



**GIG**  
CYMRU  
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WALES

Bwrdd Iechyd Prifysgol  
Bae Abertawe  
Swansea Bay University  
Health Board

**CAJE REF:**  
RVC/2021/0280

## SWANSEA BAY UNIVERSITY HEALTH BOARD

### JOB DESCRIPTION

#### JOB DETAILS:

<b>Job Title</b>	Clinical Specialist Paediatric Physiotherapist- Children and Young Peoples Weight Management Service
<b>Pay Band</b>	7
<b>Hours of Work and Nature of Contract</b>	Full time 37.5hrs a week Permanent
<b>Division/Directorate</b>	Primary, Community and Therapies Service Group
<b>Department</b>	Nutrition and Dietetics - Children and Young Peoples Weight Management Service
<b>Base</b>	To be completed on recruitment

#### ORGANISATIONAL ARRANGEMENTS:

<b>Managerially Accountable to:</b>	Operational Lead Children and Young Peoples Weight Management Service
<b>Reports to:</b>	Operational Lead Children and Young Peoples Weight Management Service
<b>Professionally Responsible to:</b>	Head of Paediatric Physiotherapy

#### **Our Values**

In this Health Board we aspire to be driven by our values; where every person that works for us, regardless of their role, is expected to demonstrate the values of “caring for each other”, “working together” and “always improving”.

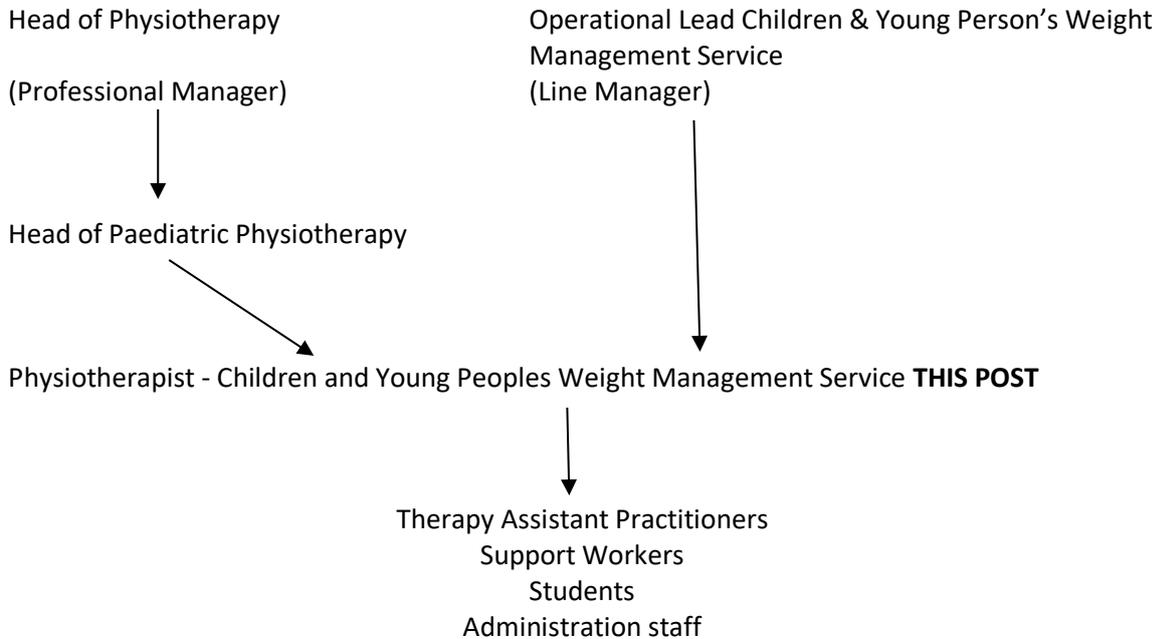
**Job Summary/Job Purpose:**

The post holder will have a degree/ equivalent in Physiotherapy and be HCPC registered.

The post holder is responsible for

- Management of own complex clinical caseload of overweight and obese children and young people providing specialist clinical duties as required across the service in a range of settings including outpatients, hydrotherapy, schools, community settings and wards.
- Working independently with patients and their families using highly developed communication skills based on negotiation, counselling and behavioural change therapy.
- Working independently to plan, implement, report and evaluate evidence based Physiotherapy interventions.
- Contributing to the multidisciplinary design, delivery and measurement of the services and lead the Paediatric Physiotherapy elements of the level 2 and 3 Children and Young Peoples Weight Management service.
- Having expert clinical knowledge and skills within Paediatrics across a range of specialties to enable them to undertake assessments and management of children referred to the level 2 and 3 Children and Young Peoples Weight Management service. They should have specific experience in child development, a broad range of childhood conditions and experience of working with families and as part of a wider multi-disciplinary team.
- Providing expert advice to the Multi-Disciplinary team, multi- agency meetings, child protection case conferences and discharge planning.
- Supporting transition planning for moving to adult services
- Completing risk assessments and health care plans.
- Participating in training including health care professionals, social care staff and school staff.
- Supporting the running and development of the department in conjunction with the operational lead and leading on clinical and operational tasks. Deputising for Band 8a Operational Lead when required.
- Providing professional leadership for staff and students through peer support, mentoring, supervision and appraisal.
- Promotion of the Service through audit using research methodology, guideline development and teaching other healthcare professionals.
- Participate in the evaluation of the service and lead on quality improvement work.

