

CANDIDATE PACK

PALLIATIVE CARE PHYSIOTHERAPIST



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Registered Charity No: 1156964



ABOUT BIRMINGHAM HOSPICE

Birmingham Hospice is a leading provider of palliative and end of life care in the West Midlands, dedicated to helping people live well with terminal illnesses and ensuring they receive compassionate support during their final stages of life.

We have around 670 patients in our care on average every day, in our hospice sites in Selly Park and Erdington, and through community and home-based services. We emphasise dignity, comfort and personalised support for patients and their families.

We provide a comprehensive range of services tailored to meet the needs of our patients which include: Inpatient Units, Hospice at Home, Community Palliative Care, Therapies, Living Well Centres, and wellbeing and bereavement support.



OUR VISION, MISSION AND VALUES

OUR VISION

Our vision is a future where everyone with a life-limiting illness will live and die with dignity and in comfort.

OUR MISSION

Our mission is to enable more people from all communities to access the care of their choice at the end of life.

OUR VALUES

Our values are at the heart of everything we do. They guide how we care for people and how we support one another.



Kindness



Togetherness



Positivity



Openness



Respect



Innovation



ROLE PROFILE

ROLE: Palliative Care Physiotherapist

HOSPICE BAND: Clinical Band 6

SALARY: £36,276 - £43,683 per year (pro rata for part-time)

HOURS: 37.5 hours per week (No weekends, bank holidays or on call responsibility)

REPORTS TO: Senior Physiotherapist

DEPARTMENT: Therapies

LOCATION: Erdington hospice site with expectation to work at Selly Park for training and cover



ABOUT THE ROLE

We are recruiting a Palliative Care Physiotherapist to join our compassionate and forward-thinking Therapies Team helping to deliver holistic person-centred care to our patients.

This role will allow you not just to treat symptoms, but to transform lives. At Birmingham Hospice, every patient you support is someone's parent, partner or friend. Your care will help them live with dignity, comfort and hope during life's most challenging moments.

WHY CHOOSE BIRMINGHAM HOSPICE?

- **Impact beyond measure:** Every intervention you provide helps patients regain independence, manage symptoms, and enjoy precious moments with loved ones.
- **Time to care:** No rushed appointments. You'll have the freedom to deliver personalised care.
- **A supportive community:** Work alongside a multidisciplinary team that values collaboration, innovation and your professional growth.

WHAT YOU'LL BRING

- A talent for delivering tailored physiotherapy across hospice and community settings.
- Support our Fatigue, Anxiety and Breathlessness (FAB) scheme to empower patients through education and exercise.

- Uphold Health and Care Professions Council (HCPC) and Chartered Society of Physiotherapy (CSP) standards while bringing empathy and creativity to every interaction.

WHAT WE OFFER

- A role where your expertise changes lives every day.
- Generous benefits and recognition of NHS/hospice service for pension and leave.
- A culture that celebrates innovation, inclusion and belonging.

WHAT WE'RE LOOKING FOR

- Degree in Physiotherapy, HCPC registration and CSP membership.
- Strong postgraduate experience and a passion for patient-centred care.
- Experience in palliative care (or transferable skills and a willingness to learn).
- Excellent communication and teamwork skills.
- A UK driver's licence, business insurance and access to a car.

MAIN DUTIES AND RESPONSIBILITIES

The main purpose of this post is to provide physiotherapy input as part of a specialist Multi-Disciplinary Team (MDT) to patients referred for specialist palliative and end of life care.

