

Job Description

JOB TITLE	Senior Physiotherapist – Paediatric Service
GRADE	Band 6
REPORTS TO	Clinical Team Leader
ACCOUNTABLE TO	Physiotherapy Professional Lead
DEPARTMENT	Paediatric Physiotherapy
DIVISION	Cancer Diagnostics & Clinical Support Services
DATE	August 2021

JOB PURPOSE:

- To support the Specialist Physiotherapists in the provision of the physiotherapy service to the Children's Hospital.
- To undertake assessment of children with primarily musculoskeletal conditions
- To provide a high quality physiotherapy service within the Speciality.
- To supervise physiotherapists and students working at the Children's Hospital

ORGANISATION CHART:



DIMENSIONS:

To provide a high quality of physiotherapy to Paediatrics in an inpatient and outpatient setting

To liaise with other members of the multi-disciplinary team and paediatric physiotherapists to ensure the highest quality physiotherapy service to children and their parents/carers.

To collaboratively educate and develop junior staff and physiotherapy students and the MDT.

To work as part of the weekend service providing cover to both respiratory and orthopaedic patients on an approximate 1:5 rota

KEY RESULT AREAS:

- To assess, treat and advise children referred to the service and provide advice and support to relatives and carers.
- Supervise assistant and junior staff working as part of the team.
- Keep up to date with evidence based practice and ensure best practice at all time.
- Participate in audit and the measurement of outcomes, according to Clinical Governance requirement
- Participate in the clinical education for students to the level agreed with the Universities.
- Ensure appropriate use of non-pay resources.
- Maintain legally required patient records, Lorenzo and workload data.
- Comply with the Code of Conduct and Professional Standards relating to Physiotherapy Profession
- Work within current guidelines for Safeguarding of Children & Young people.

DECISION MAKING:

Post holder works under the supervision of a band 7 clinical specialist Physio.

Works clinically as an autonomous practitioner and also as part of a multi disciplinary team.

Delegates work to junior physiotherapists and assistants.

To take charge of the department in the absence of more senior staff.

PERSON SPECIFICATION

	Essential	Desirable
Communication and relationship skills	<p>Able to motivate children and their carers, demonstrating empathy and reassurance.</p> <p>Able to obtain relevant information from patients, carers and other members of the multidisciplinary team and interpret x-rays.</p> <p>Provide specialist advice to other health professionals and physiotherapy colleagues working within different clinical areas.</p> <p>Able to work collaboratively with medical, nursing and therapy colleagues, representing the profession at case conferences to ensure effective progression and discharge.</p> <p>Able to present patient related information, written and orally in a clear and logical manner, including in the form of formal reports.</p> <p>To be aware of and use appropriate non-verbal methods of communication.</p> <p>Provide support and guidance to more junior members of staff. Teaching, clinically educating, and assessing and evaluating competence.</p> <p>To be able to supervise and co ordinate staff and students and delegate appropriately.</p>	<p>Advanced communication skills to express relevant, complex and sensitive information to patients, carers and other members of the MDT re care, progress and discharge planning.</p> <p>To have advanced presentation skills to deliver formal training, lectures and presentations to small groups of professionals.</p>

<p>Knowledge, training and experience</p>	<p>Physiotherapy degree or equivalent diploma</p> <p>State Registration</p> <p>Significant post graduate experience in a variety of specialities, including experience within paediatric out-patients.</p> <p>Previous experience of working within orthopaedics / Rheumatology and Gym based rehabilitation</p> <p>Evidence of basic management skills.</p> <p>Knowledge and experience of a wide range of approaches to the management of paediatric patients demonstrated by advanced clinical reasoning.</p> <p>Knowledge of the process of research/audit.</p> <p>Experience of contributing to clinical education of less experienced staff or students</p> <p>Experience of staff or student appraisal</p> <p>Evidence of CPD maintained in a portfolio</p> <p>Advanced theoretical knowledge of anatomy and pathology relating to paediatrics.</p> <p>Basic theoretical knowledge of paediatric medicine, surgery and respiratory physiotherapy.</p>	<p>Member of ACP.</p> <p>Attended relevant post graduate validated courses and learning opportunities</p> <p>Experience of working on a on-call and weekend rota dealing with emergency respiratory situations.</p> <p>Experience in the supervision of students, juniors and physiotherapy assistants and involvement in appraisal/feedback of performance.</p> <p>Competent IT skills eg able to use a presentation package, data base spreadsheets</p>
--	--	---

