**JOB DETAILS**

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| Directorate | Children and Young Peoples Service |
| Service | Childrens community physiotherapy |
| Post Title | Highly Specialist Children’s Physiotherapist |
| Staff Group | Allied Health Professionals |
| Band | Band 7 |
| Reports to | Clinical Lead |
| Accountable to | Clinical Lead |
| Number of Direct Reports | Junior staff, assistants, students |
| Overall Headcount Responsibility | 2-4 |
| Budget Responsibility (£) | none |

**KEY RELATIONSHIPS**

**Internal:**

 **Physiotherapy Team , Clinical lead**

 **Childrens health professionals**

**External:**

 **Local Authority,social services**

 **Schools ,Pre-school staff, portage, sensory support staff,**

 **Voluntary agencies**

**Tertiary centres**

**JOB SUMMARY**

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| To provide a high standard of physiotherapy assessment, treatment and advice to children and young people, carers and families. Undertaking the lead role in the assessment, diagnosis and formulation of physiotherapy treatment plans.Be the physiotherapy lead within the multi-disciplinary team, providing specialist advice to other specialist health professionals, such as child psychologists, health visitors, GPs, and social care professionals, education services and others as necessary.To provide supervision and education to band 6 physiotherapists, physiotherapy assistants, colleagues and physiotherapy students. To provide clinical supervision and act as a source of specialist advice to other physiotherapists.To provide annual appraisals to those in your line management. To work with the head of service ensuring clinical governance. To be the responsible lead for the operational delivery of a defined area/ team within the service, such as Musculoskeletal, Special school service.Work closely with Wheelchair Services, Specialist Equipment Agencies, Voluntary Agencies, and other providers to ensure physiotherapy treatment is fully integrated into the patients care programmes.Work closely with referrers and specialist centres to manage children’s individual needs. |

**MAIN DUTIES AND RESPONSIBILITIES**

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| **Clinical – patient / client care**1. To be responsible for own practice and accountable for all aspects of physiotherapy treatment and care delivered to the patient. To ensure clinical effectiveness using evidence based practice.
2. Manage the physiotherapeutic treatment of children with a range of conditions, including children with severe physical and cognitive impairment or disabilities.
3. To undertake highly specialist physiotherapy assessment and treatment as an autonomous practitioner, and support / advise colleagues where appropriate.
4. To assess, diagnose and develop individual care/treatment plans for a range of paediatric conditions in conjunction with parents/carers, some of which will be highly complex or will be for patients with complex clinical, social and emotional needs.
5. To be responsible for reassessing patient care as treatment progresses and alter treatment programmes as appropriate.
6. Be able to analyse clinical and social information from a range of sources and integrate into physiotherapy assessment and development of care/treatment plan.
7. To be a source of clinical expertise and advice for other physiotherapists in the team and colleagues in the acute services.
8. To provide specialist advice on patient care to other health, social, educational and voluntary sector services. This may involve negotiating or requesting changes to treatment programmes/care plans set by other paediatric professionals.
9. Analyse and understand impact on child and physiotherapy treatment of various treatment plans/diagnosis from other disciplines. This includes interpreting medical and educational and psychological assessments of the patient.
10. Be responsible for maintaining a high standard of clinical practice using evidence based practice to ensure a high quality physiotherapy service.
11. Be highly skilled in communicating with children of all ages who have a range of physical and psychological barriers to understanding eg. CP, autism.
12. Be able to motivate and persuade children of all ages with a range of complex conditions/disabilities to work with treatment programmes and work towards treatment goals.
13. To assess children for specialist equipment and recommend it’s purchase from health, Education and Social Services. To set up and adjust specialist equipment for the individual child. To train parents/carers and other agencies in the use of the equipment. To have ongoing responsibility for safety and maintenance of the equipment.
14. To initiate multi-disciplinary case meetings/team meetings to discuss individual patients or groups of patients when appropriate.
15. Write reports in accordance with service procedures/guidelines and ensure timely delivery to other members of the wider care team. The position will require you to have, or to attain a working knowledge of best practice under the Special Educational Needs and Disability reforms which came into force on 1 September 2014.

As part of this you will need to be able to, or be willing to learn how to compile reports to contribute to an Education, Health, Care Plan via a physiotherapy assessment, and be able to complete reviews where necessary.1. Ensure good communication with patient carers, demonstrating the ability to discuss difficult diagnoses with tact and sympathy. Managing distressed or aggressive patients or carers. Attend and contribute verbally and write reports for Child Protection proceedings.
2. To deal with complaints with tact and understanding to minimise escalation according to the Trust Complaints Policy.
3. To observe confidentiality of records and health information and to share information with others in the interest of the child. Observing the Data Protection and Caldecott Information in line with guidelines.
4. To work within Infection Control and Health & Safety guidelines in order to deal appropriately with unpleasant conditions related to client contact as they arise e.g. exposure to body fluids and infectious conditions encountered on a regular basis.
5. To undertake complex risk assessments and advise others in determining appropriate management especially relating to manual handling and safe use of equipment.

**Professional**1. To demonstrate a sound understanding of clinical governance, including ability to audit own and teams practice.
2. To use audit results, current research and government guidelines to recommend changes to service delivery and to clinical practice, demonstrating evidence based link to the development and improvement of clinical practice.
3. Lead on aspects of changes in working practices and clinical practices of the physiotherapy team. Ensure that where this impacts on the work of other health professionals or services they are informed and assisted with managing the changes to work organisation/service delivery.
4. To work within standards set by the Chartered Society of Physiotherapy and national standards e.g. Nice guidance, NSK for children’s services and SEND reforms.
5. To ensure timely referrals of clients to other services as appropriate.
6. Be responsible for maintaining accurate and up-to-date patient records using EMIS templates..
7. Be responsible ensuring equipment is safe to use and for the safe use of equipment by patients during treatment. Ensure regular safety checks are recorded for children’s equipment that is provided to them.