## Organisational Chart



## DUTIES/RESPONSIBILITIES:

### **Management**

- Support the operational management of the CYP weight management Service including supervision, appraisal, sickness management and annual leave requests.
- Supporting the management of capacity and demand within the specialty including waiting list management.
- To be responsible for risk management/control in clinical area, including the completion of formal and informal risk assessments, especially relating to the therapeutic and manual handling of patients.
- Develop outcome collection, reporting and monitoring in collaboration with the MDT
- Support on the reporting and evaluation of services
- Adhere to departmental policies and procedures that facilitate the smooth running of the service, and to communicate any problems or discrepancies to line manager immediately.
- Participate in the induction, training and education of students and support staff.
- To undertake annual PADR for any staff as requested by line manager
- To participate in supervision as a supervisee and a supervisor
- Contribute to the work plan/ programme for the service and lead on the physiotherapy element of this planning
- To develop and actively participate in service improvement initiatives
- To ensure awareness and where appropriate become involved in directorate / Clinical board/UHB/National service developments
- Formulate/develop/implement care management policies, protocols and guidelines to improve patient pathway / care
- Recognise the need for good personal time management, punctuality and consistent reliable attendance.

- Demonstrate a sound understanding of clinical governance and take responsibility for its application to the delivery of physiotherapy within your area of work.
- To be responsible for initiating, encouraging and evaluating change whilst improving clinical practice and service development within Paediatric level 2 and 3 Children and Young Peoples Weight Management service.
- To actively participate in the management of concerns, complaints and incidents within Paediatric level 2 and 3 Children and Young Peoples Weight Management service.
- To possess IT skills to facilitate the use computer packages to analyse data, results of investigations etc.
- To produce/ contribute to reports outlining activity and changes.
- Be responsible for the management of your own workload and caseload.
- To maintain personal and team standards with regard to accurate and detailed clinical documentation and statistical information, ensuring this is in line with legal standards of practice as set out by the Chartered Society of Physiotherapy (CSP)/Health Professions Council (HPC), Health Board and Department
- Undertake any other duties as requested by the Team lead/ Head of service.

### **Clinical**

- To fulfill the role of Highly Specialist Paediatric Physiotherapist in the level 2 and 3 Children and Young Peoples Weight Management service
- Clinically competent to assess, advise and treat children and adolescents presenting with a wide variety of conditions within the remit of CYP Weight Management Service.
- To work as an autonomous expert practitioner and to be professionally and legally responsible and accountable for all aspect of own work and work delegated to support workers.
- Participate in multi-disciplinary team meetings, contributing to decisions with regard to the patient's care.
- Undertake physiotherapy assessments for a designated caseload, addressing physical performance and skill deficits
- Use advanced clinical reasoning and an in-depth analysis of problems, gained from clinical and theoretical experience
- Make judgments involving highly complex facts/ situations requiring in depth analysis/ interpretation and comparisons of a wide range of therapeutic options in order to decide on the best course of intervention and accurate prognosis and comprehensive case management plan
- Using highly specialist knowledge interpret complex clinical information to educate and advise patients, encouraging them to participate in informed decision making and informed consent
- To help the CYP and their family recognise the important role of physical activity and work towards incorporating increased activity into their daily routine.
- To help the CYP and their family recognise the important role of reduced sedentary behaviours (screen time) and work towards reducing sedentary behaviours.
- To help the CYP and their family develop the knowledge and skills needed to implement and maintain changes in eating, activity and sedentary behaviours.
- Develop and deliver universal, targeted and specialist physiotherapy interventions for the CYP Weight Management Service in a variety of settings
- Plan and implement individual and/or group interventions, in collaboration with the patients, families and MDT to achieve agreed goals and outcomes
- Monitor and evaluate treatment in order to measure progress and ensure effectiveness of the intervention, record outcomes for all clients on caseload, audit outcomes and share learning with the wider team to develop improvements
- Apply a high level of understanding of the effect of disability and provide training and advice on lifestyle changes and adaptations to the clients' social and physical environment.
- Support junior staff and support workers in developing their clinical reasoning, assessment and delivery of physiotherapy intervention

