

## Job Description

**Job Title:** Complementary Therapist

**Reporting to:** Complementary Therapy Team Leader

**Job purpose:** Our Vision is to make every day the best day possible for patients, and those closest to them, living with life-limiting illnesses in South Devon. As a member of our Complementary Therapy Team, you will deliver this by providing therapeutic support in one-to-one and/or group sessions for patients, carers and bereaved people on site at Rowcroft and within the Rowcroft catchment area.

### Our Values:

Honesty & Integrity Generosity of Spirit Respect Team Player

### Key roles and responsibilities

1. To provide complementary therapies to Rowcroft patients, and their carers, in our Inpatient Unit, Outpatient Unit and in patients' homes.
2. Tailor therapy assessment and treatment, with attention to patients' individual needs and preferences. Spanning physical, emotional, social, and spiritual dimensions. Adapting therapy input as their condition changes.
3. Organise and plan own caseload to meet service. Plan patient priorities and needs and maintain comprehensive records of treatment.
4. Initiate effective communication within the complementary therapy team and the wider multidisciplinary team, plus external agencies as appropriate.
5. Promote a culture of continuous learning & development and wellbeing. Identify your own learning and development needs and ensure your mandatory and essential training is up to date. Undertake continuous professional development and clinical supervision where appropriate. Help to create an environment that is continually questioning practice and promoting learning.
6. Play an active part promoting, encouraging, and supporting our team volunteers.

This list can never be exhaustive but covers most of the work you will be doing. What it cannot replace is your ability to care, your talent, your initiative and commitment to great customer service.

### Infection Prevention

All Rowcroft Hospice employees, in both clinical and non-clinical roles, are required to adhere to the Infection Prevention and Control Policies and make every effort to maintain high standards of infection control at all times to reduce the burden of Healthcare Associated Infections including MRSA.



You agree to the following responsibilities:

- To decontaminate your hands prior to and after direct patient care or contact with the patient's surroundings.
- To take part in mandatory infection control training provided.
- To responsibly manage your own infections (other than common colds and illness) that may be transmittable to patients, including to contact Occupational Health for guidance.

### Place of Work

This role has been identified as a Field worker (role could be carried out at a Rowcroft site or other locations). You will spend planned time at Rowcroft site, or other locations as the role requires, which could include patients' homes and non-Rowcroft locations to meet the needs of the service.

This will be fully discussed and agreed with the postholder to meet individual and business needs.



*For a career with meaning*  
[rowcrofthospice.org.uk/careers](http://rowcrofthospice.org.uk/careers)

**PERSON SPECIFICATION**  
**Complementary Therapist**

Attribute	Essential Requirements	Desirable Requirements
<b>Qualifications and Training</b>	<ul style="list-style-type: none"> <li>• Qualified in massage <b>and</b> at least one other therapy e.g., aromatherapy, reflexology or reiki.</li> <li>• Anatomy and physiology qualification.</li> <li>• Registration and insurance with appropriate professional body.</li> <li>• Full UK driving licence and able and willing to drive to home visits across Rowcroft's 300sq mile catchment area.</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of CPD portfolio.</li> <li>• Awareness of infection control, safeguarding and health &amp; safety practices.</li> </ul>
<b>Knowledge and Skills</b>	<ul style="list-style-type: none"> <li>• Ability to work independently.</li> <li>• IT skills for accurate patient record keeping.</li> </ul>	<ul style="list-style-type: none"> <li>• Empathic listening skills.</li> <li>• Knowledge of contraindications.</li> <li>• Good record keeping skills.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Practical experience of working in the complementary therapy industry.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in teaching relaxation techniques.</li> <li>• Working in a healthcare setting.</li> <li>• Understanding of palliative and end-of-life care.</li> <li>• Ability to work as part of a multi-disciplinary team.</li> <li>• Willingness to receive supervision and engage in reflective practice.</li> </ul>
<b>Personal Requirements</b>	<ul style="list-style-type: none"> <li>• Creative problem solver, a positive can-do attitude and a willingness and desire to ensure all, who come into contact with Rowcroft, have the best possible experience.</li> <li>• A desire to be part of a committed and hardworking team in line with the ethics and values of Rowcroft Hospice. Always acting in the best interests of Rowcroft.</li> </ul>	<ul style="list-style-type: none"> <li>• A good understanding of the purpose, values and strategy of Rowcroft Hospice.</li> <li>• Compassionate, empathetic and show emotional maturity.</li> <li>• Respect for patient dignity, culture and beliefs.</li> <li>• Professional boundaries and self-awareness.</li> </ul>

