



Sheffield's Hospice

EMPLOYEE SPECIFICATION

POST: Specialist Palliative Care Occupational Therapist

A = Application

I = Interview

P = Presentation

St Luke's Hospice is an Equal Opportunities employer and promotes equality of access to employment. St Luke's Hospice employees are required to follow the specific HR Policies supporting recruitment and selection.

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
EXPERIENCE			
Experience of supporting people with palliative conditions		√	A,I
Experience in service evaluation, audit and research		√	A,I
Experience of community working		√	A,I
Relevant post qualification experience within a variety of settings	√		A,I
Experience of working in a multi-disciplinary team setting	√		I
Experience of supporting assistants, students and volunteers		√	A,I
Evidence of Mentorship/supervision experience		√	A,I
KNOWLEDGE			
An understanding of Specialist Palliative Care Occupational Therapy	√		A,I
Awareness of current approaches and initiatives in Specialist Palliative Care Occupational Therapy	√		A,I
Knowledge of rehabilitative/ enablement approach in palliative care		√	A,I

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
<p>QUALIFICATIONS/TRAINING</p> <p>Degree or Diploma in Occupational Therapy</p> <p>HCPC registration</p> <p>Current membership of Professional and Registration bodies – Royal College of Occupational Therapists and Health and Care Professions Council</p> <p>Accredited training or qualification in palliative care</p>	<p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p>	<p>A</p> <p>A,I</p> <p>A,I</p>
<p>SKILLS/ABILITIES</p> <p>Advanced verbal and written communication skills</p> <p>Evidence of ability to work with teams, including Multi-Disciplinary Teams and collaborate with others</p> <p>Ability to organise workload and establish priorities</p> <p>Ability to negotiate involvement across all levels of professionals both internally and externally</p> <p>Awareness of a range of interventions within the Occupational Therapy practice</p> <p>Has an awareness of resilience both on an individual and organisational level</p> <p>Ability to work on own initiative</p> <p>Advocate on behalf of service users</p> <p>IT skills (e.g. Email, Word, Outlook, Teams and databases)</p> <p>Ability to effectively manage a caseload</p> <p>Teaching/Presentation skills</p> <p>Ability to work in a rapidly changing environment</p> <p>Ability to work with tact, diplomacy and sensitivity</p> <p>Ability to facilitate a group</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p>	<p>A,I</p> <p>A,I</p> <p>I</p> <p>I</p> <p>I</p> <p>A,I</p> <p>A,I</p> <p>A,I</p> <p>A</p> <p>A,I</p> <p>A,I</p> <p>A,I</p> <p>A,I</p> <p>A,I</p>

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
<p>PERSONAL ATTRIBUTES</p> <p>Self aware, empathetic and enthusiastic</p> <p>Adaptable, flexible and dynamic</p> <p>Values Ability to demonstrate, understand and apply our organisation's values. These are embedded in all roles and applicants must evidence their own values during the selection process.</p> <ul style="list-style-type: none"> • Compassionate • Dignified • Inspired • Pioneering 	<p>√</p> <p>√</p>		<p>I</p> <p>I</p>