- To accept clinical responsibility for a designated caseload of patients, and to organise this effectively with regard to clinical priorities and use of time.
- To have an active role in devising and participating in the development and implementation of policies, protocols and clinical pathways to improve care within the clinical area of expertise in line with UHB/ National strategic policy and implement where required throughout the UHB.
- To actively participate in benchmarking with other specialist services across local/ national/ international organisations
- Provide highly specialist advice to patients, carers and other health professionals.
- To have a highly specialised knowledge base within the clinical sphere and become an advice resource for other healthcare professionals from the multi-disciplinary team across primary and secondary care.
- To act as a resource, providing expert clinical advice to all members of the interdisciplinary team, patients, carers and other agencies.
- To be responsible and accountable for legible and contemporaneous records.
- To have a positive influential role and impact on care across the clinical area
- Demonstrate confidence and skill to use reflective practice and identify personal strengths and areas for development.
- Work with the family/ MDT and community services to contribute to the discharge process and support the client and family to independently implement advice and life style changes long term.
- Respect the individuality, values, and cultural and religious diversity of clients and contribute to the provision of a service sensitive to these needs

### **Professional**

- Demonstrate the ability to balance professional issues such as confidentiality and duty of care in a multi-disciplinary setting in order to work effectively.
- Demonstrate a sound understanding of clinical governance and take responsibility for its application to the delivery of physiotherapy within your area of work
- Hold a qualification enabling registration with the Health Professions Council as a Physiotherapist.
- Adhere to the standards of practice for Physiotherapy (CSP/HCPC and service specific) and ensure that minimum requirements are met, evaluate practice against standards and review if necessary
- Professionally and legally accountable and responsible for all aspects of own work including the management plan for clients, prioritisation and risk assessment of workload.
- Professional and legally accountable for the safe delegation of tasks to Support Workers and Assistant Practitioners in line with All Wales Guidance on Delegation.
- Maintain a professional portfolio for CPD recording learning outcomes through participation in internal and external development opportunities, reflective practice and peer review to inform your Personal Development Plan
- To act as a positive role model within and outside the Health Board
- Maintain confidentiality under the Data Protection Act
- To be accountable for own professional actions and decisions
- To continue ongoing professional development by participating in professional forums throughout the UHB/ locally and nationally.
- To undertake study days and self- study to ensure continued development in the area of specialism
- To encourage innovation in clinical practice by motivation and example.
- Support the development of a culture that promotes equality and diversity.
- Contribute to a safe working environment and culture through mandatory training, Incident reporting and risk assessments for practice

## **Service Delivery**

- To be responsible for and take a lead role in the management of a specific or group of conditions and act as a resource and support to colleagues involved in the management of such conditions
- Identify professional and service delivery issues concerning clinical specialism
- Advises line manager on issues related to service planning and development in designated clinical area.
- Initiate and lead on improving standards, service improvement and service change as agreed with management team.
- Production of up to date information resources for use by patients and carers and for presentations to groups.
- To assist the Manager in the development of business plans and service developments, that may have an impact outside of clinical field of expertise
- Support Team Lead to report, monitor and improve business performance outcomes eg waiting times and workforce data.
- Implement policies, propose and contribute to changes in working practices/ procedures for own area.
- Identification and response to clinical risk issues within the CYP Weight Management service by instigating measures/action plans to protect patients and staff health and safety
- To maintain accurate, easily accessible records of all clinical incident
- To raise concerns regarding clinical risk/poor practice within specialist area to clinical lead physiotherapist / clinical risk department.
- Supporting the management of quality issues within the service as agreed with the management team.
- Participation in standard setting and updating of resources in conjunction with colleagues.
- To support the collection and reporting of outcome measures for the CYP Weight Management Services.
- Attend Profession specific and Service specific meetings as directed and contribute to the personal and professional growth of the service.
- Be proactive in the participation and development of clinical networks.
- To participate in and promote multidisciplinary / departmental audit, research, clinical effectiveness initiatives and comply with any recommendations made in line with the audit cycle.
- Follow Health board, Delivery Group, Service and professional policies, protocols and guidelines.
- Demonstrate an understanding of specific national policies/ legislation/ guidelines and their implications for area of responsibility and remain updated.
- Facilitate/ attend meetings on request of line manager/ team lead to facilitate communication/ governance/ safe and effective service delivery.

## **Leadership**

To take an active role in:

- To identify and implement/ contribute to service developments within the clinical area, including provision of Physiotherapy clinical guidelines. This may also include assisting the Team Lead in producing Service specific guidelines.
- Be aware of professional developments in assessment and intervention within service area, evaluate/ monitor their effectiveness and implement as best practice.
- Actively engage in the PADR process promoting self-development and development in others.
- Understand the influence of national and local Health, Social Care and Well Being Strategies on local physiotherapy Practice/ CYP Weight Management Service.
- Contribute to a culture of learning, development and innovation at all levels.
- Demonstrate a compassionate and collective leadership approach
- Demonstrate development of leadership knowledge and understanding by use of reflection and formal and informal learning