- Be responsible for the planning and delivery of holistic care to patients, their family and carers on the physiotherapy caseload, both in the community and in hospice settings, as part of the MDT.
- Provide evidence-based physiotherapy intervention to patients following HCPC clinical standards of care and CSP professional codes of conduct.
- Act as a role model demonstrating high standards of care and clinical standards.
- Assist in provision of education, training and advice to other professionals and students involved in patient care, including generalist Allied Health Professionals (AHP).
- Support the team in the development, management, promotion and evaluation of the physiotherapy service, ensuring high quality service delivery and cost-effective care.
- Promote the philosophy of person-centred care, co-creating it with people affected by cancer as well as other palliative and long-term conditions to encourage self-management.
- Adhere to the relevant clinical guidelines and follow standards and protocols from the CSP and HCPC.
- Participate in multi-professional meetings, acting as patient advocate and representing physiotherapy-specific views.
- Be aware of resources and services available to the patient, family and carers, and signpost or refer to other services or professionals when appropriate.
- Participate in education and development to support the delivery of evidence based, safe and effective holistic patient care.
- Record clear and thorough details of physiotherapy assessment, diagnosis, clinical reasoning and treatment plans, and all other information related to patient contact on Systm1, within the stipulated 24-hour time scale.
- Develop and maintain good multi-professional working relationships across the service divisions and clinical specialities to ensure optimal patient care.
- Promote and interpret national policies and guidance within the MDT to influence the patient journey and ensure delivery of quality care.
- Demonstrate compliance with the hospice mandatory training programme.



MAIN DUTIES AND RESPONSIBILITIES

- Recognise that the hospice is a charity, committed to supporting palliative and end of life care services in our communities, which relies on fundraising and marketing to increase the profile of the hospice and deliver a high-quality service.
- Be an ambassador for the organisation at every opportunity, representing the philosophies of the hospice and promoting our service and strategic vision.

CLINICAL PATIENT SERVICES

- Provide responsive, clinical physiotherapy to patients under the care of the hospice, in accordance with priorities set by the Director of Clinical Services.
- Undertake all clinical duties as an autonomous practitioner, including professional and legal accountability for all aspects of own work.
- Triage referrals for appropriate criteria for physiotherapy and manage a clinical caseload of patients with palliative care needs.
- Holistically assess, plan, develop and provide evidence based physiotherapy intervention for patients with a wide variety of complex physical, psychological and spiritual needs.
- Identify patient needs and refer to relevant agencies or other professionals if appropriate.
- Utilise physiotherapy assessment and analytical skills to allow diagnosis and selection of precise and appropriate treatment options for a wide variety of conditions.
- Constantly evaluate patient progress, reassess and adjust treatment programmes as required, and liaise and discuss relevant information to other members of the clinical team.
- Identify the needs of the individual patient requiring specialist equipment and/or medical devices; ordering, managing delivery and teaching safe and effective use to the patient and/or family/carers.
- Liaise with other healthcare professionals in primary and secondary care to optimise the management and treatment of the patients on the physiotherapy caseload and be available as a specialist resource for generalist healthcare professionals.
- Provide specialist physiotherapeutic intervention to patients and carers in their preferred place of care with the emphasis on empowerment, enablement and self-management in order to optimise each patient's quality of life.
- Communicate complex condition and treatment related information; facilitate understanding, elucidate any barriers to intervention, and establish an effective professional rapport to gain trust and confidence of the patients and carers.
- Regularly attend and contribute to multidisciplinary team meetings and, as required, meetings of other multidisciplinary teams involved in providing palliative care for hospice patients.



MAIN DUTIES AND RESPONSIBILITIES

- To assist with the running of patient self-management education programmes.
- Proactive discharge planning, identification and provision of equipment required to allow safe discharge and anticipation of needs when patient returns home. Follow up home visits if required to ensure optimal patient function and quality of life, irrespective of life expectancy.
- Attend and actively participate in clinical meetings on the Inpatient Unit (IPU).
- Liaise/refer to the Hospice at Home, Clinical Nursing Specialists (CNSs), and teams responsible for social care, as well as Community Healthcare or other voluntary agencies to ensure continuity of care for the patient at home.
- To liaise with health professionals involved in the care of each patient with regard to any problems highlighted on assessment. This may require signposting to other health services, provision of equipment or individualised physiotherapy input if unsuitable for group therapy.

