

JOB TITLE: Paediatric Complex Needs Physiotherapist

REPORTS TO: Occupational Therapist Clinical Lead

PURPOSE OF ROLE

The Physiotherapist will develop the delivery of holistic physiotherapy techniques and support for the children and young people accessing Demelza services at all sites.

The scope of the role is not to replace statutory services, such as existing community therapy programmes providing therapeutic interventions to promote a child's progress in development. The role aims to support a child's safety, comfort and achieve stability in their complex, long-term condition while being cared for by Demelza.

In this role, you will work as an autonomous practitioner delivering physiotherapy to children in receipt of clinical services. You will be responsible for supporting the management, implementation and review of physiotherapy plans for children aged from birth to 18 years to ensure safe practice at Demelza whilst preserving maximum benefit to the child.

This will require working as part of a multi-disciplinary team providing a high-quality service to children and young adults and their families; contributing to interagency and inter-professional collaboration and team work to ensure that delivery of care is timely, well-coordinated, effective and appropriate to need.

The role will involve travelling across sites on a regular basis in order to support care delivery.

Safeguarding all children and young people accessing services; by responding to concerns raised in a timely and appropriate manner and effectively escalating these in accordance with policies and procedures.

KEY RESPONSIBILITIES

CLINICAL PRACTICE

- To demonstrate understanding of the needs of the children and young people's life limiting and life-threatening conditions, including those with physical and learning disabilities, sensory impairments, autism and/or challenging behaviours.
- To actively contribute to a philosophy of service delivery, which is child and young adult centred and family focused.
- To autonomously undertake comprehensive assessments of children with a complex range of disabilities, using appropriate assessments, clinical observations as well as gathering appropriate information from a variety of internal and external sources. This will frequently require skills in persuasion, motivation, gaining consent and trust.
- To carry out community visits to children / young people and their families, if required, for the purpose of assessment, advice or physiotherapy needs.
- To ensure that physiotherapy interventions utilise clinical reasoning and recommendations made are based on research and best practice.
- To provide support and advice for children and young people with regards to:-
 - Respiratory needs
 - Pain and/ or difficulty moving
 - Range of movement exercises
 - 24-hour postural care

- To ensure balanced approaches to work streams, setting priorities to ensure the delivery of the most suitable and efficient, intervention, advice and guidance relating to the specific needs of the children, young people and staff.
- To prepare specialist reports to inform others of a child's needs, making recommendations as to provision, techniques or approaches required.
- To devise and facilitate subject-specific training sessions and education for care team members to enhance and underpin practical skills in areas such as respiratory interventions, range of movement exercises, pain management and postural needs.
- To maintain positive collaborative links with colleagues across Health, Education and Social Services, in order to utilise a joined-up approach in meeting the broader needs of children with disabilities and their families.
- To communicate with colleagues, parents, children and visitors in a polite professional and courteous manner at all times, respecting at all times their values, culture and choices; demonstrating flexible communication skills where there may be barriers to communication.
- To take the lead in liaising with the child / young person's community physiotherapist to ensure continuity of care between community and hospice care.
- To support the care team in appropriate handling strategies advising on relevant safer working practices, undertaking and documenting risk assessments as appropriate.
- Participate in and contribute to regular care team meetings as appropriate.
- To safeguard and promote the welfare of each child/young person and maintain an awareness of child protection issues and procedures.
- To produce timely and accurate reports and documents, within an agreed time scale when required. To be responsible for maintaining accurate and comprehensive patient treatment records in line with professional and Demelza standards of practice.
- To utilise peer professionals' networks, supervision and line management appropriately to assist you with managing your workload whilst always ensuring best care for each child.

GOVERNANCE

- To contribute to the clinical audit and research process, as a member of the Clinical Governance Team.
- To welcome and respect diversity and contribute positively to anti-discriminatory practice, actively promoting equality and diversity.
- To ensure a consistent approach to all aspects of care delivery by following policies and procedures, recommending changes to advance practice.
- To report all incidents/accidents and near misses in line with reporting procedures to facilitate opportunities to advance practice
- To contribute to the review of relevant policy and procedures, including any relevant paperwork as necessary and in line with relevant national legislation.
- To proactively seek and take responsibility for continuing professional development, routinely undertaking clinical supervision as per the Health and Care Professionals Council (HCPC) requirements.

LEADERSHIP

- To support the development and provision of physiotherapy in line with the hospice's strategy and vision.
- To act in a professional manner at all times and to work within the Health and Care Professionals Council (HCPC) and Chartered Society of Physiotherapy guidelines and codes of ethics and professional conduct.
- To share good practice, in order to improve standards of care.
- To learn from the team's wider range of skills and expertise, offering development opportunities.
- To proactively seek opportunities to deliver micro training sessions to share skills and expertise and learn from those of the wider team.