- Supervision and teaching of professionals providing Physiotherapy advice to specialist area.
- Liaising with members of the MDT regarding service provision and interventions.
- Supporting the management of staff and/or service and reviewing and prioritising work activities as necessary.
- Work with the Operational Lead to audit the delivery of high quality person centered care by the team and act on the results.
- Provide leadership to designated clinical focus groups.
- To manage the risk register with the Operational Lead
- To investigate incidents, concerns and complaints with the Operational Lead

### **Communication**

- Establish rapport with the patient/family before applying other professional skills
- Provide and receive complex sensitive information in an understandable form to patients, carers, colleagues and students where motivational, persuasive, empathetic and re-assurance skills are required.
- Establish robust communication networks with clients, carers and other health and social care professionals involved in the client's care.
- Share acquired knowledge and skills with members of the multi-disciplinary team, peers, students and others as requested by your line manager using a variety of teaching methods and presentation skills
- Effectively communicate information from senior leaders to the team as requested
- Coordinate team meetings and facilitate effective communication between all staff within your team
- Work with clients/carers to negotiate and identify their Physiotherapy goals/ MDT goals as part of their overall therapy plan.
- Plan and implement individual and/or group interventions, in collaboration with the client and MDT, using graded activity to achieve therapeutic goals.
- To communicate complex and sensitive clinical and managerial information to children, carers (parents/family), colleagues and members of the extended clinical team including external agencies, using written and verbal reports. This will include using a variety of non-verbal communication skills (i.e. body language, play, distraction) to overcome communication barriers.
- Provide and receive complex sensitive information in an understandable form to patients, carers, colleagues, and students where motivational, persuasive, empathetic and re-assurance skills are required.
- The post holder may have to accept and communicate confidential and potentially unwelcome or distressing information to patients/carers.
- Use motivational interviewing, negotiation, counselling and behavioural change skills.
- Communicating goals and progress of the physiotherapy care plan to patient/carers, and appropriate health care professionals by writing in case notes, letters to medical practitioner, verbal communication and written reports.
- Teach groups of patients/health professionals on topics relevant to the role.

### **Education and Training/Staff Management**

- Identify specific training needs of staff working in your area, contribute to a training programme and contribute to the team's delivery of training programmes
- Contribute to the education, training and upskilling of other disciplines/ teams/ services who could positively influence health changes
- Motivate and enthuse staff in order to maximise performance and engage the workforce
- Contribute to the co-ordination of the activities of team members including more junior & support staff in the treatment of clients within designated area.
- Participate in the induction, training and education of students and other staff in this setting.
- Undertake the supervision and appraisal of junior/support staff as delegated by Operational Lead
- Support developmental needs of staff in line with team and service objectives
- Contribute to the supervision and education of work experience placements

- Be responsible for coordinating the supervision and assessment of physiotherapy students on practice placement within the Health Board (within your team setting).
- Support the team lead to review and reflect on you and your teams practice and performance through effective use of professional and operational supervision and appraisal.
- Establish and monitor relationships with colleagues (both multi-disciplinary and multi-agency) to improve effectiveness of service delivery and reduce duplication.
- To provide clinical education and training of peers, Band 6, 5 and Assistant staff and students as well as other professionals within the MDT.
- To apply highly specialised knowledge to support clinical practice.
- To identify and ensure personal educational requirements are met at all times to support advanced clinical practice and skills.
- To set up, implement and manage any relevant professional interest groups and to ensure and maintain the profile of the field throughout the health board. Using these forums as a platform to provide specialist professional teaching to allow the cascade of information throughout the UHB / local and national forums
- Identify personal training needs, undertake regular CPD and participate in Individual Performance Review and clinical supervision.

### **Information Resources**

- Ensure that written /electronic records and activity data are up to date and maintained in accordance with Professional and Health Board standards.
- Undertake audit of clinical information using research methodology
- Insure team maintain safe appropriate storage of confidential information within the setting eg patient records, personnel files in line with GDPR guidance
- Support clinical teams to collect any data requested by the manager for performance management/ quality assurance
- To regularly plan, initiate and participate in clinical audits regarding care/patient management.
- To analyse audit data and disseminate/present information at clinical governance meetings, seminars, etc, on a local, national and international arena.

### **Finance**

- Assist in the maintenance of stock, advising on efficient use of resources required to undertake Physiotherapy/ MDT work in this designated area.
- Ensure safe use of equipment in intervention programmes, be responsible for the security of equipment and report any shortfalls maintenance requirements to line manager.
- Adhere to jointly agreed protocols with local authority partner agencies with regard to the provision of intervention and equipment, highlight areas of concern and suggest methods of addressing these.
- Maximize the use of available resources to the benefit of client care.
- To be aware of financial procedures and to act in accordance with them.