Analytical and judgemental skills	<p>Able to consider relevant information in a logical, structural manner. Able to analyse information from a range of sources eg x rays</p> <p>Use investigative and analytical skills to formulate individualised patient management and treatment plans, using highly developed clinical reasoning to formulate a specialised programme of care.</p> <p>Able to apply the information to make judgements regarding patients' treatment programmes.</p> <p>Able to maintain judgement under pressure.</p> <p>Able to use a risk assessment approach to maximise patients' function and safety.</p>	<p>Experience of formal risk assessment</p>
Planning and organisational skills	<p>Able to plan and prioritise own patient workload and oversee that of others.</p> <p>Able to delegate appropriately to other members of the team including qualified staff, assistants and administrative staff.</p> <p>Able to work in a flexible manner adapting to changing situations constructively.</p>	<p>Able to plan and coordinate a team to ensure the provision of a prioritised service</p>
Physical skills	<p>Able to use dexterity in application of manual treatment techniques</p> <p>Able to move and handle patients safely for self and others, as part of the rehabilitation process.</p> <p>Therapeutic handling skills</p>	<p>To be confident within water or hydro setting</p>

Responsibilities for patient / client care	<p>Able to assess the needs of the patient and carer taking into consideration the patients' wishes and safety.</p> <p>Able to devise, implement and adapt treatment programmes relevant to the identified needs.</p> <p>Able to give specialist advice to patients and carers within the context of physiotherapy.</p> <p>Able to escalate safeguarding concerns and be aware of risk to patients.</p>	
Responsibilities for policy and service development and implementation	<p>To provide constructive comments on professional, departmental and directorate policies and procedures.</p> <p>To initiate and implement new ideas for service improvement and development.</p>	
Responsibilities for financial and physical resources	<p>To be aware and respectful of financial implications when using consumables and equipment.</p> <p>To assess and manage risk</p> <p>To inform line manager when stocks of equipment and consumables are low so that adequate stock is maintained at all times.</p> <p>To identify opportunities for cost improvement.</p>	
Responsibilities for human resources	<p>To supervise physiotherapy support staff and juniors.</p> <p>To participate in the Trusts appraisal system as an appraisee and an appraiser.</p>	

Responsibilities for information resources	<p>To keep accurate, comprehensive and legible patient notes in line with Trust, departmental and professional requirements.</p> <p>To record, monitor and submit personal activity data in line with Trust, departmental and professional requirements.</p> <p>Maintain competence in the use of IT skills.</p>	
Responsibilities for research and development	<p>To participate in departmental audits.</p> <p>To participate in the collection of patient reported outcome measures and experience measures as instructed by line management.</p>	
Freedom to act	<p>To work as an autonomous practitioner and accept responsibility for a designated caseload of patients</p> <p>To work within professional code of ethics.</p> <p>To work within Trust and departmental policies and procedures.</p> <p>To work within agreed competency framework.</p> <p>As required work as a lone practitioner.</p> <p>Be able to problem solve</p> <p>Recognise own limitations and seek advice when appropriate.</p> <p>When working on the emergency on call rota work as a lone practitioner.</p>	

<p>Physical effort</p>	<p>To move heavy and cumbersome equipment safely.</p> <p>To undertake therapeutic handling of patients in accordance with Trust guidance.</p> <p>To carry equipment and materials as required.</p> <p>When required, to work in restricted positions.</p>	
<p>Mental effort</p>	<p>To maintain regular, long periods of concentration throughout working hours.</p> <p>Requires advanced clinical reasoning skills to evaluate patient's treatment needs and develop treatment plans.</p> <p>To deal with unexpected situations in a calm and constructive manner.</p>	
<p>Emotional effort</p>	<p>To cope with emotional or aggressive patients and carers.</p> <p>To maintain a professional attitude when faced with stressful situations.</p> <p>To develop appropriate coping mechanisms to deal with bereavement and terminally ill patients.</p> <p>To react calmly and positively in stressful situations.</p> <p>To maintain and portray an enthusiasm for the role.</p> <p>To support others in difficult and stressful situations.</p> <p>High levels of stress in dealing with large case loads of complex patients seen in rapid succession.</p> <p>Whilst working as a lone therapist on the emergency on call rota to be under high levels of stress in the assessment and treatment of critically ill patients.</p>	