DEMELZA HOSPICE CARE FOR CHILDREN

Job Description



- To use appraisal constructively for personal and professional development.
- To encourage undergraduate education through liaison with educational institutions and offering of learning opportunities for allied health students.
- To be responsible for a designated area of work, as agreed with the Lead Nurse (Governance & Quality) and Occupational Therapy Clinical Lead, and to plan, prioritise and delegate effectively and efficiently with regard to patient care and professional demands.
- To ensure physiotherapy is represented within the scope of clinical care.

EDUCATION

- To be responsible for, and support the provision of, education sessions acting as a resource for all clinical staff.
- To take a lead on relevant clinical educational issues, using creative ways to share knowledge with the wider care team.
- To keep up to date in the subject by attending relevant meetings, conferences and study days.
- To take a positive view of the incident reporting system that encompasses learning from mistakes and putting in measures and risk assessment to prevent reoccurrence.

OUR VALUES & BEHAVIOURS

Employees are required to demonstrate and actively align to our organisational values and behaviours at all time.



The families and children we help, and our supporters, deserve nothing but excellence. Each one of us has a vital role to play in providing unique care and support and we always strive to deliver a brilliant service. By working and improving together, we can give even more families a chance to enjoy time as a family, for as long as they have.



We admit it. We love what we do. We feel privileged to support the families who trust us to care for those they love. And we couldn't be prouder to be part of #TeamDemelza, it's the most rewarding job in the world. We believe in passion, performance and pride – it's how we get the best from each other and deliver exceptional care and support.



Because we see the person and not the condition, we give each baby, child and family member a service that fits them as an individual. We're all human, and through empathy and understanding, we can provide essential care as unique as the person it's designed for. Our different roles, skills and experiences make us stronger. We value and respect everyone who is part of our story, from the families we help, to the supporters and volunteers who keep us going, to each member of staff.



We are clear, open and honest with everyone, because we value everyone. It's good to challenge each other, as long as it's constructive – we always look for a positive solution that moves us all forward. We exist to give the best care and support to children and their families and that matters more than anything else.



Each member of #TeamDemelza has a drive to do better. Through evidence, insight and experience, we're constantly developing and improving to give children and families better care and support. Standing still doesn't get us anywhere. We always look for ways to transform change into opportunity and growth.

Full Values and Behaviours documents can be located on the Demelza Intranet.

PERSON SPECIFICATION

Essential

- Demonstrate close alignment to all Demelza values
- Chartered Physiotherapist with current Health and Care Professionals Council (HCPC) registration
- Post-graduate experience working with children and young people with physical disabilities
- Knowledge and understanding of the effects of complex needs children with physical disabilities
- Experience of providing advice, guidance and education to others
- Good IT skills for operating a wide and varied range of Information and Communications Technology
- Excellent communication skills exchanged to a variety of audiences when working with children and young people
- Ability to work as an autonomous practitioner, with clinical reasoning and problem-solving skills
- Ability to cope with a pressurised and emotional working environment
- Committed to continuing professional development and able to seek these opportunities
- Flexibility in approach to service delivery
- Ability to seek guidance and support when necessary
- Adherence to Chartered Society of Physiotherapy and Health and Care Professions Council guidelines and codes of ethics and professional conduct
- Professional attitude and appearance
- Establish and maintain good working relationships
- This role requires regular travel across our operating region, including all hospice locations and community visits. Full driving licence and access to own vehicle for business use – or access to reliable transport arrangements - will be essential.

Desirable

- Experience of providing education, training and mentoring of staff
- Professional involvement in paediatric palliative care
- Presentation skills
- Experience in the management of people with long-term ventilation needs
- Paediatric experience in the following areas:-
 - Respiratory needs
 - Pain management
 - Range of movement exercises
 - 24-hour postural management requirements

The tasks listed in this job description are not designed to be exhaustive and may vary from time to time according to the needs of the organisation. This document will be reviewed in consultation with the post holder as the role and services provided by the organisation develop.

Demelza is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

All employees will demonstrate commitment to and actively promote Demelza's commitment to value and respect diversity and inclusion in all aspects of their duties and working relationships.

Employees are required to attend mandatory training as required by their role. Employees are expected to make reasonable efforts attend and engage in development training as part of their role within Demelza. Training may be delivered through a variety of on-site and off-site methods.

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Job Description



All employees are required to participate in staff performance reviews and supervision and to make all reasonable efforts to attend training and staff development as identified and agreed.

Employees must take the initiative to actively seek out training updates required for their role and for mandatory training, within training expiry time frames. Employees can find their current training records on the HR Database.

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