### **Research and Development**

- Assist in the planning, evaluation and audit of practice, clinical pathways and protocols within your area.
- Work with manager to identify own learning needs, acknowledging previous experience and personal skills
- Be actively responsible for maintaining own CPD and having an up-to-date personal portfolio.
- Promote research activity within the service
- To be familiar with current evidence relating to lifestyle treatments and consider this while tailoring interventions to meet the needs of individual patients.

- Facilitate team members, including junior and support staff in the maintenance of their CPD portfolio's and Personal Development Plans.
- Participate in local and National audit, research and development appropriate to area.
- Continue to develop research skills as appropriate to area.
- To provide teaching, support and supervision to allow others to understand and participate in the research process.
- Critically evaluate current research and apply to practice
- To formulate and/or implement research protocols for NHS/Commercial studies in accordance with UHB Research and Development polices
- Actively devise and undertake relevant research projects within a designated specialist field
- To publish and disseminate any research conclusions and to present at appropriate meetings locally/nationally/internationally
- Facilitate a culture of innovation, improvement, learning and development

**PERSON SPECIFICATION**

ATTRIBUTES	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
<p><b>Qualifications and/or Knowledge</b></p>	<ul style="list-style-type: none"> <li>• Diploma/Degree in Physiotherapy</li> <li>• Professional registration with HCPC</li> <li>• Post registration training in relevant area.</li> <li>• Managerial/ Leadership Experience</li> <li>• MSc or its equivalent level of knowledge and advanced post graduate training/experience in relevant areas</li> </ul>	<ul style="list-style-type: none"> <li>• Membership of the Chartered Society of Physiotherapy (CSP)</li> <li>• Recognised management/ leadership qualification</li> <li>• Advanced Motivational interviewing or behaviour change training</li> </ul>	<p>Application form and pre employment checks</p>
<p><b>Knowledge</b></p>	<ul style="list-style-type: none"> <li>• Evidence of comprehensive and advanced continuing professional development (CPD), maintained in a portfolio. Including attendance at recent highly specialised post graduate courses relevant to the clinical field/specialty.</li> <li>• Knowledge of the workings of Paediatric Physiotherapy services</li> <li>• Involvement in audit, research and understanding quality issues</li> <li>• Remain updated with advanced professional practice and new research.</li> <li>• Understand the legal responsibilities of the profession.</li> </ul>		<p>Application</p> <p>Portfolio</p> <p>Interview</p>
<p><b>Experience</b></p>	<ul style="list-style-type: none"> <li>• Substantial broad range and specialist Paediatric experience.</li> <li>• Substantial experience of working as part of a multi-disciplinary team.</li> <li>• Experience of specialist knowledge including Management of Common Paediatric disorders such as</li> </ul>	<p>Experience of strategic planning process.</p> <p>Experience of policy / service development.</p>	<p>Application form and interview</p>

	<p>obesity, learning disabilities, diabetes and ASD</p> <ul style="list-style-type: none"> <li>• Supervision experience of students, physiotherapy assistants and junior staff.</li> <li>• Substantial contribution to clinical education of less experienced staff, assistants and students.</li> <li>• Understanding of clinical governance and its implications for the service including experience of quality issues and audit.</li> <li>• Accurate keyboard skills- inputting data, word processing and internet. To use display equipment and keyboard on a daily basis.</li> <li>• Ability to comprehend and work within the Health Boards policies of data protection, equal opportunities and health and safety and meet the differing needs of the patients.</li> <li>• Ability to keep accurate and legible patient notes.</li> <li>• Supervision of other staff e.g. technical instructors.</li> <li>• Facilitating group education</li> </ul>		
<p><b>Aptitude and Abilities</b></p>	<ul style="list-style-type: none"> <li>• Able to work independently and as part of a team</li> <li>• Highly developed interpersonal skills including developed oral and written communication skills with people from a wide variety of backgrounds.</li> <li>• Developed behaviour change/motivational interviewing skills.</li> <li>• Clinical Supervision skills.</li> <li>• Group presentation skills and ability to work effectively single handed with individuals.</li> <li>• Able to work on own initiative in a professional manner under pressure as</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to speak welsh</li> </ul>	<p>Interview</p>

	<p>well as having effective teamwork skills.</p> <ul style="list-style-type: none"> <li>• Ability to travel between health board sites and community locations</li> <li>• Able to motivate and lead others.</li> <li>• Good problem solving and analytical ability.</li> <li>• Has conflict resolution skills and team building skills</li> <li>• Ability to organise, prioritise and delegate.</li> <li>• Professional maturity and ability to network and form professional relationships with other healthcare/multi agency professionals</li> </ul>		
<b>Values</b>	<ul style="list-style-type: none"> <li>• Ability to reflect and critically appraise own performance.</li> <li>• Confident and self-motivated being able to work independently and communicate effectively at all levels.</li> <li>• Flexible, Adaptable and creative being able to work under pressure.</li> <li>• Reliable, motivated and enthusiastic</li> <li>• Able to deal with light to moderate physical activity, being able to carry equipment and resources in accordance with Manual Handling guidance.</li> <li>• Able to respond to unpredictable work patterns and frequent interruptions, prioritising workload in accordance with patient and service need.</li> </ul>		<p>Application Form Interview References</p>
<b>Values</b>	<ul style="list-style-type: none"> <li>• Shows empathy and compassion towards others – a natural disposition to put yourself in someone else’s shoes.</li> <li>• Sees and treats others as individuals (patient, families, colleagues) and treats people with dignity and respect.</li> <li>• Shows resilience, adaptability and flexible approach as situations arise and positivity when times are tough.</li> </ul>		<p>Application Form Interview References</p>

