

ACCORD HOSPICE

JOB DESCRIPTION

Physiotherapist

Community HUB & In-Patient Unit – ACCORD Hospice, Paisley

Job Identification

Last Update: Sept 2026

Job Title:	Physiotherapist
Hours of Work:	15 Hours
Salary:	Band 6 £41,608 - £50,702
Location:	Accord Hospice Community Hub/IPU
Line Manager:	Community Team Lead

OUR VALUES:

We provide Specialist Palliative care services to the people of Renfrewshire and parts of East Renfrewshire. It is a specialist resource for those individuals receiving palliative care/life limiting illnesses who have complex needs. The Hospice strives to meet the physical, emotional, social, and spiritual needs of patients and carers, offering support to patients and their families. Staff are required to provide the highest standard of patient-centred care, while promoting choice, dignity, self-esteem, and an enhanced quality of life. The Hospice is a Company Limited by guarantee, and a registered charity, and is required by separate and differing legislation to meet finance, governance, and regulatory requirements.

Job Purpose and Dimensions

Responsible for assessing and providing specialist physiotherapy treatment and management to patients with life limiting conditions and their carers within the Hospice and the community.

Dimensions

ACCORD Hospice – Consultant led unit
8 In-patient beds
Community Hub Palliative Care Clinical Nurse Specialists
Physiotherapy, Occupational Therapy
Patient & Family Support Service (social, spiritual and bereavement support)
ACCORD @ Home
Quality & Practice Development Team

Organisational Position

Chief Executive
Head of Care & Support
Community Team Lead
Physiotherapist (this post)
Technical Instructor 111

Communications and Relationships

Provide complex or sensitive condition related information to patients and their families, requiring empathy and reassurance.
Communicate and liaise with the patient, relatives, and the multidisciplinary team in the provision of care
Provide and receive complex and sensitive condition related information to/from other healthcare professionals and other agencies (external and internal).
Provide palliative care advice by telephone.
Communicate effectively, verbally and in writing, with all members of the multidisciplinary team.

Knowledge, Training & Experience to do the Job

Specialist knowledge across a wide range of work procedures and practices supplemented by a BSc in Physiotherapy.
Relevant short courses applicable to post, to support ongoing professional development.

Analytical and Judgemental Skills

Analysing and making decisions in relation to care in complex cases or situations and the implications of these.
To challenge practice which may compromise safety and/or quality of patient care.

Planning and Organisational Skills

As an autonomous practitioner independently determine the appropriate Physiotherapy treatment indicated for each individual.
Maintain a stock and supply of equipment required for patients for use in Hospice and at home.
Organise daily workload and adapt to any unpredictable changes throughout working day.
Contribute to discharge planning of patients and also arrangement of home/environmental visits prior to discharge.
Deal with referrals and out-patient clinic appointments.

Physical Skills

Highly developed physical skills where accuracy is required.

Use of mechanical aids for moving and handling (hoist, stand aid, bathing equipment, wheelchairs).

The use of sensory skills.

Driving.

IT skills.

Responsibility for Patient / Client Care.

Assess, develop, implement and evaluate specialist Physiotherapy programmes.

Provide advice to patients, relatives and other health care professionals within the Hospice and the community.

Maintain accurate documentation and ensure confidentiality.

Responsibility for Policy & Service Development Implementation

Implement and propose changes to policies and procedures in own work area.

Responsibility for Financial and Physical Resources

Responsible for maintaining supplies of equipment for use in Hospice and community.

Responsible for safe use of equipment and computer.

Responsible for safe environment and reporting/actioning areas of concern.

Responsibility for Human Resources

Responsible for demonstrating specialist knowledge, assessment and treatment to other staff within the Hospice and outside agencies.

Provide supervision and support to colleagues and Technical Instructor.

Responsibility for Information Resources

Maintain and complete accurate written patient records.

Use of computer to update patient records and other relevant documentation.

Responsibility for Research and Development

Undertake surveys and audits as necessary, relevant to own work, patient care or organisational issues.

Participate in internal and external education programmes.

Maintain up to date knowledge and skills.

Participate in Clinical Governance Groups.

Maintain relationships with peers in similar working environments for support and supervision.

Freedom to Act

Guided by clearly defined occupational policies and procedures.

Use of initiative and deal with matters independently.

Not directly supervised.

Comply with the codes of Professional Conduct and specific standards set by the Health and Care Professions Council (HCPC) and the Chartered Society of Physiotherapy.

Physical, Mental and Emotional Effort.

Physical

Frequent, moderate effort for several short periods.

Walking and standing for majority of shift.

Physical manual handling of patients conscious and unconscious.

Patient transferring/movement with mechanical aids.

Pushing beds, wheelchairs, bathing aids, lifting/standing aids.

Fine tool dexterity and co-ordination.

Mental Effort

Responds to the frequently changing needs of the patient.

