

JOB DESCRIPTION

1. General Information

JOB TITLE: Specialist Paediatric Physiotherapist for Neuromuscular Disease and Complex Respiratory (to include community outreach)

GRADE: Band 7

DEPARTMENT: Physiotherapy

RESPONSIBLE TO: 8a Clinical lead Physiotherapist Paediatric NIV

ACCOUNTABLE TO: Paediatric Physiotherapy and Chief Children's AHP, ELCG

LOCATION: Royal Brompton Hospital with potential to work cross-site at Evelina London Children's Hospital

Guy's and St Thomas' NHS Foundation Trust

Guy's and St Thomas' is one of the largest hospital trusts in the country, with around 13,000 staff; an annual turnover of more than £1.2 billion; and 1.6 million patient contacts a year. Our hospitals have a long and proud history, dating back almost 900 years, and have been at the forefront of medical progress and innovation since they were founded. We continue to build on these traditions and have a reputation for clinical, teaching and research excellence.

The merger of Guys and St Thomas' and Royal Brompton and Harefield NHS Foundation trusts on 1st February 2021 has created unprecedented opportunities for outstanding clinicians and teams to work alongside each other in both developing clinical services and in research.

From April 2022, children's cardiac, respiratory and intensive care services will operate as a combined service across both Evelina London and Royal Brompton sites, organised as a single clinical directorate with joint leadership overall, whilst maintaining strong site-based leadership. The formation of the new clinical directorate has already been supported through close collaborative working between the two teams.

We provide a full range of hospital services for our local communities and - from April 2011 – have integrated community services in Lambeth and Southwark into the Trust. We also provide specialist services for patients from further afield, including cancer, cardiac, kidney, women's and orthopaedic services, and we are home to the Evelina Children's Hospital. See www.guysandstthomas.nhs.uk.

As an organisation we are committed to developing our services in ways that best suit the needs of our patients. This means that some staff groups will increasingly be asked to work a more flexible shift pattern so that we can offer services in the evenings or at weekends. We also have a positive approach to corporate social

Version 5.0 April 2024

Part of Guy's & St Thomas' NHS Trust

responsibility and are keen to engage our staff in an agenda that ranges from promoting environmental sustainability to the creation of local employment opportunities.

We are part of King's Health Partners Academic Health Sciences Centre (AHSC), a pioneering collaboration between one of the world's leading research-led universities and three of London's most successful NHS Foundation Trusts. Our AHSC is one of only five in the UK and consists of King's College London and Guy's and St Thomas', King's College Hospital and South London and Maudsley NHS Foundation Trusts.

Across the AHSC we see around 3 million patients a year; have 30,000 staff; 20,000 students; and a combined annual turnover of £2.6 billion. Our AHSC brings together the best of basic and translational research, clinical excellence and world-class teaching to deliver groundbreaking advances in physical and mental healthcare. See www.kingshealthpartners.org

Description of Evelina London

Evelina London is part of Guy's and St Thomas' NHS Foundation Trust and we are responsible for providing services for women and children. With over 3,000 dedicated staff, and led by an Executive Team and Board, we have significant devolved autonomy to focus operationally and strategically upon the needs of our patients. We also benefit from being part of a large and successful NHS foundation trust, whose values we share. We have an ambitious strategic development programme, with backing from Guy's and St Thomas'.

Every year, the number of children and young people Evelina London cares for, in hospital and in the community, continues to grow. We provide comprehensive health services from pre-conception, before birth, throughout childhood and into adult life for children, young people and for women from London, South East England, and – for some rare conditions – around the UK and the world.

As the only NHS Trust in London with women's and specialist children's services on one site we have unique opportunities to provide excellent, high-quality, integrated care for mothers, babies and children. We operate through four clinical directorates: Neonatology and Medical Specialties, Surgical Services, Theatres and Paediatric Intensive Care, Children's Community Services and Women's Services.

Find out more www.evelinalondon.nhs.uk

Paediatric Allied Health Professionals at the Royal Brompton

The Paediatric Allied Health professional team on the Royal Brompton site comprises of Speech and Language Therapy, Physiotherapy, Occupational Therapy and Dietetics. We provide high level specialist cardiorespiratory care for children and young people diagnosed with acute and long term cardiac and respiratory conditions. Our service sees patients as inpatients and outpatients, including community homecare. We have strong working links with our colleagues in adult services on the Royal Brompton Site and are building links with our counterparts on the Evelina site. We are a dynamic and forward thinking service which is constantly looking to provide innovative, evidenced based, high quality care to our patients.