	<ul style="list-style-type: none"> <li>• Shows respect for others' views and appreciate others' inputs and encourage colleagues to display our values.</li> <li>• Motivated to use initiative to recognise problems and seek solutions whilst understanding the importance of empowering and enabling others (patients, families, colleagues).</li> <li>• Friendly and helpful disposition, awareness of how our own and others' behaviours impact on people's experiences and the organisation's reputation.</li> <li>• Willing to seek out learning, give and accept constructive feedback and committed to continuous improvement.</li> </ul>		
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#### GENERAL REQUIREMENTS

- **Values:** All employees of the Health Board are required to demonstrate and embed the Values and Behaviour Statements in order for them to become an integral part of the post holder's working life and to embed the principles into the culture of the organisation.
- **Registered Health Professional:** All employees who are required to register with a professional body, to enable them to practice within their profession, are required to comply with their code of conduct and requirements of their professional registration.
- **Healthcare Support Workers:** Healthcare Support Workers make a valuable and important contribution to the delivery of high quality healthcare. The national Code of Conduct for NHS Wales describes the standards of conduct, behaviour and attitude required of all Healthcare Support Workers employed within NHS Wales. Health Care Support Workers are responsible, and have a duty of care, to ensure their conduct does not fall below the standards detailed in the Code and that no act or omission on their part harms the safety and wellbeing of service users and the public, whilst in their care.
- **Competence:** At no time should the post holder work outside their defined level of competence. If there are concerns regarding this, the post holder should immediately discuss them with their Manager/Supervisor. Employees have a responsibility to inform their Manager/Supervisor if they doubt their own competence to perform a duty.
- **Learning and Development:** All staff must undertake induction/orientation programmes at Corporate and Departmental level and must ensure that any statutory/mandatory training requirements are current and up to date. Where considered appropriate, staff are required to demonstrate evidence of continuing professional development.
- **Performance Appraisal:** We are committed to developing our staff and you are responsible for participating in an Annual Performance Development Review of the post.
- **Health & Safety:** All employees of the organisation have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. The post holder is required to co-operate with management to enable the organisation to meet its own

legal duties and to report any hazardous situations or defective equipment. The post holder must adhere to the organisation's Risk Management, Health and Safety and associate policies.

- **Risk Management:** It is a standard element of the role and responsibility of all staff of the organisation that they fulfil a proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards.
- **Welsh Language:** All employees must perform their duties in strict compliance with the requirements of their organization's Welsh Language Scheme and take every opportunity to promote the Welsh language in their dealings with the public.
- **Information Governance:** The post holder must at all times be aware of the importance of maintaining confidentiality and security of information gained during the course of their duties. This will in many cases include access to personal information relating to service users.
- **Data Protection:** The post holder must treat all information, whether corporate, staff or patient information, in a discreet and confidential manner in accordance with the provisions of the General Data Protection Legislation and Organisational Policy. Any breach of such confidentiality is considered a serious disciplinary offence, which is liable to dismissal and / or prosecution under current statutory legislation and the HB or Trust Disciplinary Policy.
- **Records Management:** As an employee of this organisation, the post holder is legally responsible for all records that they gather, create or use as part of their work within the organization (including patient health, staff health or injury, financial, personal and administrative), whether paper based or on computer. All such records are considered public records and the post holder has a legal duty of confidence to service users (even after an employee has left the organisation). The post holder should consult their manager if they have any doubt as to the correct management of records with which they work.
- **Equality and Human Rights:** The Public Sector Equality Duty in Wales places a positive duty on the HB/Trust to promote equality for people with protected characteristics, both as an employer and as a provider of public services. There are nine protected characteristics: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex and sexual orientation. The HB/Trust is committed to ensuring that no job applicant or employee receives less favourable treatment of any of the above grounds. To this end, the organisation has an Equality Policy and it is for each employee to contribute to its success.
- **Dignity at Work:** The organisation condemns all forms of bullying and harassment and is actively seeking to promote a workplace where employees are treated fairly and with dignity and respect. All staff are requested to report any form of bullying and harassment to their Line Manager or to any Director of the organisation. Any inappropriate behaviour inside the workplace will not be tolerated and will be treated as a serious matter under the HB/Trust Disciplinary Policy.
- **DBS Disclosure Check:** In this role you will have direct contact with patient's/service users/ children/vulnerable adults in the course of your normal duties. You will therefore be required to apply for a Criminal Record Bureau Enhance Disclosure Check as part of the HB/Trust's pre-employment check procedure.
- **Safeguarding Children and Adults at Risk:** The organisation is committed to safeguarding children and adults at risk. All staff must therefore attend Safeguarding Children & Adult training and be aware of their responsibilities under the All Wales Procedures.
- **Infection Control:** The organisation is committed to meet its obligations to minimise infections. All staff are responsible for protecting and safeguarding patients, service users, visitors and employees against the risk of acquiring healthcare associated infections. This responsibility includes being aware

