

All staff uphold and promote our Trust vision and values

Our Vision

We put our patients, their families and carers at the centre of our simple vision:



Our Values

Innovative	<i>We seek new ideas and adopt best practice to improve our services</i>
Caring	<i>We show kindness and consideration for others</i>
Agile	<i>We deal with new situations quickly</i>

JOB DESCRIPTION

Job title: Children's Physiotherapist

Band: 6

Location / Work Base: Hertfordshire

Business Unit / Department: Children Specialist Services

Reporting to: Team Lead

JOB PURPOSE SUMMARY:

To provide a highly specialised physiotherapy assessment, treatment and advice service for children and young people with a wide variety of physical, cognitive, emotional and sensory difficulties, including those with complex needs.

To provide expert physiotherapy advice, guidance and information to health, education and social care professionals, carers and relatives and other non-professionals.

To take an active role, working with the team, in the development of the children's physiotherapy service in Hertfordshire.

To be professionally and legally accountable for all aspects of your own work including assessment, clinical decision making, treatment selection and evaluation of treatment and to maintain records as an autonomous practitioner.

To be responsible for the mentoring and supervision of junior staff member/s and student Physiotherapists.

To ensure that self and others within the children's Physiotherapy Team act within defined departmental and National protocols/policies and professional codes of conduct.

MAIN DUTIES and RESPONSIBILITIES:

Operational

To manage a complex caseload, assessing and managing the clinical risk within the caseload.

To demonstrate high level clinical effectiveness by use of evidence based practice and outcome measures.

To ensure a high standard of clinical care using specialist knowledge and skills from theoretical and practical experience, for children known to the Service.

To adapt working practice to meet individual circumstances of service users and to be sensitive to cultural/religious/racial/gender and linguistic differences.

To be responsible for managing own time appropriately and prioritise tasks accordingly in order to carry out clinically related administrative duties, relevant to the caseload and ensure that these remain in accordance with those of the team as a whole.

To supervise and support junior therapist and therapy assistants in your locality, ensuring they are competent to carry out the duties they are assigned.

To be professionally and legally responsible and accountable for all aspects of physiotherapy treatment. This includes the ongoing management of a complex clinical caseload including maintaining up to date and accurate clinical records within legal guidelines stated by the Trust and professional body.

Patient / Customer Care

To undertake the comprehensive specialist assessment of children, including those with a complex presentation, using advanced investigative and analytical skills thus identifying and prioritising the often wide range of clinical needs of the child.

To formulate, deliver and progress individual physiotherapy management and specialised treatment programmes using advanced clinical reasoning skills and expert knowledge of treatment skills.

To formulate soundly reasoned prognoses and recommend best course of intervention, reviewing progress regularly and where appropriate referring to other services or leading to

comprehensive discharge plans.

To provide spontaneous and planned reasoned advice, teaching and instruction to relatives, carers and other professionals, to promote understanding of the aims of physiotherapy and to ensure a consistent and holistic approach to patient care.

To involve service users in the planning of their care.

To work closely with relevant parties about individual service users and demonstrate therapeutic approaches as appropriate.

To be an active member of multi-disciplinary and intra-disciplinary teams according to the needs of service users to ensure a well-co-ordinated care plan and contribute to collaborative documentation of the assessment.

To be responsible for ensuring the effective and safe use of physiotherapy techniques, physiotherapy equipment and positioning equipment both in work areas and other treatment situations.

To be responsible for the effective selection and use of all treatment resources available both in the department and in other treatment situation.

To assess a child's postural and physical needs in order to select and recommend appropriate equipment. To monitor and adjust equipment and to teach its correct use to parents, carers and school staff.

To demonstrate highly developed dexterity, coordination and palpatory sensory skills for assessment and manual treatment of children.

Strategic Management

To comply with the organisational and departmental policies and procedures and to be involved in the reviewing and updating as appropriate and propose change to improve health care delivery.

To demonstrate a sound understanding of Clinical Governance and Risk Management and apply to work situation and ensure others do likewise.