Trust Values

As part of Guy's and St Thomas', our values help us to define and develop our culture, what we do and how we do it. It is important that you understand and reflect these values. The post holder will:

- **Put patients first:** *'What would I want for my family?'*
- **Take pride in what we do:** *'Am I doing my very best?'*
- **Respect others:** *'What would it be like if I was in your shoes?'*
- **Strive to be the best:** *'How could we do it better?'*
- **Act with integrity:** *'Am I doing the right thing?'*

Our values and behaviours framework describes what it means for every one of us in the Trust to put our values into action.

JOB SUMMARY

Specialist Paediatric Physiotherapy Service for the management of children with Neuromuscular Disease (NMD) and Complex Respiratory needs (in particular those on Long Term Ventilation) who are managed at the Royal Brompton Hospital.

To work across hospital and community settings providing advanced clinical support and advice for children with NMD and Complex Respiratory needs; particularly those requiring airway clearance and those on non invasive positive pressure ventilation (NIPPV) or tracheostomy ventilation. This role involves both community and hospital-based input, the proportions are subject to change depending on demands of the service.

To take a specialised role alongside the Clinical lead Paediatric Physiotherapist NIV & Complex respiratory, and Clinical Nurse Specialist in Paediatric Complex Respiratory Care in planning, co-ordinating, delivering and evaluating the respiratory physiotherapy service provided to patients with NMD and their carers.

To take a specialised role in the advanced assessment and treatment of patients within the speciality who may have highly complex needs, and to determine clinical diagnosis, physiotherapy treatment (such as airway clearance and cough augmentation), ventilatory management and set up for home, and development of advanced care plans as indicated. To maintain records as an autonomous practitioner.

To take a specialised role in the training and education of staff and carers managing children with NMD and complex respiratory conditions in a variety of settings to include :Tertiary and local hospitals, schools, hospices, and the home. This is in London and within the circle of the M25, and further afield by arrangement.

Be a key member involved in the expansion of the Royal Brompton paediatric outreach service for patients with NMD and Complex respiratory needs and to contribute to the development of appropriate metrics to evaluate the services to include the model of care closer to home using appropriate outcome measures (such as reduced hospital admission, income generation, QOL and service user satisfaction).

Active participation in service development, audit projects and research in the area of paediatric NMD, complex respiratory and NIPPV, with publication of papers and case reports in the appropriate peer reviewed journals. Represent the Trust externally by attending and presenting at courses and conferences relevant to role.

To partner with the paediatric long term ventilation service and adult neuromuscular disease and NIV services. to share expertise in pathway development, transition, education and training.

Where invited, contribute to the training, and continuing service development of staff within the paediatric team.

To play a major role in the continuous development of the Trust as a member of the paediatric team and as a potential member of a range of Trust quality/ process improvement project groups.

Main tasks and responsibilities

Patient / customer care (both direct and indirect)

- 1.0 To be professionally and legally responsible and accountable for all aspects of your own work including the management of patients in your care. To ensure a high standard of clinical care for the patients under your management and support more junior staff to do likewise on a daily basis.
- 1.1 To be responsible for the physiotherapy input to patients, staff and carers managing children with NMD and complex respiratory needs both in hospital and the community.
- 1.2 To be able to work in a variety of locations including the tertiary hospital including weekly clinics, local hospitals, homes, satellite clinics, schools and hospices.
- 1.3 To act as an expert resource for children & young people and their families, giving advice, education about diagnosis and treatment and support that is appropriately planned to meet each individuals needs empowering them to manage their treatment
- 1.4 Frequently manage phone calls from and to families regarding care and social issues for children with neuromuscular conditions or other complex respiratory needs (or directly communicate with the young person as appropriate).
- 1.5 To independently assess and manage the treatment of patients in a variety of settings (some at end stage disease).