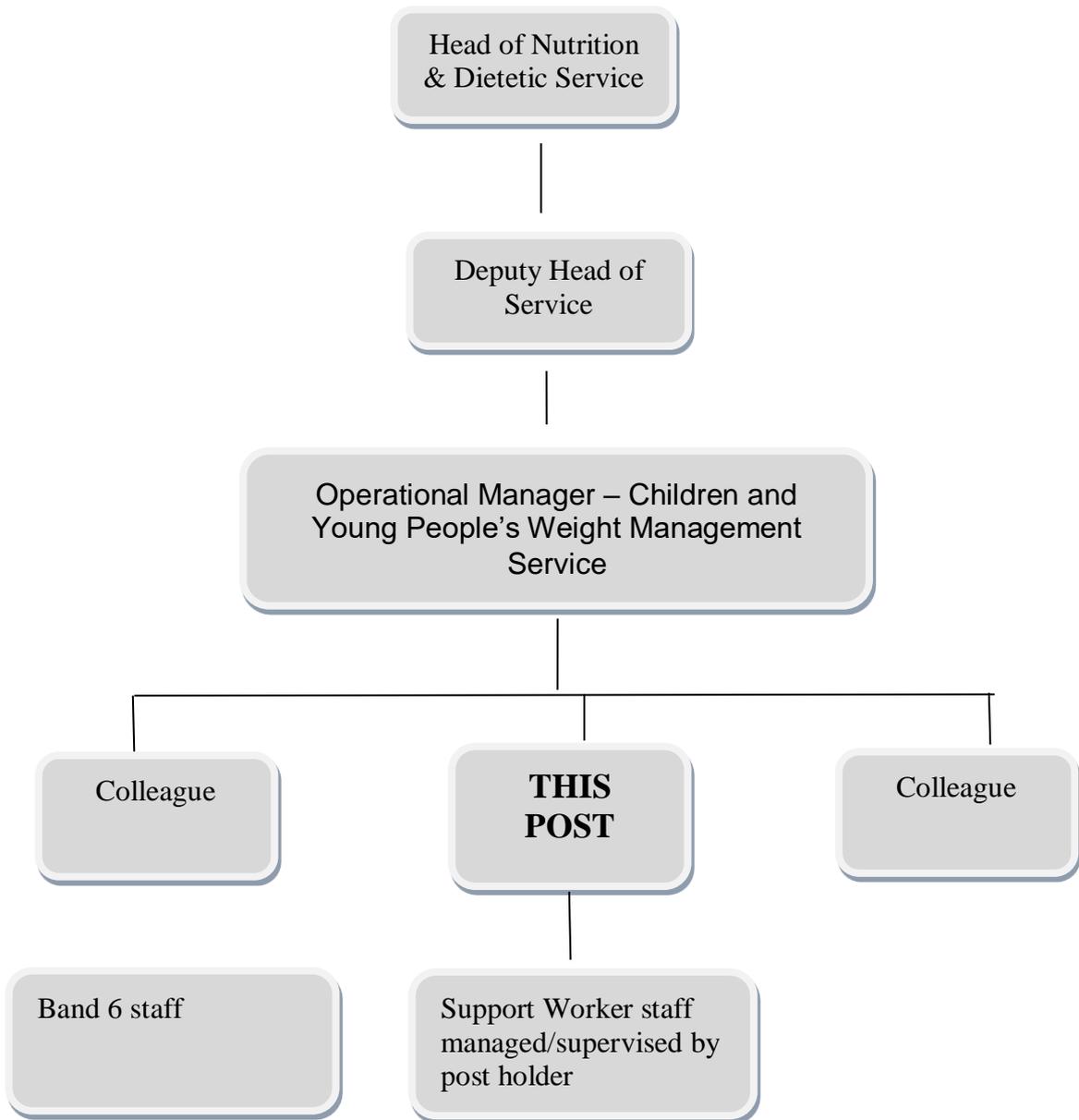
of the content of and consistently observing Health Board/Trust Infection Prevention & Control Policies and Procedures.

- **No Smoking:** To give all patients, visitors and staff the best chance to be healthy, all Health Board/Trust sites, including buildings and grounds, are smoke free.