Unpredictable work pattern requiring frequent levels of concentration.

Concentration required when checking documentation and patient notes.

Concentration required on patient assessment and information exchange.

Concentration required when observing patient behaviour which may be occasionally unpredictable.

Emotional Effort

Deal with distressed, anxious, worried patients and relatives.

Deal with verbal aggression and/or confusion.

Care of the terminally ill patient.

Deal with the consequences of patients at the end of their life.

Lone working whilst out in the community & may encounter unpredictable situations.

Provide palliative care to include symptom control, spiritual, psychological and social care.

Working Conditions

Frequent exposure to unpleasant working conditions (smells, body fluids, faeces) when in community setting and in-Patient unit.

Exposure to patients with infected illnesses which may or may not require isolation nursing (MRSA, Clostridium Difficile).

Lone working whilst out in community setting.

Unpredictable encounters during home visits.
Occasional unpleasant home circumstances.

Education

Contribute as mentor and advisor to patients, carers and other professionals about appropriate physiotherapy care.
Accept personal responsibility for identifying own learning needs and professional development.
To assist in Hospice training programmes.

Research & Audit

Contribute to the evaluation of audit and the evaluation of care.
Participate in the appropriate audit/research/evaluation studies in the Hospice.

Equipment and Machinery

To demonstrate and act on the Health & Safety at Work Act 1974 to ensure that the agreed safety procedures are carried out to maintain a safe working environment.
To have a working knowledge of all the equipment used in the area but may not have daily clinical involvement i.e. TENS machines.
Ensure availability of appropriate equipment for use in patient care and promotion of independence.
To update knowledge regarding new products, specifications and changes in legislation for equipment provision and safe use.
Assess and issue equipment on a short term loan from hospice and or Equipu (social work store) as required.
To continually assess the risk associated with the use of equipment both within the Hospice and in the patient's home,

Main Tasks, Duties and Responsibilities

To maintain clear and concise records, handwritten or via the computer.
Provide and promote a high level of expertise in the assessment and management of a clinical caseload in In-Patient Unit, Community Hub, community and out-patient setting.
Demonstrate a high standard of clinical performance.
Deal sensitively with patients and carers who have high levels of anxiety and who may have difficulty in effective communication.
Liaise with and provide relevant information to other members of the multidisciplinary team and outside agencies.
Demonstrate effective time management and organisational skills during daily management of own workload and ability to adapt to sudden changes in workload.
Carry out home assessments and provide or recommend devices or equipment to aid in daily activities.
Assist in the planning and facilitating safe, timely and highly complex patient discharge and make recommendations for the future.
Maintain effective relationships with community professionals and relevant organisations liaising about patient issues.

Maintain confidentiality at all times.
 Participate in In-service training.
 Adhere to all Hospice policies and procedures.
 Attend mandatory training.
 This post will be subject to PVG Scheme membership/appropriate Disclosure Scotland checks

Job Description Agreement:

Job Holder's Signature:

Head of Department Signature:

Job Specification

Criteria	Essential	Desirable
Qualifications and professional registration	BSc or equivalent qualification in Physiotherapy. Current registration with the Health and Care Professions Council (HCPC). Evidence of ongoing continuing professional development relevant to specialist physiotherapy practice.	Membership of the Chartered Society of Physiotherapy. Additional post-registration training relevant to palliative care, rehabilitation, respiratory care, oncology, neurological conditions, frailty, lymphoedema or acupuncture.
Experience	Relevant post-registration clinical experience, including assessment, treatment planning and evaluation for people with complex needs. Experience of working effectively within a multidisciplinary team. Experience of managing a varied caseload and prioritising workload independently.	Experience in hospice, specialist palliative care, oncology, community rehabilitation, respiratory, neurological or frailty services. Experience of supervising students, support staff or junior colleagues.
Knowledge and skills	Specialist clinical reasoning and decision-making skills appropriate to a Band 6 role. Ability to assess, plan,	Knowledge of local equipment provision pathways and community services. Skills in audit, service

	implement and evaluate physiotherapy interventions for patients with life-limiting conditions. Understanding of risk assessment, moving and handling, equipment provision and safe discharge planning. Clear written and verbal communication skills, including the ability to discuss complex or sensitive information with patients, carers and professionals.	improvement, education or clinical governance activity.
Personal qualities	Compassionate, person-centred and respectful approach to patients, carers and colleagues. Ability to work sensitively in emotionally demanding circumstances. Organised, flexible and able to respond to changing priorities. Confident to work autonomously while seeking support appropriately.	Reflective practitioner with a commitment to learning, quality improvement and evidence-informed practice.
Other requirements	Commitment to confidentiality, safeguarding, equality and diversity, infection prevention and control, and adherence to Hospice policies and procedures. Ability to travel between the Hospice, community settings and patients' homes as required by the role.	Previous involvement in hospice education, staff training or service development initiatives.