- 1.6 To provide emotional support for patients, families and carers at all stages of disease from diagnosis to end of life. Liaising appropriately with psychology, social care or palliative care as needed.
- 1.7 To assist in the delivery of training to community teams, families, carers, hospices and schools in relation to children with NMD and complex respiratory needs, and where appropriate assess competency to carry out airway clearance techniques.
- 1.8 Provide specialist advice where appropriate to physiotherapy on-call staff regarding relevant aspects of respiratory physiotherapy.
- 1.9 To interpret and analyse clinical and non-clinical facts to form accurate diagnosis and prognoses in a wide range of highly complex conditions, to recommend the best course of intervention, and to develop comprehensive management plans.
- 1.10 To undertake the comprehensive assessment of patients, including those with a complex presentation, using investigative and analytical skills. Formulate individualised management and treatment plans using clinical reasoning, and utilise a wide range of treatment skills in airway clearance and cough augmentation to formulate a specialised programme of care. This may be in a variety of clinical areas including; intensive care and other critical care areas, wards, out-patients, day case and in the community, such as local hospitals, schools, homes and hospices.
- 1.11 To be responsible for the specialist advice teaching and training of staff in the care of hospital patients from basic to complex, including patients with life-limiting and life-threatening conditions. This also involves training at a local and national level.
- 1.12 To accept clinical responsibility for a designated caseload of patients (whilst under the care of a designated specialist paediatric consultant) as agreed by the paediatric sleep & ventilation team, and to organise this effectively and efficiently with regard to clinical priorities and geographical location.
- 1.13 To demonstrate highly developed dexterity, co-ordination and palpatory senses for assessment and manual treatment of patients.
- 1.14 To provide spontaneous and planned advice, teaching and instruction to relatives, carers, patients and other professionals to promote understanding of elements of respiratory care, in particular airway clearance, cough augmentation and NIPPV, and to ensure a consistent approach to patient care.
- 1.15 To give specialist advice, teaching and training to other members of the Multidisciplinary team (MDT) regarding the medical management of

NMD and complex respiratory patients on NIPPV or other respiratory support. To include co-ordinating training days, running simulated scenarios and workshops for training purposes.

- 1.16 To give specialist advice to the MDT and medical staff (to consultant level) regarding physiotherapy techniques for paediatric neuromuscular conditions and other complex paediatric respiratory pathologies
- 1.17 To communicate effectively with patients and carers to maximise physiotherapy input, airway clearance and ventilatory management.
- 1.18 To develop training resources including videos and web based training for staff and carers working with neuromuscular patients and those with other complex paediatric respiratory conditions.
- 1.19 To be contactable throughout the working day and to be able to immediately change planned activity without prior knowledge, sometimes in order to respond to priority situations.
- 1.20 To be responsible for ensuring effective selection and use of all treatment resources available.
- 1.21 To participate in the evaluation of new equipment such as ventilators, lung function, pulse oximetry, airway clearance and cough augmentation devices, and nebulisers. To be involved in the development of new techniques and approaches and to keep up to date with new equipment available, in particular with reference to NMD and complex respiratory patients.
- 1.22 To maintain accurate, comprehensive and up to date documentation, in line with legal and departmental requirements, and to communicate assessment and treatment results to the appropriate disciplines and patients in the form of reports and letters.
- 1.23 To be aware of health and safety aspects of your work and implement any policies, which may be required to improve the safety of your work area, particularly in relation to loan working in the community, including your prompt recording and reporting of accidents to senior staff, and ensuring the safe use of equipment by yourself and others. (i.e. taking responsibility for other's safety).
- 1.24 To carry risk assessment within own patient caseload and environment on a daily basis (health & safety and clinical) and to minimise risk.
- 1.25 To assess capacity, gain valid informed consent and have the ability to work within a legal framework with patients who lack capacity to consent to treatment.
- 1.26 To communicate effectively and work collaboratively with medical,

nursing and allied health professional and other colleagues, both within RBH and the community, to ensure delivery of a co-ordinated multi-disciplinary service. This will include participation in case conferences, ward rounds, discharge planning and joint working, aiming to minimise the time the patient spends in hospital. At times this requires taking lead responsibility for co-ordination of case conferences and involves linking with other hospitals involved in other aspects of the patients care e.g. neurology.

- 1.27 Where invited provide highly specialist advice to physiotherapy colleagues working in other clinical areas re: paediatric neuromuscular and complex paediatric respiratory care. To provide advice to physiotherapists and other health care professionals from other trusts.
- 1.28 To regularly undertake service development and audit projects in the paediatric unit liaising in conjunction with the paediatric respiratory team, consultant physiotherapist in neuromuscular disease and clinical lead paediatric physiotherapist and wider paediatric Sleep & Ventilation MDT
- 1.29 To work with the paediatric team, clinical lead physiotherapist, consultant physiotherapist in neuromuscular disease and wider paediatric sleep & ventilation MDT in developing templates for clinical recommendations, information/ education resources and understanding equipment.
- 1.30 To work with the above teams in linking service developments with adult projects to produce Royal Brompton branded training pathways.
- 1.31 To act as an expert resource in paediatric domiciliary ventilation, airway clearance and cough augmentation working independently/autonomously for Paediatric intensive care and high dependency units in London and within the circle of the M25, or where necessary further afield(by arrangement with awareness of related governance)
- 1.32 To be aware of child protection issues and take appropriate action should there be concerns, involving case conferences and planning meetings within a large geographical area.
- 1.33 To work flexibly within the sleep & ventilation team to ensure continuity and consistent cover of service

Policy development

- 2.0 To regularly participate in working parties developing policy changes.
- 2.1 To be involved in evaluation of relevant clinical guidelines for best

practice proposing changes and implementing guidelines where appropriate.

