

## Job Description

Post:	Bobath Physiotherapist (Community Service)
Salary Range:	FTE: 25,000 to £45,000
Responsible to:	Clinical Lead
Accountable to:	The CEO
Working Hours:	Part-time, Flexible 12 hours per week, to be agreed

The National Bobath Cerebral Palsy Centre is specialist treatment and training centre, and a charity dedicated to supporting children and families living with cerebral palsy and similar neurological conditions.

Our team of physio, occupational and speech & language therapists focus almost exclusively on cerebral palsy and so have a comprehensive understanding of the condition, in all its complex and various forms. Our charity is also a teaching centre we have contributed to the training of NHS and other health professionals. This has allowed thousands of children, who are unable to travel to the Centre, to benefit from the Bobath Approach in their local community.

Our charity was set up by the founders Mrs Berta Bobath FCSP and Dr Karel Bobath MD, FRCPsych in 1957. After the relocation to our new home in Watford, the Bobath Centre has effectively merged two charities and will shortly be re-establishing itself as a new CIO that supports both adults and children with cerebral palsy.

We are at an exciting time in our growth, as we settle into our new centre in Watford and continue to expand our impact and improve the lives of children and adults with cerebral palsy.

### Statement Of Job Purpose:

To work as part of the multi-disciplinary team providing specialised assessment and treatment for children, adolescents and young adults with cerebral palsy and allied neurological conditions in accordance with the Bobath Concept.

To develop positive relationships and effective communication with children, adolescents and young adults, their families, carers, local therapists and other professionals to ensure effective intervention and sharing of expertise.

### Role Summary

To work as part of the multi-disciplinary team providing specialised assessment and treatment for children, adolescents and young adults with cerebral palsy and allied neurological conditions in accordance with the Bobath concept at our Centre and in the local community in Watford and Hertfordshire / North London.

To develop positive relationships and effective communication with children, adolescents and young adults, their families, carers, local therapists and other professionals to ensure effective intervention and sharing of expertise.

## Our Values and Behaviours

Does the following describe you?

- A desire to provide a great customer service and support to beneficiaries
- Enjoy and thrive in working in teams and with others
- Passionate about supporting people and families with disabilities and impairments
- Come to work each day to be the best you can and to learn and develop
- An encourager, eager to share your knowledge and experience to support others
- Be flexible, able to adapt and helpful to team members

## Key Responsibilities:

### Clinical

- a) To comprehensively assess, analyse, and set treatment goals for children, adolescents and young adults, with cerebral palsy and other related complex neurological conditions, using a transdisciplinary Bobath approach to treatment and management, and contributing discipline specific skills as appropriate.
- b) To develop and implement highly specialised and individualised treatment based on a sound knowledge of the Bobath Concept and current evidence using advanced clinical reasoning skills.
- c) To generate detailed, accurate and analytical reports of findings reflecting specialist analysis.
- d) To plan individualised treatment programmes in conjunction with the child/parent, including discussion and practice of activities. The planning of treatment programmes will involve discussion with local therapists and other agencies regarding therapy priorities. Additional suggestions may be included for other environments, such as school. This is to be supported by written instruction, photographs, and/or videos/DVDs with written consent.
- e) To evaluate clinical effectiveness and patient progress using standardised outcome measures, as appropriate, and adapting and modifying treatment accordingly.
- f) To manage a caseload, being professionally and legally accountable for all aspects of own work, without direct supervision. Access to advice and support from Bobath Clinical Specialists in own and other disciplines is available, if required, but clinical work is not routinely evaluated.
- g) To use a range of verbal and non verbal communication skills with patients (or clients), parents, carers, colleagues, local therapists and other professionals, to communicate sensitive and complex information in an understandable form regarding issues relating to diagnosis, progress and treatment. To recognise when to seek advice on these issues from senior colleagues.
- h) To demonstrate empathy with patients, families/carers and colleagues, ensuring that effective communication is achieved, particularly where barriers to understanding exist.
- i) To use a range of verbal and non-verbal communication skills to gain co-operation and motivation of patients and carers to participate in therapy activities.
- j) To ensure that the approach, progress and frequency of treatment are discussed and agreed, to individual needs and circumstances.
- k) To be responsible for designated equipment and reporting any defects to the appropriate member of staff.
- l) To adapt practice where possible to take account of cultural and diversity issues.

### Professional

- a) To participate in the Bobath Centres' appraisal schemes, ensuring that objectives set reflect the service needs and strategic plans of the Centre as well as the individual's continuing professional development.
- b) To attend and lead case discussions where possible.
- c) To be responsible for maintaining own competency to practice through CPD activities and maintaining a portfolio which reflects personal development.