SERVICE DEVELOPMENT

- To provide physiotherapy knowledge and skills to other members of the healthcare team. Maintain and develop competency through Continual Professional Development (CPD) training, maintenance of portfolio and reflective practice.
- Attend MDT meetings to communicate specialist physiotherapy information and to contribute to the development of service delivery within palliative care which impact on other professions.
- To support and ensure education, supervision and assessment of undergraduate physiotherapy students is delivered to the standard required for degree level, university and CSP standards within current national guidelines and recommendations.
- Be an active participant or lead in-service education and presentation of case studies.

POLICIES, PROCEDURES AND AUDIT

- Support the development of related local policies, procedures, guidelines and clinical care pathways to ensure the delivery of a high quality, equitable service in all locations and provide supportive information, education and training to staff as required.
- Demonstrate understanding and participation in all aspects of Clinical Governance.
- Undertake, review and evaluate audits and make recommendations to the organisation based on the findings when requested.
- To be aware of the complaints procedure and the reporting of clinical incidents on WorkInConfidence.

MAIN DUTIES AND RESPONSIBILITIES

COMMUNICATIONS

- To effectively communicate and gain consent for any intervention to patients and their carers regarding the physiotherapy intervention and the management of their palliative care and end of life symptoms; this may be in the hospice, within care establishments or during a visit to a patient's home. The post holder will need to strike an appropriate balance between relaying factual information and being sensitive to an emotionally charged atmosphere where high levels of emotion and distress are likely.
- To have knowledge of the legal framework for patients who lack capacity to consent to treatment.
- To develop advanced communication skills in order to ascertain patients' wishes, respond appropriately to difficult questions and manage situations that may be emotionally charged which may include difficult to accept information such as expectations of treatment and prognosis.
- To represent physiotherapy or patients at multi-professional team meetings to ensure the delivery of coordinated care.

FREEDOM TO ACT AUTONOMY

- The post holder will be part of a team but will have the ability to act as an autonomous practitioner adhering to national professional and local policies and guidelines as directed by the HCPC and the CSP.
- The post holder will be managed rather than supervised, demonstrating personal initiative to act independently and manage personal work schedules and priorities.
- The post holder will work collaboratively and delegate appropriate tasks and roles to other members of the palliative care team in order to maximise the cost-effective and efficient use of resources.

CONFIDENTIALITY

- All employees are required to uphold the confidentiality of all information records in whatever format, encountered in the course of employment and after it.
- All employees are bound by the requirements of the General Data Protection Regulations (GDPR) when dealing with information records relating to individuals in the course of their employment.

EQUALITY AND DIVERSITY

- The hospice is committed to promoting an environment that values diversity. All staff are responsible for ensuring that they treat individuals equally and fairly and do not discriminate on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex and sexual orientation. The hospice expects all staff to behave in a way that recognises and respects diversity in line with the appropriate standards.



MAIN DUTIES AND RESPONSIBILITIES

HEALTH AND SAFETY

- All employees have a responsibility under the terms of the Health and Safety at Work Act 1974 to protect and promote their own health and that of others in the workplace.
- All employees must comply with all hospice health and safety procedures.

INFECTION CONTROL

The prevention and control of infection is the responsibility of all hospice employees. All employees must be aware of infection control policies, procedures and the importance of protecting themselves and their clients in maintaining a clean and healthy environment.

INFORMATION GOVERNANCE

All employees are responsible for ensuring they undertake any training relating to information governance, read the hospice's policies, procedures and guidance documents relating to information governance, and understand how this affects them in their role.

PROFESSIONAL DEVELOPMENT

- All employees must participate in an annual appraisal and develop a personal development plan with their line manager.
- All employees are responsible for maintaining their statutory and mandatory training.

SAFEGUARDING CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS

The hospice is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All employees and volunteers are expected to behave in such a way that supports this commitment.

PANDEMIC AND MAJOR INCIDENT

In the event of a pandemic or major incident, the post holder may be asked to undertake other duties not necessarily commensurate to the banding of this role. This could include duties in any part of the hospice. Prior to undertaking any duties, the member of staff will have full training and induction.