- 2.2 To represent the trust externally (locally, regionally and nationally) regarding medical management/ physiotherapy services provided to children with NMD and other complex respiratory conditions.
- 2.3 Freedom to take action based on own interpretation of broad clinical/ professional/ administrative policies.
- 2.4 To ensure that designated staff implement policy and service development changes.
- 2.5 To comply with the organisational and departmental policies and procedures.
- 2.6 To take a lead role in evaluation of service outcomes; including income generation, service user satisfaction and patient outcomes e.g. reduced hospital admissions.

Research & Service development

- 3.0 To work with the the paediatric respiratory team at RBH in the strategic and operational management of the paediatric neuromuscular & complex paediatric respiratory service.
- 3.1 To undertake the measurement and evaluation of work and current practices through the use of evidence based practice projects, audit and outcome measures, individually or alongside appropriate team members. Make recommendations for change.
- 3.2 To take a lead role in service delivery in particular lead on the development and delivery of training and education packages, collaborating with appropriate team members.
- 3.3 To demonstrate a sound understanding of clinical governance and risk management and apply to work situations.
- 3.4 To decide priorities for own work area, balancing other patient related and professional demands, and ensure that these remain in accordance with those of the section as a whole.
- 3.5 To help to provide appropriate service delivery from paediatric complex respiratory services as a whole (as demands require)
- 3.6 To jointly participate in and/or undertake clinical research and development activities within the role as agreed by the paediatric respiratory services.

- 3.7 To contribute to risk assessment for home ventilation and cough augmentation device use (health and safety and clinical)

People management

- 4.0 To take an active role in training, supervision and support for carers and MDT both within RBH, community teams and local hospitals working with children with NMD and complex respiratory needs, assessing competency where needed.
- 4.1 To maintain own continued professional development (CPD) by keeping abreast of any new trends and developments, attending postgraduate education courses and taking responsibility for the maintenance of existing physiotherapy skills by working alongside the physiotherapy team.
- 4.2 To be an active member of the in-service training programme both within physiotherapy and paediatric services as a whole by the attendance and delivery of presentations and training sessions at staff meetings, tutorials, and training sessions in house and by attending external courses/ conferences and practising reflective practice.
- 4.3 To take a lead role in clinical governance for the training of staff on neuromuscular and complex paediatric respiratory care.

Communication

- 5.0 To instigate and maintain communication flows both within the hospital, schools, hospices, local trusts and community teams regarding on-going care. Communication may be via a range of methods to include: face to face, e-mail, telephone, video or in written form.
- 5.1 To empathise and be sensitive towards the clients and carers needs.
- 5.2 To utilise all skills to overcome diverse barriers of communication.
- 5.3 To communicate highly sensitive information regarding diagnosis/life threatening pathologies to patients and carers using negotiating, reassurance and motivational skills to persuade patients and their families to undertake procedures where co-operation is required or procedure may cause discomfort.
- 5.4 To provide highly specialist advice to MDT colleagues working in other clinical areas (e.g. LTV) re: the treatment (including airway clearance and non invasive positive pressure ventilation) of paediatric respiratory care relating to NMD and complex paediatric respiratory care. To provide advice to physiotherapists and other health care professionals

from other Trusts.

- 5.5 To represent the trust externally (locally, regionally and nationally and internationally) regarding medical management/ respiratory physiotherapy services provided in NMD and complex paediatric respiratory care.
- 5.6 To provide specialist education in the form of teaching, lectures, workshops and simulated scenarios.
- 5.7 To communicate effectively and work collaboratively with medical, nursing and allied health professional and other colleagues (e.g. LTV, RSS) to ensure delivery of a co-ordinated multi-disciplinary service. This will include case conferences, ward rounds, discharge planning and joint working.
- 5.8 To deal with complaints in accordance with Trust policy.
- 5.9 To demonstrate an expert ability to communicate complex and sensitive information effectively with patients, carers and other staff, to maximise rehabilitation potential and to ensure understanding of the condition and physiotherapy involvement. There may be barriers to communication or it may include information about long term disabilities. This must be done whilst ensuring confidentiality at all times and ensuring sensitivity to the audience's level of understanding and prior knowledge.