To be responsible for the planning, coordinating and evaluation of the Children's Physiotherapy Service on a day to day basis, including satellite clinics, as agreed with the Team Lead.

To assist the Team Lead in achieving the departmental objectives and promoting an open style of leadership.

To participate in staff supervision and appraisal, using Trust guidelines and processes.

To ensure that your own practice and that of staff under your supervision meet the required professional standards of physiotherapy practice.

To be responsible for organising and planning own caseload. To support more junior staff in caseload management to meet service and patient priorities.

To ensure that any equipment, furniture or building in need of repair is reported to the correct authority.

To participate in regular peer supervision and the staff appraisal scheme and Personal Development Programme (PDP) as an appraiser and appraisee.

Service Development and Improvement

To work with the Team Lead and physiotherapy colleagues in providing information to assist with the planning and development of the service. To contribute to Service development and improvement.

To undertake the measurement and evaluation of your work and current practices through the use of evidence based practice projects, audit, research and outcomes measures, either individually or with physiotherapy colleagues

Management and Leadership

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Communication and Relationship Building

Use a range of highly complex verbal and non-verbal communication tools to communicate effectively with children and their families to progress rehabilitation and treatment programmes, and to ensure an understanding of their condition/problem so that they are supported in self-management of the child's condition. The highly complex communication skills of negotiation, persuasion, motivation, explanation, play and demonstration and gaining informed consent will be used with a wide variety of children and adolescents.

Barriers to effective communication will regularly be evident including: the child's age, cognitive impairment, expressive and receptive communication difficulties, embarrassment, anxiety, pain fear, and visual/hearing impairment. When a barrier is identified strategies to overcome it will be put into place. These communication skills are often needed in highly emotive and / or aggressive situations, with parents / carers coming to terms with their child's condition.

To use communication skills to address language and cultural diversity issues, including working through an interpreter.

To communicate complex patient related information effectively, to ensure collaborative working with the Multi-Disciplinary Team (MDT) including external Interagency members across health, education and social care sectors ensuring the delivery of a co-coordinated multidisciplinary / interagency service.

To communicate highly sensitive information to parents, carers and children regarding the child's condition and prognosis.

To use highly effective communication and empathy skills in dealing with grieving families coming to terms with a child's terminal condition.

To demonstrate excellent negotiation skills across a range of issues and to recognise and resolve breakdown and conflict where this occurs.

To skilfully engage, negotiate and communicate effectively with team members, colleagues and the Service Manager.

Information Management

To adhere to mandatory requirement relating to collection of activity related data in accordance with agreed procedure.

To audit and monitor performance against local and national guidelines and standards, both professional and clinical.

To ensure that all legal requirements pertaining to the record keeping of more junior and unqualified staff are met.

To initiate or undertake as directed the collection of data for use in service audit and research projects. To participate in research into specific areas of clinical practice and service delivery using a range of research methodologies as part of MDT / interagency audit and departmental research initiatives.

To obtain process and/or use the information held on a computer in a fair or lawful way; to hold data only for the specific registered purpose and not to use or disclose it in any way incompatible with such purpose; and to disclose data only to authorised persons or organisations as instructed.

Finance and Resource Management

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Policy and Service

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PHYSICAL SKILLS, EFFORT and WORKING CONDITIONS:

Physical skills	<ul style="list-style-type: none"> • The post holder will be required to drive between locations and other venues in Hertfordshire. • The post holder will have to therapeutically manoeuvre people and operate/use equipment.
Physical effort	<ul style="list-style-type: none"> • Supporting children to encourage standing, walking, crawling • Getting children up from the floor or down onto it • Supporting/moving heavily dependent patients (0-19 years) • Manual Handling e.g. patient transfers, positioning children in supportive seating /standing /lying equipment • Moving beds, wheelchairs, equipment, furniture • Use of hoists • Working at floor level • Supporting limbs during exercises, transfer, positioning • Carrying equipment • Periods spend at VDU inputting data / writing reports
Mental effort	<ul style="list-style-type: none"> • Constant concentration needed over treatment session, as children are unpredictable and may have little understanding or communication • Need to be alert for non-verbal communication and safety • Listening to parents, while treating child, to extract essential information • Prioritising workload and managing within allocated time, and dealing with frequent interruptions
Emotional effort	<ul style="list-style-type: none"> • Children with complex disability, multi-pathology (physical, psychological and developmental difficulties)

