

JOB DESCRIPTION

Job evaluation ref number:	
Job Title: Paediatric Specialist Physiotherapist	
Reports to (post title): Team Leader	
Evaluated Banding: Band 6	
<p>Role Purpose:</p> <p>To use specialist clinical reasoning, critical thinking, reflection and analysis to support assessments, treatment and management of children and young people aged 0-19 years with complex presentations. To work closely with MDT, communicate effectively with children and their families and supervise, teach, and develop other staff as required.</p>	
<p>Role Context:</p> <p>The post holder will work within Nottinghamshire as part of the wider multi-disciplinary team and will provide a high quality, effective, accessible, patient-centred service from a skilled workforce for all children referred. This will include children with a variety of presentations including neurological, orthopaedic, rheumatological, functional co-ordination disorder and those requiring long term rehabilitation.</p>	
<p>Trust Values</p> <p>All colleagues are expected to demonstrate at interview and throughout employment that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values:</p> <p style="text-align: center;">Trust Honesty Respect Compassion Teamwork</p>	
Key Accountabilities	Performance Measures
<p>Clinical Practice</p> <ul style="list-style-type: none"> To be professionally and legally accountable as an autonomous professional for all aspects of own work and delegate to staff, students and others To support the advanced practitioners with planning, co-ordinating, delivering and evaluating the paediatric physiotherapy service provided to children and young people in Nottinghamshire in a variety of locations including special schools To work closely with the other members of the multi-disciplinary team within health and outside agencies to ensure management and treatment meets the holistic needs of the child 	<ul style="list-style-type: none"> Appropriate professional standards and agreed service criteria and targets are met Reviews and regular clinical supervision to enable them to work effectively and efficiently Staff feel supported and have been given the developmental opportunities to achieve their learning outcomes Service user's records will be maintained in line with national and local record keeping standards

<ul style="list-style-type: none"> • To formulate individualized, innovative management and treatment plans using clinical reasoning, critical thinking, reflection, analysis and evidence-based practice • To supervise, teach and develop Physiotherapy and Occupational Therapy colleagues within area of expertise using evidence-based practice where possible • To manage a caseload using specialist physiotherapeutic assessment for children who may have complex and diverse presentations, and plan appropriate management and treatment using specialist clinical reasoning skills and a wide range of therapeutic techniques • To be responsible for ensuring a good working environment in which children receive a high standard of care • To support quality and service improvement, by involvement in clinical audit • To providing effective clinical supervision and assist with caseload monitoring of less experienced staff • To provide clinical education of physiotherapy students in liaison with universities to ensure expected quality standards are met • To maintain own CPD, keeping up to date with clinical developments and current research and evidence-based practice • To participate in the Trust clinical supervision and PAD appraisal systems carrying out supervision and PAD reviews as delegated, reporting any issues of concern to the Team Leader • To support the organisation and delivery of in-service training and initiate informal training sessions when required to ensure high standards of clinical care • To complete clinical records to Trust and HCPC standards <p>Health and Safety</p> <ul style="list-style-type: none"> • To work within the Trusts Health and Safety framework • To carry out clinical risk assessment in own area of work <p>Policies and Procedures</p> <ul style="list-style-type: none"> • To work within the Trust's Policies and Procedures, clinical and HCPC guidelines and to have a good working knowledge of national and local standards to monitor own and others quality of practice as appropriate • To contribute to the development of local procedures 	<ul style="list-style-type: none"> • Caldicott Requirements will be adhered to • Risk assessments are carried out at appropriate times, implemented efficiently and effectively • Trust Policies are adhered to and complaints are dealt with a timely and professional manner
Dimensions	
Responsible for the clinical supervision of a group of Physiotherapists and support staff delivering therapy services.	
Safeguarding	

All employees are responsible for taking all reasonable measures to ensure that the risks of harm to children and vulnerable adults are minimised. They should take all appropriate actions to address concerns, working to agreed local policies and procedures including the guidance on Safeguarding, in partnership with other relevant agencies. This includes accessing appropriate training, advice and support.

Disclosure and Barring Services

Where this post relates to the types of work, activity, employment or profession as set out in The Exceptions Order made under the Rehabilitation of Offender Act 1974; the post will be subject to a DBS Disclosure check at the point of recruitment and thereafter, as the Trust determines appropriate. The level of the check will be determined by the type of activities undertaken and the level of contact the post holder will have with children and/or adults in receipt of health services.