- d) To develop skills in giving short presentations about the Centre to non-Bobath trained visitors such as medical students, and about clinical issues to colleagues within in-service training sessions.
- e) To occasionally assist senior staff with demonstration and clinical observation on courses at basic and introductory level and for non-therapy staff.
- f) To provide peer support.
- g) To undertake as requested the collection of data for service audit or research projects.

#### Administration/Organisation

- a) To write and maintain accurate and comprehensive patient progress records and reports in line with the standards of practice of your professional body and those of the Bobath Centre.
- b) To liaise with administrative staff concerning appointments and any equipment required for patients according to the policies of the Centres.
- c) To comply with all local, national and professional Health and Safety, security and confidentiality policies and procedures, and ensure the safety of patients, colleagues and visitors at all times.
- d) To take responsibility for co-ordinating arrangements for own annual and other leave through discussion with line manager.
- e) To attend and contribute to staff meeting as required.
- f) To undertake limited organisational responsibility, such as organising tutorials or participating in project work.

#### Effort

- a) Physical effort: the post holder will be expected to kneel, sit on heels, support patients while standing/walking, transfer patients, use hoists and other transfer equipment on a daily basis.
- b) Mental effort: the post holder will be expected to concentrate during complex assessment/treatment sessions and ensure good communication with those patients with limited comprehensive/expressive communication skills and their carers.
- c) Emotional effort: care of children and young adults with severe chronic neurological conditions, imparting information relating to limitations of function including communication, mobility and manipulation, which would impact on prognosis, dealing with patients and carers who may be depressed, angry or withdrawn.
- d) Working environment: daily exposure to highly unpleasant working conditions, bodily fluids and unpleasant smells.
- e) Follow our organisation's policies and procedures in relation to Covid 19 Safety regulations, including the wearing of PPE and adhering to all our safety control measure.

#### Other duties

- a) To fulfil any other duties required by the organisation commensurate with the role and grade.
- b) On occasion to work and/or attend training days in locations other than the usual workplace, such as in the local community or on home visits
- c) To work with others in the organisation to assist the charity to develop its services.

## Person Specification: Bobath Physiotherapist

	<b>Essential</b>	<b>Desirable</b>
Qualifications/ Education	<ol style="list-style-type: none"> <li>1. Recognised Professional Qualification/Degree or equivalent</li> <li>2. Health Professions Council registration</li> <li>3. Member of Professional Body</li> <li>4. Either qualified in the Basic 8 week Paediatric Bobath Course, or willing to undertake the course.</li> <li>5. Variety of courses relevant to paediatrics</li> </ol>	<ol style="list-style-type: none"> <li>1. Advanced or other additional Bobath Course</li> <li>2. MSc</li> <li>3. Member of relevant Special Interest Group (Cerebral Palsy)</li> </ol>
Experience	<ol style="list-style-type: none"> <li>1. Successful completion of Bobath induction programme</li> <li>2. Minimum of two years experience of working with children with a disability or physical impairment.</li> <li>3. Knowledge of using the Bobath Concept with children with cerebral palsy</li> <li>4. Experience of working without direct supervision</li> <li>5. Experience in general paediatrics</li> <li>6. Experience of a wide variety of paediatric equipment</li> <li>7. Evidence of continued professional development</li> </ol>	<ol style="list-style-type: none"> <li>1. Experience of contributing to in service training for colleagues</li> <li>2. Training / experience in specialist area with professional domain; e.g. Splinting, Sensory Integration, Orthopaedic rehabilitation</li> <li>3. Working with people with cerebral palsy of all ages</li> <li>4. Experience of using the Bobath Concept with children with cerebral palsy</li> </ol>
Knowledge & Skills	<ol style="list-style-type: none"> <li>1. Good knowledge of cerebral palsy including of current research</li> <li>2. High level of ability to perform accurate analysis of posture and movement</li> <li>3. High level of treatment skills for children with cerebral palsy</li> <li>4. Highly developed and effective communication skills</li> <li>5. Excellent report writing skills</li> <li>6. Knowledge of appropriate outcome measures</li> <li>7. Basic computer skills; Windows, and Word</li> </ol>	<ol style="list-style-type: none"> <li>1. Good computing skills e.g. Excel, Powerpoint, photo packages</li> <li>2. Teaching skills</li> <li>3. Knowledge of research methodology</li> </ol>
Other	<ol style="list-style-type: none"> <li>1. Able to prioritise and meet report deadlines</li> <li>2. Able to keep accurate notes</li> <li>3. Able to manage own caseload</li> <li>4. Able to contribute to positive working environment</li> <li>5. Flexible character with a can-do attitude</li> </ol>	