Resource management

- 6.0 To be responsible for equipment used within the role, including competence to use equipment and to ensure the safe use of equipment by others through teaching, training and supervision of practice.
- 6.1 To be responsible for the evaluation of new equipment as appropriate.

Information management

- 7.0 To be actively involved in collection of data, statistics and reporting for the paediatric neuromuscular and complex respiratory Physiotherapy service (both in-hospital and home care) and to comply with Trust policy concerning the storage and distribution of this data.

Further sections

- ☐ To ensure all team members have a real voice in the development of the paediatric neuromuscular and complex paediatric respiratory physiotherapy service to patients/customers

- ☐ To maximise the potential of all team members.
- ☐ To provide a safe and attractive working environment for team members within available resources
- ☐ To attend and play a major role in corporate groups as a representative of the directorate and team
- ☐ To represent the Trust at regional and national conferences and on working groups as appropriate
- ☐ To abide by the NHS code of conduct for managers, the Trust's core behaviours for staff and managers and all other Trust policies including standing financial instructions, research governance, clinical governance, patient and public involvement, codes and practices and health and safety policies

Other duties

To undertake any other duties commensurate with the grade as requested.

This job description is intended as a basic guide to the scope and responsibilities of the post and is not exhaustive. It will be subject to regular review and amendment as necessary in consultation with the postholder

The following statement forms part of all job descriptions:-

The post holder is required to follow Trust policies and procedures which are regularly updated including:

Confidentiality / Data Protection / Freedom of Information

Post holders must maintain the confidentiality of information about patients, staff and other health service business in accordance with the Data Protection Act of 2018. Post holders must not, without prior permission, disclose any information regarding patients or staff. If any member of staff has communicated any such information to an unauthorised person, those staff will be liable to disciplinary action up to and including dismissal. Moreover, the Data Protection Act 2018 also renders an individual liable for prosecution in the event of unauthorised disclosure of information.

Following the Freedom of Information Act (FOI) 2000, post holders must apply the Trust's FOI procedure if they receive a written request for information.

Information Governance

All staff must comply with information governance requirements. These includes statutory responsibilities (such as compliance with the Data Protection Act), following national guidance (such as the NHS Confidentiality Code of Practice) and compliance with local policies and procedures (such as the Trust's Confidentiality policy). Staff are responsible for any personal information (belonging to staff or patients) that they access and must ensure it is stored, processed and forwarded in a secure and appropriate manner.

Equal Opportunities

Post holders must at all times fulfil their responsibilities with regard to the Trust's Equal Opportunities Policy and equality laws.

Health and Safety

All post holders have a responsibility, under the Health and Safety at Work Act (1974) and subsequently published regulations, to ensure that the Trust's health and safety policies and procedures are complied with to maintain a safe working environment for patients, visitors and employees.

Infection Control

All post holders have a personal obligation to act to reduce healthcare-associated infections (HCAs). They must attend mandatory training in Infection Control and be compliant with all measures required by the Trust to reduce HCAs. **All post holders must comply with Trust infection screening and immunisation policies** as well as be familiar with the Trust's Infection Control Policies, including those that apply to their duties, such as Hand Decontamination Policy, Personal Protective Equipment Policy, safe procedures for using aseptic techniques and safe disposal of sharps.

Risk Management

All post holders have a responsibility to report risks such as clinical and non-clinical accidents or incidents promptly. They are expected to be familiar with the Trust's use of risk assessments to predict and control risk, as well as the incident reporting system for learning from mistakes and near misses in order to improve services. Post holders must also attend training identified by their manager, or stated by the Trust to be mandatory.

Flexible Working

As an organisation we want to support you to work in a way that is best for our patients, our staff and for you. Speak to us about how we might be able to accommodate a flexible working arrangement, if it works for the service, we'll make it work for you.

Safeguarding children and vulnerable adults

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.

Sustainability

It is the responsibility of all staff to minimise the Trust's environmental impact by recycling wherever possible, switching off lights, computers monitors and equipment when not in use, minimising water usage and reporting faults promptly.

Smoking Policy

The Trust is committed to providing a healthy and safe environment for staff, patients and visitors. Staff are therefore not permitted to smoke on Trust property or in Trust vehicles

Review of this Job Description

This job description is intended as an outline of the general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder.

Date of Preparation: April 2024 TB/RW