Infection Control

All employees of Nottinghamshire Healthcare NHS Foundation Trust have an individual responsibility to have knowledge of and employ the basic principles of infection prevention and control practice. All employees must comply with infection prevention and control mandatory training requirements specific to their role.

Equality and Diversity

All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation.

Sustainability

It is the responsibility of all staff to minimise the Trust's environmental impact wherever possible. This will include recycling, switching off lights, computers, monitors and equipment when not in use. Helping to reduce paper waste by minimising printing/copying and reducing water usage, reporting faults and heating/cooling concerns promptly and minimising travel. Where the role includes the ordering and use of supplies or equipment the post holder will consider the environmental impact of purchases.

Data Quality Statement

All staff of Nottinghamshire Healthcare NHS Foundation Trust have a responsibility for data quality, improved data quality leads to better decision-making across the Trust. The more high-quality data, the more confidence the organisation has in decisions. Good data decreases risk and can result in consistent improvements in results. Employees within data roles have a responsibility for inputting high quality data (accurate, valid, timely, complete) and for ensuring that high quality data is maintained.

Communication

Provide and receive complex, sensitive information around patient conditions: barriers to understanding and acceptance when discussing acutely and chronically unwell babies, children and young people with complex presentations in a community setting

To develop and maintain effective communication within the team, wider primary care teams and other healthcare professionals.

To maintain effective communication with children and carers in order to provide excellent patient care.

Knowledge, Training and Experience

- BSc/Diploma in Physiotherapy.
- Specialist knowledge of paediatric neurological, orthopaedic, rheumatological and functional physiotherapy underpinned by theory and postgraduate courses.
- Knowledge of evidence based practise
- HCPC registration.
- Clinical Educator.
- Accredited specialist paediatric training
- Varied rotational experience.
- Supervisory experience.
- Experience of Audit.
- Ability to teach and pass on knowledge.
- Experience of service evaluation and standard setting.
- NHS experience.

Analytical and Judgement Skills

Specialist assessment and treatment of complex paediatric presentations

Risk assessment in work area.

Planning and Organisational Skills

Plans manages and prioritises own caseload which may need adjustment at times

Plans treatment, objectives and outcomes

Supports more junior staff with management of their caseload

Plans student caseloads

Physical Skills

Frequent requirement to carry out manual therapy techniques requiring the manoeuvring of children for several periods during treatment using a variety of equipment.

Responsibility for Patient/Client Care

To formulate individualised, innovative management and treatment plans using clinical reasoning, critical thinking, reflection, analysis and EBP.

To utilise a wide range of treatment skills and options to formulate a specialised programme of care that meets the individual needs of the child in order that the best possible outcomes can be achieved

<p>To manage own caseload of children</p> <p>To provide clinical support and guidance to other staff</p>
<p>Responsibility for Policy/Service Development</p>
<p>Responsible for supporting the on-going development of this service by generating new ideas, contributing to formulating local policies procedures, clinical guidelines and implementing and managing change, promoting the service, monitoring and evaluating the service and on-going audit Supports implementation of changes to policy and working practice in own area.</p>
<p>Responsibility for Financial and Physical Resources</p>
<p>Responsible for own safe use of equipment used by self and other members of the team</p>
<p>Responsibility for HR</p>
<p>Clinical supervision of more junior staff</p> <p>Supports delivery of in service staff training</p> <p>Supports team leader in identification of staff training needs for PAD reviews</p>
<p>Responsibility for Information Resources</p>
<p>Responsible for own patient records and recording own activity on SystemOne</p>
<p>Responsibility for Research and Development</p>
<p>Audits as necessary to own work</p> <p>Completes regular documentation audits and other clinical audits within the service</p>
<p>Freedom to Act</p>
<p>Autonomously assesses and formulates a treatment plan and treats children</p> <p>Works within overall professional standards and organisation and service guidelines</p> <p>Works unsupervised</p> <p>Responsible for clinical care of child</p> <p>To be frequently required to work alone with children both on and off site, in both known and unknown environments, and to be aware of the risks of lone working.</p>
<p>Physical Effort</p>
<p>Standing for long periods</p> <p>Performing manual therapy techniques</p>

Frequent requirement to carry out manual therapy techniques requiring the manoeuvring of children for several short periods during treatment.

