

PAEDIATRIC PHYSIOTHERAPIST JOB PROFILE

Post:- Physiotherapist (Permanent with 6 month Probation period)

Responsible to:- Senior Physiotherapists

Accountable to:- Lead Physiotherapist / Company Director

Job Summary

To work within the policy framework of Kids Physio Works in its provision of specialist paediatric rehabilitation by contributing to the Physiotherapy team to ensure the aims and objectives of the organisation are met.

The post holder will provide knowledge and skills to deliver a high quality physiotherapy service across the out-patient clinic, schools, and patients home in accordance with the overall specialist paediatric physiotherapy need as highlighted.

As a member of the team, the post holder will demonstrate a professional and proactive approach providing physiotherapy clinical practice and advice to children, young people and families. They will actively participate in improving the service and support future developments. These may include involvement in clinical audit, education and research programmes within the organisation.

To act in accordance with the Chartered Society of Physiotherapy Code of Conduct and the Health and Care Professions Council.

Kids Physio Works delivers a service across a number of sites including patient homes throughout East Anglia and so there may be occasions when you are required to work from non clinical settings.

Although this is a comprehensive job description, you may be required to undertake other duties assigned by your manager

Communication

- Maintain Physiotherapy records to facilitate communication within the Clinic and domiciliary setting
- Communicate effectively, orally and in writing, in a wide range of situations, e.g. 1:1 therapy, presentations for groups of staff/patients/external agencies.
- Communicate effectively in informing patients and their families/carers of treatment plans/options, especially where there are barriers to understanding, requiring empathy, reassurance and persuasive skills.
- Act sensitively and where appropriate acts in the role of advocate in order to enable patients to undertake informed decision making.
- Develop effective working relationships within the team in order to provide effective co-ordinated care for clients.
- In consultation with line manager represent the organisation in a physiotherapy capacity at external meetings as requested.
- Take responsibility for communicating changes in an effective and timely manner.
- Record information identified by the organisation for statistical reports

Personal & People

- Maintain own clinical professional development (CPD) to facilitate the provision of an up to date evidence based physiotherapy service within the organisation.
- Actively participate in the company individual performance review process to identify own learning needs and take necessary steps in order to reach personal/professional objectives.
- Contribute to the development of physiotherapy throughout the organisation by participating in clinical support and development within the rehabilitation team.
- Utilise staff support systems as appropriate.
- Provide professional support and advice on physiotherapy and rehabilitative issues to healthcare professionals working with Kids Physio Works service users.
- Practice in accordance with the Chartered Society of Physiotherapy Code of Conduct and the Health Professions Council and ensure that your professional registration is maintained.
- Work in accordance with information governance policies to ensure that confidentiality is maintained at all times.

Health, Safety & Security

- Work in accordance with company information, policies and procedures.
- Attend organisational mandatory training as required by your manager relevant to your role.
- Actively engages in the organisational incident reporting system.
- Undertake risk assessments e.g. environmental and installation of loan equipment
- Ensure the process for basic maintenance and cleanliness of equipment is undertaken.
- Ensure the process for faulty equipment is followed (removed and reported).
- Promote an environment that supports infection prevention. Ensure that you and other staff practice in accordance with these.
- Occasional exposure to undesirable bodily fluids such as sputum, vomit, urine and faeces.

Service Improvement

- Contribute and participate in organisational development of rehabilitation services.
- Contribute to the monitoring and evaluation of the effectiveness of the physiotherapy service.
- Enhance psycho social rehabilitation in the clinic settings in accordance with the overall specialist physiotherapy services as provided by Kids Physio Works.

Quality

- Effectively manages a case load of referrals to the physiotherapy service, liaising with external agencies including but not exclusively, education, social care and charities.

- Organise and manage own workload, ensuring it reflects core components of the physiotherapy role.
- Ensure all clinical practice is evidence based.
- With your Line Manager and identified others, contribute to the identification of practices relevant to your role that could improve service delivery outcomes through: audit, research, evaluation , education/training, user involvement
- Actively engage in the incident reporting system where there are issues relating to the quality of service provision.

Equality & Diversity

- Promote a culture which respects and values diversity, and support patients, visitors and staff in exercising their rights.
- Ensure care within your practice is consistent with the 5 principles of the Mental Capacity Act Code of Practice (2005).
- Recognise and report behaviour which undermines equality and diversity in accordance with organisational policies and current legislation.

Assessment & Treatment Planning

- Assess and provide rehabilitative physiotherapy to patients within the outpatient, domiciliary and school setting.
- Following patient assessment, develop and instigate a rehabilitative physiotherapy management plan.
- Assess individual patient needs, implement the intervention and review its effectiveness.
- Assess moving and handling requirements for patients in the clinic setting.
- Assess and plan patients discharge requirements in conjunction with senior staff.

Interventions & Treatments

- Develop an individual plan of care to ensure that appropriate management is maintained at all times.
- Monitor the individual's response to interventions/treatments and review the effectiveness of same.
- Provide feedback to service users and the team on the effectiveness of intervention.
- Provide physiotherapy input into specific interventions as appropriate, e.g. muscle strengthening, managing muscle tone, functional rehabilitation which are delivered on an individual basis.

Learning & Development

- Promote an understanding of the physiotherapist role within a specialist paediatric physiotherapy setting.
- Contribute to the provision of an effective learning environment for students of all disciplines on clinical placements and staff training within the organisation.
- Design, develop and provide internal and external teaching to health, education and social care professionals when required to do so.

- Contribute to the in-service education programme established within the organisation.

PERSON SPECIFICATION

Post: Physiotherapist Permanent (6 month probation)

Department: Based at Kids Physio Works Limited Colchester Site

	ESSENTIAL	DESIRABLE	EVIDENCE
Qualifications	<ul style="list-style-type: none"> • Degree in Physiotherapy • HCPC Registered • CSP Registered • 	<ul style="list-style-type: none"> • CPD evidence of paediatric experience • Specialist Paediatric training 	<ul style="list-style-type: none"> • Interview/Follow up
Experience	<ul style="list-style-type: none"> • Experience of working with children 	<ul style="list-style-type: none"> • Experience of lone working • Experience of teaching staff 	<ul style="list-style-type: none"> • Interview/CV
Knowledge & Skills	<ul style="list-style-type: none"> • Good interpersonal skills • Able to develop a therapeutic rapport with service users • Able to prioritise own clinical and non clinical workload • Excellent communication skills and able to present information written and orally, in a clear and logical manner and to keep accurate and legible patient notes • Understands the legal responsibilities of the role • Up to date with professional and evidence based practice and new 	<ul style="list-style-type: none"> • Able to supervise Rehabilitation assistant and students effectively when required. • Able to deem others competent in specific physiotherapy interventions 	<ul style="list-style-type: none"> • Interview/Practical

	<p>research</p> <ul style="list-style-type: none"> • Able to work under own initiative within the boundaries of the role • To have competent IT skills 		
Qualities	<ul style="list-style-type: none"> • Demonstrate flexibility and adaptability of approach • Ability to reflect on and critically appraise own performance 		<ul style="list-style-type: none"> • Interview
Other	<ul style="list-style-type: none"> • Full driving licence • Access to vehicle • Cross-site working 		<ul style="list-style-type: none"> • Interview