	<ul style="list-style-type: none"> • Children in pain Children with challenging behaviour • Dealing with a child's death • Supporting parents through grief, distress and frustration • Long term working relationship with families and their children who have special needs/life limiting illness • Dealing with complex family and/or difficult social situations
Working conditions	<ul style="list-style-type: none"> • Daily Exposure to unpleasant smells, body fluids including sputum and saliva Interruptions and high noise levels e.g. crying babies/children • Occasionally Exposure to head lice, fleas, scabies • Exposure to the risk of infection e.g. open wounds, infectious childhood diseases • Ongoing Driving due to nature of community work

Supplementary Information:

Diversity and Inclusion

The Trust believes that fairness for people is fundamental to providing good care. We want to ensure that those who work with us and for us, share this core value.

We are committed to equality, diversity and inclusion for all job applicants, staff, patients and the wider community. We are continuing to develop the strength of our inclusive approach and creating a workforce which represents the diverse communities we serve is an important part of this.

Across the Herts and West Essex Integrated Care Boards(HWE ICB), we have agreed to:

- Work together to learn, celebrate and embrace diversity, end unfairness, discrimination and racism, and embed these changes into our everyday work
- Strive towards being an exemplar group of organisations for equality, diversity, inclusion, fairness and belonging
- Commit to value all people and promote a culture of zero tolerance to all kinds of harassment, bullying, discrimination and racism in the workplace
- Pro-actively champion national and local policies and initiatives to address health and workforce inequalities
- Work in partnership with other professional and health and care organisations to embed these principles Work in partnership with other professional, health and social

care organisations, trade union and voluntary sector organisations to embed these principles

You are required to demonstrate behaviours at all times which support our commitment to equality, diversity and inclusion, so that our workplaces are free from harassment and/or unlawful discrimination and where diversity is actively valued and celebrated. You are expected to be supportive of these principles and to demonstrate this in everything you do at work, regardless of your role.

Mobility / Flexibility

The normal place of work for the post is as stated above, but as a term of employment post holders may be required to work from any of the Trust's establishments.

Health and Safety at Work

In accordance with the Management of Health and Safety at Work Regulations 1992 (as amended) and other relevant Health and Safety legislation, staff have a duty to take responsible care to avoid injury to themselves and others by their work activities and to co-operate in meeting statutory requirements.

Infection Control

Employees must be aware that preventing healthcare acquired infections and infection control is the responsibility of all staff. Clinical procedures should be carried out in a safe manner by following best practice and infection control policies.

Data Protection and Confidentiality

Employees must maintain confidentiality when dealing with sensitive material and information and be aware of the Caldicott principles, the General Data Protection Regulations (GDPR) and the Human Rights Act. The protection of data about individuals is a requirement of the law and if any employee is found to have permitted unauthorised disclosure, the Trust and individual may be prosecuted. Disciplinary action will be taken for any breach.

No Smoking Policy

The Trust operates a smoke free policy which means that smoking is not allowed anywhere on Trust sites including buildings, car parks and entrances.

Safeguarding

Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of the specific duties relating to their role. The expectation is that the post holder is familiar with the relevant procedures and guidelines, all of which can be found on the Trust's intranet.

The above duties and responsibilities are intended to represent current priorities and are not meant to be an exhaustive list. The post holder may from time to time be asked to undertake other duties and responsibilities commensurate with the grade. Any changes to this job description to take account of changing service needs will be made in discussion with the post holder.



Hertfordshire Community
NHS Trust

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