

RECRUITMENT INFORMATION PACK

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Job particulars

Job Title	Specialist Rotational Paediatric Physiotherapist
Pay Band	Band 6
Location	The Royal London Hospital
Reports to	Team Lead Physiotherapist
Responsible to	Head of Acute Children's Therapies and Play

Job purpose

The post holder will work as an autonomous practitioner to deliver specialised physiotherapeutic intervention to children across Barts Health NHS Trust as part of a rotational post. They will use highly developed skills in assessment and treatment for patients with a wide variety of conditions and diverse presentations. Treatment will be delivered in a variety of settings, including clinics, outpatient departments, wards, patient's homes and schools. Formal and informal supervision will be available as part of this role on a rotation specific basis. As part of this post, the job holder will participate in teaching programmes, evidence-based practice and ensuring clinical effectiveness. They will contribute to research and service development via the completion of projects. Dependant on the rotation, they will be responsible for the supervision of Band 5 and 3 staff as well as clinical education of physiotherapy students on placement. The post holder will participate in the emergency out of hours and weekend service for the paediatric wards at the Royal London Hospital. They will also be flexible in their working areas as required in order to ensure service delivery across all sites.

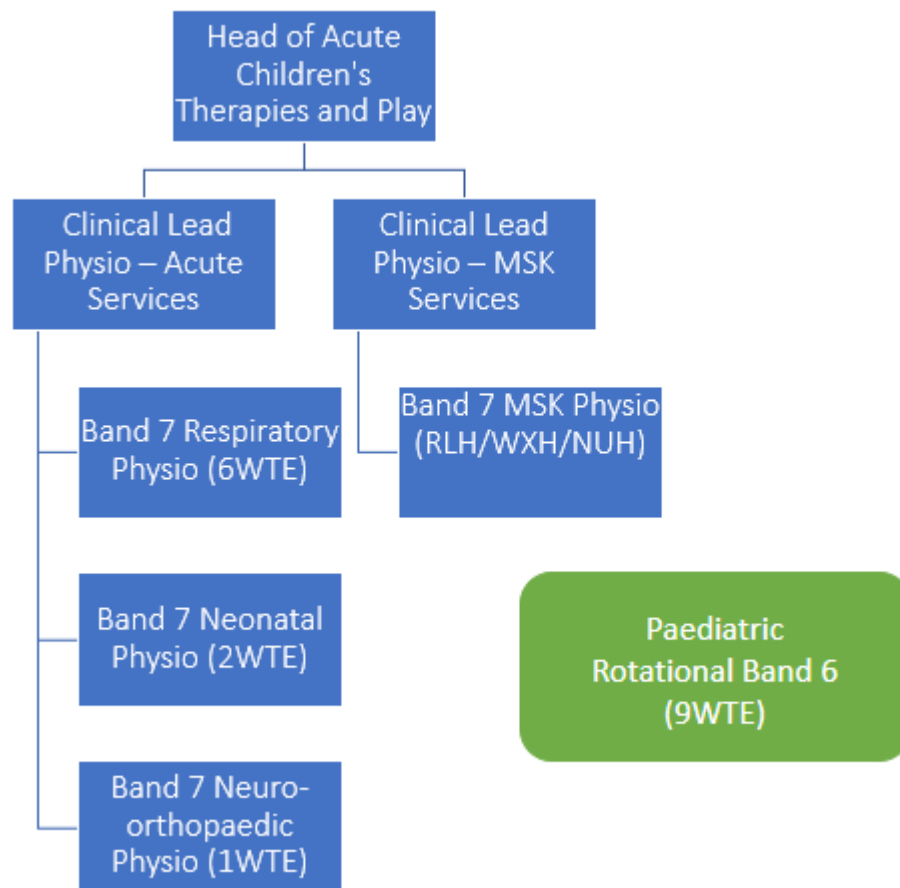
Key working relationships

Professional relationships with key partners, employees and boards.

Internal	External
Acute and community children's therapists	Patients/relatives/carers
Consultants and Junior Doctors	GPs
Clinical nurse specialists	Children's Community Teams (wheelchair services, social services, local health therapy teams, community nurses)
Other hospital clinicians	
MDT	DGH therapists
Administration teams, schedulers, ward clerks	School Staff
Other members of the Division	



Structure chart



Main duties, responsibilities, and results areas

Professional / Clinical responsibilities

- To work as an autonomous practitioner.
- To work as a lone practitioner when necessary with phone support from senior staff when required.
- To maintain high clinical standards, which are evidence based, within Paediatric Physiotherapy services. To undertake teaching and training sessions where required and to be prepared to supervise others.
- To adhere to local and national guidelines where they exist.
- To provide clinical support and supervision to staff of a lower band when required.



