participate in clinical audit, surveys and one to ones.
- Report and actively participate in relevant investigations and learning from accidents, incidents and complaints.
- Respect the individuality, values, cultural and religious diversity of clients and contribute to the provision of a service sensitive to those needs.
- Work within own limits of competence, levels of responsibility and accountability within the team and the Hospice.
- Actively participate and contribute to the collection of service activity data.
- Contribute to the health, safety and wellbeing of clients, staff, volunteers and self by being aware of and adhering to Hospice policies and guidelines, by attending training and reporting any concerns to Clinical Services Manager.
- Document all client related in-put on SystmOne record keeping system in line with the Hospice clinical record keeping standards.
- Monitor, maintain, store, use and dispose of equipment in accordance with health and safety procedures.
- Ensure clients receiving complementary therapy have access to up-to-date service information.
- Contribute to the review and update of all client information on an annual basis.

Communication

- To use a range of verbal and non-verbal communication skills/tools, to effectively communicate with and gather information from clients/carers to determine effectiveness of treatment. This will include clients who may have difficulties understanding or communicating.
- To communicate effectively within the team and the wider Multidisciplinary team the changing care needs of the clients and families within your workload.
- Communicate with other service users to provide support and efficiency, both internally and externally.
- To be an ambassador for Blythe House Hospice as a charity and for the work we do. Promoting positive communications and relationships with the public.

Training & Development

- Demonstrate a basic knowledge of the Hospice services and client conditions/presentations associated with them.
- Attend an induction session covering all aspects of the hospice.
- Undertake mandatory training as required for the role on an annual basis
- Identify own development needs and show evidence of continued professional development including:
 - participate in relevant training that may be offered from time to time

- maintain and develop knowledge and competence in specialist fields and how this relates to palliative care
 - keep abreast of research findings relating to the therapies they practice
- Attend complementary therapy team meetings.
- Attend 1:1s to reflect on skills, practice and abilities

Person Specification

	Essential	Desirable
Qualifications	- Be qualified to safely and competently deliver a range of the Complementary therapies and relaxation techniques used at the hospice: Therapeutic massage (oncology) Level 3 A&P, Reflexology, Aromatherapy, Reiki (level 2 min), The HEARTS process, - Be a member of the Federation of Holistic Therapists (FHT) or the Complementary Therapists Association (CThA) and abide by their professional codes of practice	Hold qualifications as recognised by The British Association of Massage Therapy, The Reflexology Forum e.g. AOR, BRA, Aromatherapy Regulation Working Group e.g. IFPA, IFA, or ITEC.
Experience	Extensive experience as a Complementary Therapist working with complex health in a variety of settings.	Post-qualification training or proven experience in cancer, supportive, or palliative care environments
Skills	- Able to work confidently and empathically with clients to develop an effective therapeutic relationship whilst respecting professional boundaries - Ability to recognise and be realistic about the benefits different evidence-based therapies can offer - Able to recognise and work within own personal limitations - Ability to adapt therapies to meet the individual needs of patients and carers at different stages of their illness and with different treatments. - Have effective written, verbal and non-verbal communication skills - Have good personal organisational skills - Excellent time management skills	
Knowledge	- Awareness of palliative care - Knowledge of how disability or impairment affects function - Awareness of adult and child protection, and the safeguarding of vulnerable people	
Personal Attributes	- Ability to work on own initiative and as part of a team - A sound sense of self-awareness - Excellent interpersonal skills and a non-judgemental attitude - Flexibility, and the ability and willingness to embrace change, and	

	to understand and adapt to developments and changes in role, policies and procedures. • A commitment to the values of the Hospice • Commitment to and interest in working in palliative and supportive care with the necessary inner resources to sustain oneself in difficult circumstances • A calm, sensitive and understanding attitude and approach when working with clients • Be able to undertake the physical aspects of the post such as moving and handling of clients and moving and cleaning equipment. • Full clean driving licence and access to own vehicle for business use	
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