**Service Development/Management**1. To participate in cross organisation/MDT working parties to develop clinical and policy changes within the paediatric service. This may involve being the lead physiotherapy contributor to local treatment procedures and guidelines or improvements to cross organisational communication regarding patients.
2. To be responsible for monitoring and developing high service standards and patient care.
3. To have day to day operational management responsibilities for a defined team within the service.
4. To act and deputise for the head of service as appropriate.
5. Propose changes to service delivery within the paediatric team and implement when necessary, acting in partnership with the children’s physiotherapy service lead and the Therapy Manager.
6. To plan, organise and prioritise own patient caseload and to assist band 6 and therapy assistants to plan and prioritise delegated caseloads/work.
7. Organise and manage appropriate delegation of patient care/work to therapy assistants..
8. Plan, organise and deliver training to the physiotherapy team, members of the multi-disciplinary team and staff from other agencies.
9. To organise the appraisal and assessment of other physiotherapists and therapy assistants for whom you have line management duties.
10. Undertake own CPD, participate in peer reviews, and maintain up-to-date knowledge of specialty through research and work of clinical interest groups.
11. Comply with the duties placed on employees by the Bromley Healthcare’s Health and Safety Policy and Related Procedures and to act in accordance with all instruction, information and training supplied in relation to those duties.
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**MANDATORY REQUIREMENTS FOR ALL ROLES**

The post holder has a responsibility to safeguard children, young people and adults at risk and will be trained to the appropriate level as determined by the post.

The post holder is expected to demonstrate the values of Bromley Healthcare including;

* Constantly improve our services
* Treat others as we would like to be treated
* Hit our targets

The post holder is expected to work within the requirements of the 6 C’s – Care, Compassion, Competence, Communication, Courage and Commitment.

The post holder is expected to comply with all Bromley Healthcare’s relevant policies, procedures and guidelines; including the appropriate code (s) of conduct associated with this post.

The job description reflects the immediate requirements and objectives of the post. This is not an exhaustive list of duties and responsibilities and the post holder may be required to undertake other duties which fall within the grade of the job, as directed by the line manager. This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.

**PERSON SPECIFICATION**

**ESSENTIAL AND DESIRABLE CRITERIA**

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|  | **Essential** | **Desirable** | **Mode of Testing** |
| **Qualifications** | Diploma or Degree in physiotherapy recognised by HCPC. |  | Application Form |
| **Professional Registration** |  Registered with HCPC  | Member of APCP | Application Form |
| **Training** | Evidence of CPD to high level of clinical expertise in chosen paediatric area. | Post Graduate courses relevant to paediatric speciality:•Paediatric Bobath courseChild development•Specialist courses/study on conditions that affect child development ieNeuro-muscular conditions; congenital and orthopaedic•Knowledge of gait analysis and biomechanicsUnderstanding of hydrotherapy treatment | Application Form |
| **Specific Skills** | Excellent advanced communication skills written and spoken.Able to deal with parents and other professionals who have anxieties and concerns Ability to time manage, prioritise, delegate and organise.Ability to provide professional/clinical leadership for assessment and analysis in specialist area of clinical field.Understanding of children’s specialist equipment and orthotics.Understanding and skills in postural management and normal movement. Skills in implementing and motivating advice/ treatment plan to be followed. Sound understanding of safeguarding principles. Understanding of the role of the physio when supporting children attending educational settings. | Skills in presentation to larger audiences of other professionals and agencies.Evidence of good teaching skills.Driving licence with access to use a car or other means of transport.  | Application Form and Interview |
| **Experience** | Minimum of 4 years post registration experience in the field of paediatrics.Two years experience at a band 6 level or equivalent. Working paediatric rotation plus other relevant rotations e.g. neuro development, neuro rehabilitation, paediatric medicine, respiratory care, orthopaedicsJunior rotational experience across a broad range of rotations.Work in community settings delivering paediatric care.Experience with working with children who have challenging behaviours.Experience and sound understanding of working with children’s safeguarding procedures.Sound understanding of the process of SEND reforms and experience of writing EHC reports.Experience of supervising and teaching junior and undergraduate physiotherapists. Experience of delegating work to therapy assistants.Experience of and ability to work as part of a broad multidisciplinary team/cross organisational workingExperience of and ability to manage complaints and concerns raised.Experience and confidence in discussing clinical assessment with consultants and other medical professionals.  |  Experience of delegating work to physiotherapy assistantsExperience of supervising physiotherapy assistants | Application Form and Interview |
| **Personal Qualities** | Knowledge of our Business:Committed to improving services.Committed to hitting targets.Treats other as would like to be treated.Committed to 6 C’s.Good Interpersonal Skills.Ability to work as part of a team or independently.Ability to demonstrate empathy, sensitivity and tact.Ability to communicate effectively with children of all ages and abilityAbility to support and develop colleagues through a variety of situations. Flexible approach to meeting service and child and family needs.  |  | Interview |
| **Information Technology** | Good keyboard skillsBasic IT knowledge including power point and word and emails.Ability to be create and provide printed programmes for children and families from available resources.  | Skills in using Excel  | Application Form |

**DETAILS OF PERSON COMPLETING JOB DESCRIPTION AND PERSON SPECIFICATION**

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| JD and PS completed by head of service  | Clinical Lead – Carolyn Kelly |
| For a new JD and PS - date completed: | Updated 27.11.2018 |