- To be responsible for a designated area of work in conjunction with senior staff on each rotation. To plan, prioritise and organise efficiently and effectively with regard to patients' management and use of time.
- To be able to use specialist forms of communication when assessing and treating children, including play and advanced handling.
- To be able to use standardised screening and assessment tools specific to a paediatric population.
- To work within a legal framework for a patient group who lack the capacity to consent to treatment.
- To provide specialist assessment, advice and evaluation regarding equipment.
- To carry out procedures that have an inherent potential risk to the patients' health/status e.g.: handling premature infants, suctioning. To respond appropriately to any adverse situation that may arise.
- To be able to recognise physiological stability in paediatric patients and to know when to cease treatment and handling.
- To be able to work in a flexible manner throughout the day in order to respond to unexpected demands such as urgent new patient referrals.
- To maintain legible, accurate, comprehensive and up-to-date documentation, in line with legal and departmental requirements.
- To participate in emergency respiratory on-call and out of hours duties.

Management and Leadership

- To plan and organise efficiently and effectively the workload within the speciality in order to meet prioritised need.
- To have a knowledge of the Trusts Complaints procedures.
- To identify areas for service improvement and communicate these to more senior staff along with ideas for projects where appropriate.
- To deputise for the Highly Specialised Paediatric Physiotherapists where needed in terms of day to day operational issues.
- To prioritise the workload for the team as temporary staff shortages occur such as sickness absence.
- To assist, where appropriate, in the recruitment and selection of Physiotherapy staff, through open days, short listing and interviews.
- To be responsible for the induction of rotational, locum or new staff members into the Paediatric Physiotherapy service.

Financial responsibilities

- To identify any low stock and liaise with senior staff regarding the need for new equipment based on clinical need and evidence based practice. Communication & Information management
- To write reports reflecting highly specialised knowledge, ensuring copies are sent to family/carers and involved professionals in line with trust guidelines on consent and confidentiality.
- To employ excellent communication and interpersonal skills and to be highly skilled in a range of verbal and non-verbal communication tools. To communicate complex condition related information effectively to families/carers and the multidisciplinary team to progress



treatment programmes. This will include the use of advocates to enable families whose first language is not English to access the service.

- To negotiate with others around case management in complex cases including conveying sensitive information surrounding child protection cases.
- To communicate effectively and work collaboratively with medical, nursing, therapy, social services and play therapy colleagues to ensure the delivery of a co-ordinated multidisciplinary and multi-agency service.
- To maintain patient confidentiality at all times and comply with data protection legislation.

Education & Professional Development

- To be responsible for maintaining own competency to practice through CPD activities and maintain a portfolio which reflects personal development in accordance with Health Professions Councils recommendations.
- To be responsible for teaching and supervision of student physiotherapists and students from other professional groups as appropriate.
- To be an active member of the in-service training programme by the attendance and delivery of presentations and training sessions at staff meetings, tutorials, in house training sessions and by attending external courses and practicing reflective practice.
- To be a member of professional clinical groups such as special interest groups, peer review groups and other professional development activities.
- To ensure that your own practice and that of staff under your supervision meet the required professional standards of physiotherapy practice.
- To participate in the staff appraisal scheme and Personal Development Plan (PDP) as both appraiser (when appropriate) and appraisee. To be able to undertake and implement recommendations from performance review meetings, to identify individual needs for development. To provide appropriate, timely, constructive feedback to those members of the Paediatric Physiotherapy service directly or indirectly managed by the post holder.
- To demonstrate a sound understanding of Clinical Governance and Risk Management and to apply this to the work situation.
- To manage clinical risk within your own patient caseload in conjunction with more senior staff. To adhere to Trust and departmental policies and national guidelines and legislation.
- To be responsible for the safe and competent use of all therapy equipment and ensure all junior staff attain competency prior to use
- To comply with organisational, departmental and professional policies, procedures and guidelines and to be involved in the reviewing and updating as appropriate
- To have working knowledge of national and local standards and monitor own and others standards of practice as appropriate
- To remain up to date with all mandatory training including Safeguarding Children, Manual Handling Awareness and Paediatric Basic Life Support and to implement knowledge gained in daily practice
- To be aware of and respect the right to patient choice and dignity and promote the Trust's equal opportunities policy
- To immediately report any clinical incident, to complete the incident form and to implement any recommendations in order that re-occurrence of the incident can be prevented. To ensure that all other staff do likewise.



Service Development & Research

- To be able to identify areas for service improvement and develop strategies to implement change in conjunction with senior staff.
- To participate in the measurement and evaluation of work and current practices using evidence-based projects, audit and outcome measures. To make recommendations for change based on the results of data collection
- To undertake the collection of data for use in departmental statistics, 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 audit and departmental research initiatives where appropriate.
- To maintain a high profile for the Paediatric Physiotherapy team and represent the Paediatric Physiotherapy Department in a wider inter-agency or domestic setting in an autonomous and professional manner

General

- Any other duties may be delegated as appropriate to the grade by senior staff and Head of Paediatric Therapies.

