**EAST ANGLIA’S CHILDREN’S HOSPICES**

**Job Title: Physiotherapist Development Post (EACH Band 6)**

**Line management**

**reporting to:**  Team Leader

**Clinically Accountable**

**to:** Physical Therapies Lead

**Job summary:** To provide a high standard or physiotherapy service to the children and young people who access theMilton and Treehouse Hospice.

To deliver integrated care through joint working with a child or young person’s lead physiotherapist and wider multi-disciplinary team.

To provide physiotherapy expertise to the care team and advise and educate team members on physiotherapy issues, including equipment and the use of the hydrotherapy pool.

To work in collaboration with the physical therapy team at EACH.

To be proactive in developing your knowledge and expertise as a physiotherapist working in an children’s hospice setting through continued CPD, supervision and accessing appropriate training. This includes developing your expertise in postural management, moving and handling, hydrotherapy and respiratory care, with the aim to progressing to a Band 7 physiotherapist.

The post holder will be required to provide care across a range of settings in the community and at the hospice and across localities, when required.

**EACH VALUES**

**Empathy and understanding** – understanding the view and feelings of others is central to our work relationships and how we interact daily.

**Commitment to quality** – we consistently employ our best efforts and strive for the highest standards in everything that we do, always looking for ways to improve.

**Open and respectful** – weoperate in an honest and participative way. Welcoming constructive feedback and different views, we understand the power of words and behaviour and hold ourselves accountable for maintaining a positive and considerate work environment.

**Make it happen** – we are empowered to and take responsibility for getting things done.

**Clinical Responsibilities**

* To provide a high standard of physiotherapy service to the children and young people at EACH, Milton and Ipswich, with the supervision from Band 7 Therapists.
* To hold responsibility for own caseload.
* To act as a Family Co-ordinator to designated families.
* When delegated by Team Leader, to attend internal and external multi-professional meetings relating to children, young people and their families, representing EACH to maintain positive and effective communication with other agencies.
* To promote and provide best-practice physiotherapeutic assessments and interventions for children and young people with a variety of complex physical, sensory, communication and sometimes psychological needs, within an holistic approach.
* To work in liaison with the local paediatric services, ensuring consistent and coordinated care.
* To participate in training nurses and carers to deliver a physiotherapy programme when required.
* To provide physiotherapy expertise to the care team and advise and educate team members on physiotherapy issues.
* To be responsible for reviewing children’s needs and alter treatment programmes as required.
* To be involved with the assessment for equipment at EACH; Sleep-Systems, Specialist Seating, Walking Aids, Standing Frames and maintain safety checks.
* To maintain clinical records using the SystmOne electronic records system in accordance with best practice guidelines.
* To work to all EACH Policies and Procedures.
* To ensure that all risks associated with care delivery relevant to the care setting are managed effectively and that all incidents are reported promptly following the Policy and Procedure.
* To be involved with ongoing audit and development of the EACH Care Services, with reference to Physiotherapy, in collaboration with the other Therapists working across EACH.
* To participate with effective teamwork skills, working collaboratively with the EACH Care Team and any other services supporting the family.
* To be responsible for your own on-going practice development and lifelong learning by adopting a reflective approach to personal practice; participating in appraisal, clinical and safeguarding supervision, reflective practice, education and training.
* To work proficiently and effectively within the relevant legal, ethical and professional frameworks applicable to pediatric and adult physiotherapy.
* To develop and awareness of the diversity and multi-cultural nature of the EACH catchment areas.
* To participate in Quality Assurance and Practice Development; Audit, Benchmarking, Service Review, to ensure that the highest standards of care are maintained

**General Requirements**

* Maintain confidentiality in all areas of work at EACH.
* Ensure the respect, dignity and rights to privacy of children, young people and their families as far as possible.
* Promote the safeguarding and welfare of children, young people and adults at risk.
* Ensure personal conduct within and outside EACH does not conflict with professional expectations.
* Actively support and promote EACH and all its policies and procedures.
* Take responsibility for their continuing professional development.
* Attend staff meetings and training as required.
* Ensure an awareness and observation of Fire and Health and Safety Regulations.
* Participate in supervision sessions and appraisals with the line manager

This job description reflects the present requirements of the post. As duties and responsibilities change and develop, the job description will be reviewed and is subject to amendment in consultation with the post holder.

The management and clinical philosophy of EACH is based on a multi-disciplinary approach. Staff regardless of grade or discipline are required to participate according to this concept. All staff must be sympathetic to, and able to project the philosophy and concept of hospice care.

The role of volunteers is integral with the work of EACH, and paid staff are required to underpin this in their attitude and actions.

January 2019

**EAST ANGLIA’S CHILDREN’S HOSPICES**

**JOB SPECIFICATION – Physiotherapist Development Post (EACH Band 6)**

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|  |  Essential  | Desirable |
| Knowledge / Training | * Recognised Physiotherapy Degree Qualification or Equivalent
* Health and Care Professions Council- License to Practice and registration
* Knowledge of Evidence Based Practice and ability to implement in Clinical Practice
* Knowledge of current Health Policies both local and national in Health, Social Care and Education
* Knowledge and understanding of Clinical Governance issues
* Knowledge of Child/Adult Safeguarding Policies and understanding of Learning Disability and Neurodevelopmental Pathways
* Knowing when to seek guidance and assistance, with awareness of own personal limitations
* Competent IT skills
 | * Registered member of Professional Body (CSP)
* Evidence of additional post registration qualification and/or completion of specialist short-courses
* Active member of Special Interest Groups
* Ability to critically appraise journals and present findings to peer group
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| Experience | * Minimum 3 years’ experience in general
* Physiotherapy roles, to include Orthopaedics, Neurology and Respiratory medicine
* Band 5 or 6 rotation in Paediatrics
* Previous experience in developing safe handling procedures
* Experience of working in a multi-disciplinary team
* Experience of both formal and informal assessment tools
* Experience of assessments and treatment planning for a variety of conditions
* Experience of delivering training to a peer group
 | * Experience in Community Paediatric Team
* Experience of attending policy events (professional, local or national)
* Knowledge of specialist equipment within Paediatrics
* Clinical experience in Hydrotherapy
* Clinical experience in Respiratory Care of children/young people
* Working with Volunteers
* Evidence of participation in Research
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| Skills & Abilities | * Demonstrates commitment to high quality of care and promotes high standards to consistently improve outcomes for children/families
* Involves children and families in service developments
* Person Centered Care demonstrated within limits of employment
* Values diversity and difference, operates with integrity and openness
* Works across locality and service boundaries. Respects and learns from the contribution of others
* Evidence based practice for improvements and innovation
* Self-awareness of emotional intelligence, biases and personal triggers with cultural sensitivity and awareness
* Strategies in place to manage own stress and well-being
* Supportive of others, with a caring and mature attitude to work
* Resilient, flexible, self-motivated and assertive
* Ability to empathise and handle difficult emotional situations
* Professional manner and appearance
* Ability to adapt to working in different environments with different professionals, with a flexible approach to be able to respond to Service Needs.
* Innovative and willing to meet new challenges
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| Other Requirements | * Possess a full Driver’s License and have access to a car that can be used for work travel as required
* Active commitment to learning and CPD portfolio
* Fluent in written and spoken English
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