Frequently required to kneel/bend/stretch

Requirement to participate in hydrotherapy and rebound therapy sessions

Mental Effort

Frequent requirement to concentrate in unpredictable work pattern

Plans manages and prioritises own caseload which may need adjustment at times

Supports more junior staff with management of their caseload

Plans student caseloads

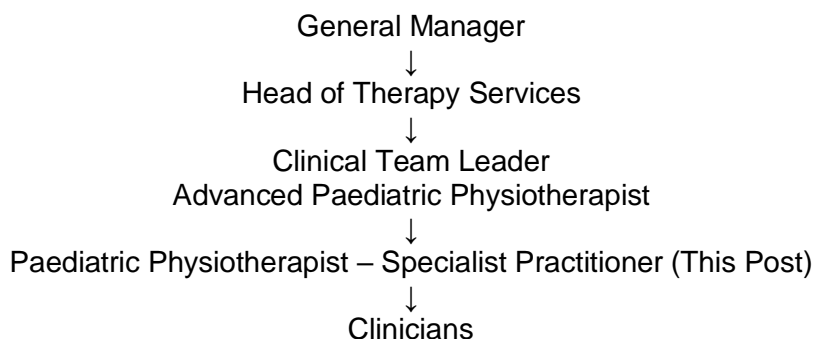
Emotional Effort

Frequent exposure to distressing circumstances e.g. children with life limiting conditions from newly diagnosed to palliative care, non-accidental injuries, child protection issues

Working Conditions

Frequent exposure to unpleasant working conditions e.g. unpleasant smells/bodily fluids

Organisation Chart



Our promise to you

We will ensure that you are supported and lead in line with our Trust Values: **Trust**, **Honesty**, **Respect**, **Compassion** & **Teamwork**



Nottinghamshire Healthcare NHS Foundation Trust actively works to fulfil the seven elements of the NHS People Promise.

We will adhere to the promise and support all our colleagues, assuring that we are continuously striving to listen to colleagues, adapting accordingly and striving always to be the best place to work.



Signatures

After reviewing the document please sign to confirm agreement

Post holder:

Date:

Line Manager:

Date:

EMPLOYEE SPECIFICATION FOR THE POST OF Paediatric Specialist Physiotherapist

All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation

Attribute	Essential	Weight	Desirable	Weight	How Identified
Values	<ul style="list-style-type: none"> All colleagues are expected to demonstrate at interview that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values: Trust Honesty Respect Compassion Teamwork All colleagues are expected to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion (EDI) and how it applies to their role. The Trust's expectations are highlighted within our EDI Policy, and associated EDI and Human Rights legislation 				Interview
Physical Requirements	<ul style="list-style-type: none"> Has the ability to perform the full range of duties 	2			
Qualifications - Academic / Craft / Professional	<ul style="list-style-type: none"> BSc/Diploma in Physiotherapy HPCP registration 	2 2	<ul style="list-style-type: none"> MSc in Paediatric related subject 	2	Application form and Interview
Training	<ul style="list-style-type: none"> Clinical Educator Postgraduate specialist paediatric training 	2 2			Application form and Interview
Experience	<ul style="list-style-type: none"> Experience of working with children with complex conditions Supervisory experience 	2	<ul style="list-style-type: none"> Previous experience at Band 6 level in paediatrics 	2	Application form and Interview
		2	<ul style="list-style-type: none"> Leadership experience 	2	

	<ul style="list-style-type: none"> • Experience of Audit • Experience of working in a multidisciplinary team 	2 2	<ul style="list-style-type: none"> • NHS experience • Experience of service evaluation and standard setting 	2 2	
Knowledge	<ul style="list-style-type: none"> • Specialist knowledge of paediatric physiotherapy underpinned by theory and postgraduate courses 	2	<ul style="list-style-type: none"> • Evidence based practice • Understanding of national and local priorities 	2 2	Application form and Interview
Skills	<ul style="list-style-type: none"> • Ability to plan, organize, delegate and prioritise own work • Ability to time manage and respond to change • Leadership skills • Self motivated and able to work as an effective team member • Excellent communication skills • Flexible and forward thinking • Ability to teach and pass on knowledge • Able to work as an effective team member 	2 2 2 2 2 2 2 2	<ul style="list-style-type: none"> • Presentation skills 	2	Application form and Interview
Contractual Requirements	<ul style="list-style-type: none"> • A full UK driving licence and vehicle for business use is required for this post; however reasonable adjustments will be made for disabled individuals in line with the Equality Act 2010. 	2			Application form and Interview

PLEASE NOTE THAT ALL CRITERIA WILL BE SUBJECT TO REASONABLE ADJUSTMENTS WHERE THE APPLICANT HAS DECLARED A DISABILITY AS DESCRIBED IN THE EQUALITY ACT