**Flexibility Statement:** The duties of the post are outlined in this Job Description and Person Specification and may be changed by mutual agreement from time to time.

Organisational Chart

Organisational Chart



**Job Title: Clinical Specialist Paediatric Physiotherapist - Children and Young Peoples Weight Management Service**

**Supplementary Job Description Information**

**Physical Effort**

This factor measures the nature, frequency and duration of physical effort (sustained effort at a similar level or sudden explosive effort) required for the job.

Please ensure any circumstances that may affect the degree of effort required, such as working in an awkward position; lifting heavy weights etc. are detailed, such as:

‘Working in uncomfortable/unpleasant physical conditions; sitting in restricted positions; repetitive movements; lifting heavy weights; manipulating objects; kneeling, crouching, twisting; heavy duty cleaning; working at heights; using controlled restraint; driving as part of daily job - **N.B. Walking /driving to work is not included**’

Examples of Typical effort(s)	How often per day / week / month	For how long?	Additional Comments
Demonstrating exercises which may include lifting, repetitive movements and adaptation of techniques	daily	Variable but frequently	
Handling and maneuvering of patients during treatment, exercise classes and assessments	Daily	Frequently	
Emergency procedures such as cardiac arrest or faints	Occasionally	Occasionally	
Movement and re-arrangement of equipment and environment for classes/clinic set up.	daily	frequently	
Requirement to travel between SBUHB hospital sites and community locations to support service delivery	Frequently	Frequently	

## Mental Effort

This factor measures the nature, level, frequency and duration of mental effort required for the job, for example, concentration, responding to unpredictable work patterns, interruptions and the need to meet deadlines.

Please identify the normal requirement to concentrate in the post and determine, how often and for how long it is required to concentrate during a shift / working day, e.g. :

'Carrying out formal student assessments; carrying out clinical/social care interventions; checking documents; taking detailed minutes at meetings; operating machinery/equipment; carrying out screening tests/microscope work; carrying out complex calculations; carrying out non-clinical fault finding; responding to emergency bleep; driving a vehicle; examining or assessing patients/clients.

<b>Examples of Typical effort(s)</b>	<b>How often per day / week / month?</b>	<b>For how long?</b>	<b>Additional Comments</b>
<b>Assessments of Paediatric patients with comorbidities in a variety of hospital and community settings</b>	<b>daily</b>		
<b>Writing reports including letters and correspondence with Consultants and other colleagues</b>	<b>Daily</b> <b>Frequent</b>		
<b>Unpredictable clinical demands which may and require changes to planned workloads</b>	<b>Frequently</b>		

## Emotional Effort

This factor measures the nature, frequency and duration demands of the emotional effort required to undertake clinical or non-clinical duties that are generally considered to be distressing and/or emotionally demanding.

Please identify how often the post holder has exposure to direct and/or indirect distressing and/or emotional circumstances and the type of situations they are required to deal with.

For example, ' processing (e.g. typing/transmitting) news of highly distressing events; giving unwelcome news to patients/clients/carers/staff; caring for the terminally ill; dealing with difficult situations/circumstances; designated to provide emotional support to front line staff; communicating life changing events; dealing with people with challenging behaviour; arriving at the scene of an accident.' **N.B. Fear of Violence is measured under Working Conditions**

Examples of Typical effort(s)	How often per week / month?	For how long?	Additional Comments
Communicating and discussing diagnoses. Communication of emotive information to parents and children and young people where appropriate.	Daily weekly		
Giving distressing news regarding rehabilitation goals and realistic targets	weekly		
Dealing with distressed and confrontational patients and relatives due to the nature of this patient group	weekly		
Dealing with emotive safe guarding issues where the child or young person is at risk of harm due to adult behavior/ neglect or non-engagement with services.	Occasionally		

## Working Conditions

This factor measures the nature, frequency and duration of demands on staff arising from inevitably adverse environmental conditions (such as inclement weather, extreme heat/cold, smells, noise and fumes) and hazards, which are unavoidable (**even with the strictest health and safety controls**), such as road traffic accidents, spills of harmful chemicals, aggressive behaviour of patients, clients, relatives, carers.

Please identify unpleasant working conditions or hazards which are encountered in the post holder's working environment and establish how often and for how long they are exposed to them during a working day / week / month.

Examples are – use of VDU more or less continuously; unpleasant substances/non-household waste; infectious material/foul linen; body fluids, faeces, vomit; dust/dirt; fleas/lice; humidity; contaminated equipment or work areas; driving/being driven in normal or emergency situations - **\*Driving to and from work is not included**

Examples of Typical Conditions	How often per week / month?	For how long?	Additional Comments
Dealing with wounds and bodily fluids	Frequently		
Driving to meetings	Frequently		
Regular VDU for writing reports and patient assessments, giving advice via email.	Daily		