The job description is not intended to be exhaustive and it is likely that duties may be altered from time to time in the light of changing circumstances and after consultation with the post holder.

The post holder might be required to work across the Trust at any time throughout the duration of his/her contract, which may entail travel and working at different hospital

Working conditions

Criteria	Description
Physical	<ul style="list-style-type: none"> • To be responsible for any equipment used in the course of treatment and assessment of patients, so that it is safe to use by self, other staff and/or patients/carers. • Advanced communication skills. • Advanced keyboard skills. • Carry out assessments and treatments of a variety of conditions with moderate physical effort throughout the day. • Undertake manual Physiotherapy skills in the assessment and treatment of patients that require a high level of dexterity, precision, hand-eye co-ordination and good sensory co-ordination. • To comply with the Trust manual handling policy and local therapeutic handling guidance at all times, including using equipment, positioning and transferring patients and using manual techniques for a wide variety of conditions
Emotional	<ul style="list-style-type: none"> • To deal sensitively with patients, parents and carers who have high levels of anxiety, fear and aggression. These patients may use



	verbal or physical aggression and subject therapists to varying levels of physical or verbal abuse. <ul style="list-style-type: none"> • To maintain a calm and professional manner when dealing with service users who may behave inappropriately, be aggressive or emotionally disturbed and whilst being subject to multiple often conflicting demands • To deal with patients who are terminally ill and dying
Working Conditions	To be exposed to bodily fluids on a frequent basis, such as urine, faeces, vomit and sputum, and often to be exposed to noxious smells. To work in areas with exposure to radiation. <ul style="list-style-type: none"> • To occasionally be alone with patients in the working environment and to comply with the lone worker policy to minimise risks to personal safety
Mental	To use a high level of mental effort frequently during the day when using clinical reasoning, teaching peers and students, using high level technical equipment such as Intensive care equipment, and whilst using IT. <ul style="list-style-type: none"> • To be able to cope with frequent interruptions during clinical and non-clinical work, while demonstrating the ability to multi-task on a frequent basis. • To help other members of the MDT in their duties as appropriate to the care of patients under physiotherapy treatment

Code of Conduct for NHS Managers

As an NHS Manager, you are expected to follow the Code of Conduct for NHS Managers (October 2002). www.nhsemployers.org/. This supports us to develop a sustainable workforce and bring the very best out in people.

Safeguarding adults and children

Employees must be aware of their responsibility to maintain the wellbeing and protection of vulnerable children and adults. If employees have reason for concern that a patient is 'at risk' they should escalate this to an appropriate person i.e. line manager, safeguarding children's lead, matron, ward sister/change nurse, site manager or consultant (October 2002). www.nmc-uk.org/

Person specification

Domain	Essential Criteria	Desirable Criteria
Qualifications	Degree/Equivalent in Physiotherapy	CSP Member Member of APCP



	<p>HCPC Registration</p> <p>Evidence of continuing professional development</p>	
Experience & Knowledge	<ul style="list-style-type: none"> • Experience of working within the NHS • A broad variety of post graduate experience and/ or experience in a speciality • 18 months post qualification experience working in a clinical setting • Contribution to the clinical education of less experienced staff or students • Understanding of clinical governance and its implications for the service • Experience of working as part of a physiotherapy or multidisciplinary team 	<p>Evidence of paediatric specific courses</p> <ul style="list-style-type: none"> • Experience of supervising physiotherapy staff • Experience of operational and strategic team working • Experience of working in the community • Experience of working with children
Skills	<p>Evidence of competence in Information Technology skills</p> <ul style="list-style-type: none"> • Evidence of presentation /teaching skills to physiotherapists and MDT • Remain updated with professional practice and new research/evidence • Understand the legal responsibilities of the profession • Ability to comprehend and work within the Trust's policies of Data Protection, Equal Opportunities and Health and Safety and meet the differing needs of the clients • Ability to keep accurate and 	<p>Evidence of participation in audit/research</p> <ul style="list-style-type: none"> • Committee membership • Evidence of extra departmental duties/roles • The skills and ability to help organise courses



	<p>legible notes</p> <ul style="list-style-type: none"> • Ability to organise, prioritise and delegate • Problem solving skills • Ability to supervise others • Ability to meet the physical demands of the job on a day to day basis • Demonstrate effective communication skills, both written and verbal, in a clear and logical manner • Ability to deal with challenging situations • Ability to work in a culturally diverse environment • Awareness of current professional issues • Presentation skills • Experience of on-call duties • Excellent verbal and written communication skills 	
Other	<p>Experience of supervising other staff</p> <p>Self-motivation</p> <p>Understanding of challenges of working with non-English speaking service users and those from diverse cultures</p> <p>To be able to participate in a respiratory out of hours on call service (following appropriate training)</p> <p>To be able to work flexibly, across paediatric specialties as workload dictates</p>	