Working conditions	As required to deal with bodily fluids, infectious material and infestations following Trust policy and procedure.	
---------------------------	--	--

This job description outlines the duties as currently required but may be amended by mutual agreement to reflect future transformation and integration of the Trust.

Signed: (Member of staff)		Date	
Signed: (Line Manager)		Date	

University Hospitals of Derby and Burton NHS Foundation Trust was formed on 1 July 2018, bringing together five hospital sites in Derby and Burton.

Our aim is to bring together the expertise of our 12,300 staff to provide the highest quality care to patients within Derbyshire and South East Staffordshire. Our vision, values and objectives are:



Our Vision & Identity

Our UHDB Identity is that we provide *'Exceptional Care Together'*, which is our 'Why?'. It is the fundamental purpose that guides all that we do.



Our Values & Behaviours

Our staff have co-created a set of values and behaviours that are stretching and inspiring in equal measures. These are our UHDB promises. They are powerful messages and will shape how we care for others and care for each other. They are **Compassion, Openness and Excellence...**



Our objectives

As part of the 'Big Conversation', we lastly turned our attention to our aims, big steps we must we take in the future. This is our 'What?'. Our staff said that we should continue to have **PRIDE...**

Equality, Inclusion and Diversity

University Hospitals of Derby and Burton NHS Foundation Trusts is fully committed to promoting inclusion, equality, diversity and human rights in employment and delivery of its services. The Trust is committed to providing an environment where all employees, patients, carers and visitors experience equality of opportunity by means of understanding and appreciating the value of diversity.

The Trust works to eliminate all forms of discrimination in line with the Equality Act 2010, and recognises that this requires, not only a commitment to remove discrimination, but also action through positive policies to redress inequalities.

The Trust actively encourages its employees to challenge discrimination and promote equality of opportunity for all.

Employees of the Trust are required to comply with its policies and values around equality, inclusion, diversity and human rights. Failure to do so will be treated as misconduct under the Trusts' Disciplinary Policy and Procedure, which may result in dismissal."

Freedom to Speak up

The Trust is committed to listening to our staff and learning lessons. There are a variety of ways in which concerns can be raised in person, by phone or in writing (including email). We also have a Freedom to Speak Up Guardian who works with Trust leadership teams to create a culture where staff are able to speak up in order to protect patient safety and empower workers. Full details can be found on the Trust Intranet

Data Protection

Organisations are required to comply with the General Data Protection Regulation; the UK Data Protection Act 2018; all other data protection legislation and other local policies and procedures regarding the handling of information. All employees retain the right to request information held about them.

Confidentiality

The Trust requires all staff to maintain a high standard of confidentiality, and any disclosure of information outside the proper and recognised course of duty will be treated as a serious disciplinary offence.

Infection Control

The prevention and management of infection is a key priority for the Trust. As an employee of the Trust you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself
- be aware of infection prevention and control policies, practices and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and staff
- maintain an up to date knowledge of infection prevention and control, policies, practices and procedures through attendance at mandatory training and ongoing continuing professional development
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

Health and Safety at Work Act

All staff must not wilfully endanger themselves or others whilst at work. Safe practices and precautions must be adhered to.

Smoke free Trust

The smoke free policy applies to staff, patients, resident's visitors and contractors.

Research:

"The Trust comprises research-active hospitals with a developing culture of research and innovation across the whole organisation. All clinicians are expected to engage in research, development & innovation.

Engagement of clinical staff in research covers a spectrum of involvement, ranging from having an awareness of the studies and trials taking place in their areas, to assisting with the identification of research participants, to research-experienced individuals who win research funding and assume the role of Chief Investigator for multi-centre trials and studies".