



JOB DESCRIPTION

JOB TITLE: Complementary Therapist

DEPARTMENT: Adult Services

REPORTS TO: Sister, Focus on Living Centre

RESPONSIBLE FOR: Delivering evidence-based complementary therapies to hospice patients, their families, and carers. They support holistic care by alleviating symptoms, promoting relaxation, and enhancing overall well-being. Working as part of the multidisciplinary team, they tailor therapies to individual needs, maintain professional standards, and contribute to the hospice's commitment to compassionate, patient-centred care

HOURS: Variable

The role: To deliver high-quality, evidence-based complementary therapy interventions that enhance the physical, emotional, and spiritual well-being of adult hospice patients, their families, and carers both within St Oswald's Hospice (Focus on Living centre, Adult Inpatient and Children and Young Adults) and in a patients home if necessary . The therapist will contribute to holistic palliative care by supporting symptom management, improving quality of life, and promoting relaxation and comfort in alignment with the hospice's values and ethos.

Main Outcomes and Responsibilities

1. **Improve Patient Wellbeing by:**
 - Delivering complementary therapy sessions tailored to individual needs and preferences, ensuring effective relief of symptoms such as pain, anxiety, and fatigue.
 - Monitoring and documenting patient responses to therapy into the electronic patient record, adjusting approaches as required to achieve optimal outcomes.
2. **Holistic, Patient-Centred Care:**
 - Collaborate with the multidisciplinary team to integrate complementary therapy into care plans, ensuring a seamless approach to palliative care.
 - Provide therapies that respect cultural, religious, and individual preferences while maintaining patient dignity and autonomy.
3. **Support for Families and Carers:**
 - Offer therapies to families and carers to alleviate stress and promote emotional resilience.

4. Professional Practice and Compliance:

- Adhere to professional standards, hospice policies, and legal regulations, including infection control and safeguarding.
- Maintain accurate, confidential records and contribute to patient reviews and audits as required.

5. Education and Development:

- Provide guidance and education to staff, patients, and families about the benefits and limitations of complementary therapies.
- To train staff, volunteers and carers if appropriate and practicable to carry out simple massage both within St Oswald's and externally.
- Engage in continuous professional development and reflective practice to maintain and enhance clinical skills.

6. Advocacy and Representation:

- Act as an ambassador for complementary therapies, promoting their role within palliative care both internally and externally.

Risk Management including Health & Safety

We take the safety of our staff, volunteers, patients and their families seriously. We have a full suite of Health and Safety procedures and training that we'll ask you to sign up to and we expect you to complete all our essential health and safety training.

Team Working and Conduct

Teamwork is core to the role and you will work as a positive team member.

Our Respect at Work Policy, values and People charter help to guide everyone in how we live this day to day.

Confidentiality

You will have access to confidential information, so it's important that you maintain the highest confidentiality of members of the public, staff and volunteers in accordance with St Oswald's policies and GDPR legislation.

New Tasks

This profile provides an overview of the most important parts of the job however all jobs shift over time and so we may ask you from time to time to carry out new tasks. These will fit with the remit of your role and your manager will guide and direct you

Other

The job description reflects the key outcomes and therefore the tasks needed for the role however it is not an exhaustive list of the duties but gives a general indication of the level of work undertaking, and specific tasks may vary in detail in the light of changing demands and priorities.

Substantive changes will be carried out in consultation with the post holder.

RISK ASSESSMENT

DISCLOSURE / LEVEL

PREPARED BY/ DATE



About you (the Person Specification)

Qualifications

At St Oswald's we recognise that not everyone gains their expertise via an educational route. You may have gained your experience through a combination of paid work, internship, and voluntary work. In the skills section you will see what we are looking for.

As a guide we are looking for

Person Specification

Essential Qualifications and Experience:

- Recognised qualification at diploma level 3 or above in Essential Aromatherapy or an equivalent complementary therapy discipline (e.g. massage, reflexology at diploma level 3 or equivalent).
- Registration with a relevant professional body (e.g., Federation of Holistic Therapists (FHT), Complementary and Natural Healthcare Council (CNHC)).
- Proven experience delivering complementary therapies in healthcare or palliative care settings.

Desirable Qualifications and Experience:

- Additional training in specialist therapies such as acupuncture or mindfulness-based approaches.
- Beauty Therapy level 3 qualification
- Experience working in hospice, oncology, or end-of-life care environments.

Knowledge and Skills:

- In-depth understanding of the role of complementary therapies in palliative care.
- Ability to assess and evaluate therapeutic needs and outcomes.
- Strong interpersonal and communication skills to build trust with patients and their families.
- Awareness of ethical and legal considerations, including consent and safeguarding.

Attributes and Behaviours:

- Compassionate, empathetic, and respectful, with a patient-centred approach to care.

- Collaborative team player who contributes positively to multidisciplinary team discussions.
- Self-motivated, organised, and able to manage a varied caseload.
- Commitment to maintaining high professional standards and continuing education.

Your values

You will embrace and demonstrate our values of Safe and supportive Positive and Can Do, Accountable and Authentic, Care and Compassion, Excellence and Innovation

Working Conditions

- The role involves working in a hospice environment, requiring sensitivity to the emotional and physical needs of patients and families.
- Therapies may be delivered at the bedside, in therapy rooms, or occasionally in patients' homes.
- Car driver is essential

Additional Information

- This post is subject to enhanced Disclosure and Barring Service (DBS) clearance.
- Flexibility to work evenings or weekends may be required based on patient needs.

Working Arrangements

Signed

Date