We won't ask any of our employees to undertake duties for which they are not competent, or where they feel unsafe in their environment or could put patients or themselves at risk.



ABOUT YOU

EDUCATION AND QUALIFICATIONS

You will have:

- An honours degree or equivalent in physiotherapy.
- Current HCPC registration.
- Evidence of CPD and relevant postgraduate training.
- Evidence of CPD in the form of a structured portfolio.
- Comply with the CSP and HCPC code of conduct.
- Be a member of the CSP.

It is desirable that you have:

- Communication skills training.
- Accreditation on a Clinical Educators course.

KNOWLEDGE AND EXPERIENCE

You will have:

- Postgraduate experience of working with a variety of patients in different physiotherapy specialities such as cardiorespiratory, musculoskeletal, neurology, oncology and elderly care.
- Previous experience and ability to work as part of a multidisciplinary team including Occupational Therapists, nurses, doctors and other healthcare professionals.
- Experience of supervising assistants and students.
- Ability to work as an autonomous practitioner within scope of practice.
- Critical appraisal skills in assessing therapeutic evidence.
- Excellent verbal, written and personal communication skills.
- Computer literacy and ability to use emails and programmes such as Microsoft Word, Excel and PowerPoint.
- Good organisational skills and be personal effectiveness.
- Ability to produce evidence-based clinical guidelines.
- Ability to recognise and complete incident reports.



ABOUT YOU

It is desirable that you have:

- Previous postgraduate experience in a range of in and outpatient specialties.
- Experience of working with palliative care patients with a malignant or non-malignant diagnosis.
- Experience in developing and delivering training and education at postgraduate level.
- Experience of involvement/participation in clinical audits.
- Lead or participated in healthcare research.
- Understanding of relevant guidance for cancer and non-cancer palliative and end of life care.
- Ability to successfully negotiate, facilitate and influence relevant physiotherapeutic interventions.
- Awareness of healthcare priorities and policies.
- Experience using Vantage incident reporting.
- Familiarity with SystmOne electronic patient administration systems.

PERSONAL SKILLS AND ATTRIBUTES

You will have:

- A high degree of self-motivation and ability to work using own initiative.
- Ability to gain the confidence and gain the confidence of a range of professionals, patients, relatives and carers.
- Ability to work under pressure and prioritise tasks to ensure urgent work is completed in a time appropriate manner.
- Flexibility and resourcefulness, responding positively and effectively to solve any unexpected situations and problems.
- Good listening skills, compassion and an empathetic approach.
- High level of integrity.
- Full UK Driving License, access to own vehicle and business insurance
- A commitment towards continuing professional development.

TEAM STRUCTURE

As a Palliative Care Physiotherapist you will be primarily based at the hospice's Erdington site and work closely with our Therapies Lead. There will be an expectation to travel to our Selly Park site for meetings, training and occasional cover.

You will work alongside our Occupational Therapist and Therapy Support Worker and use your expert knowledge and skills as part of the team to provide a range of services for people within our IPUs, Living Well Centres and patients' own homes to promote and support physical function, independence and wellbeing.

The team will complete an assessment of each patient's individual needs, identify problems or concerns, and establish how the effect of illness has impacted on all aspects of daily living.



NEXT STEPS AND HOW TO APPLY

If this sounds like the role for you, we'd love to receive your application.

For an informal discussion about the role, please contact Therapies Lead Amy Ison by sending an email to amy.ison@birmingham.hospice.org.uk

To apply, please visit www.birminghamhospice.org.uk/jobs

CLOSING DATE: Saturday 18 January 2026

INTERVIEW DATES: Week commencing Monday 9 February 2026.

ROLE LOCATION: Hospice site in Erdington with expectation to work at Selly Park for training and cover.

HOURS: 37.5 hours per week

DURATION: Permanent

SALARY: £36,276 - £43,683 per year (pro rata for part-time).

DBS: An enhanced DBS check will be required.