

Isle of Man
Public Service
Careers



Children's Specialist Physiotherapist

Integrated Primary and Community Care Services

Job Information

Working together for the Isle of Man

Job Description

Job Title:	Specialised Physiotherapist in paediatrics
Location:	Noble's Hospital
Accountable to:	Physiotherapy Service Manager
Reports to:	Team Lead
Band:	6
Job Evaluation Reference No:	0891v2/JE/16
Organisation Chart: (attached)	

CARE

In Manx Care we pride ourselves on being committed, appreciative, respectful and excellent. CARE represents what we are about, what we stand for and what we value. All our recruitment, performance management and development is based on our CARE ethos.

Job Purpose

- ♥ The post holder is a member of a physiotherapy team and holds responsibility for an independent caseload of patients in a specialist area.
- ♥ They will work without direct supervision in an inpatient and occasionally outpatient setting.
- ♥ They will deliver a high standard of physiotherapy for paediatric patients within various settings, both acute and community to include inpatients, outpatients and schools, or other educational or nursery settings, with a variety of conditions including medical, orthopaedic, neurological, developmental and musculo-skeletal.
- ♥ The post holder will be responsible for providing specialist physiotherapeutic assessment of patients to provide a clinical diagnosis and to determine appropriate pathways of care. Following analysis of assessment findings they will deliver treatment programmes, recommendations or advice that are evidence based and designed specifically to address the physiotherapeutic needs of the individual patient in the most efficient and effective manner to effect timely and appropriate discharge, transfer of care, or continuation of care.
- ♥ The post-holder shares responsibility for supervision, delegation of work & education of junior physiotherapists and support staff on a day to day basis & be responsible for physiotherapy students as required.
- ♥ The post holder may participate in research & development as required by the service.
- ♥ The post holder will take an active role in the on call system at Nobles Hospital, providing out of hours and emergency physiotherapy treatment to identified patients.

Duties and Responsibilities

- ♥ The post holder will undertake a specialist physiotherapy assessment of patients and develop and deliver a specialised treatment programme from a range of therapeutic options appropriate to the specific needs of each patient using evidence based practice.
- ♥ To set appropriate and progressive treatment aims and objectives and agree rehabilitation goals, in joint negotiation with the patient if age appropriate, parents, and carers, including where children are Looked After.

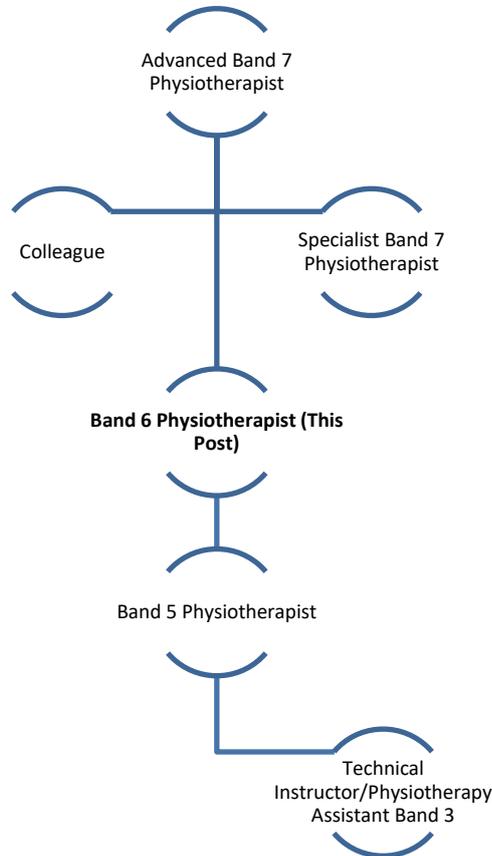
- ❖ The post-holder will fully document all patient interventions to meet professional and legal requirements, in line with hospital policies.
- ❖ Ensure a well-coordinated and comprehensive care plan by communicating effectively with Consultants, GPs and other relevant healthcare professionals and agencies regarding patient progress and needs, and attending multi-professional patient -related meetings e.g. case conferences, patient reviews, school reviews, and other relevant meetings.
- ❖ To participate in and present in-service training programmes, departmentally and across professions, providing feedback from external courses attended.
- ❖ In conjunction with senior staff, provide clinical education for Junior physiotherapists, support staff and physiotherapy students, evaluating their competency through mentoring, guidance, and delegation of appropriate tasks. Undertake appraisal of junior physiotherapists and physiotherapy assistants.
- ❖ To collaborate with colleagues in the provision of an efficient and effective physiotherapy service and contribute to service development

Knowledge, training and experience required to do the job

- ❖ The post holder must have a Diploma or Degree in Physiotherapy, as recognised by the Chartered Society of Physiotherapy and Health Professions Council. They will hold current registration with the Health Professionals Council (HPC), and provide evidence of that registration annually upon request.
- ❖ They will have relevant postgraduate experience in core clinical areas, but with specific interest in patient rehabilitation, particularly in the neurological patient e.g. stroke.
- ❖ The post holder should be able to provide evidence of both formal and informal postgraduate training in various areas of physiotherapy practice and may be a member of a Specific Interest group.
- ❖ The post holder should be working towards a recognised accreditation in Clinical Education, to facilitate clinical supervision of students whilst on placements.
- ❖ The post holder should be able to demonstrate knowledge of professional standards from both the HPC and the Chartered Society of Physiotherapy (CSP)
- ❖ The post holder is expected to undertake appropriate training as identified in the Knowledge and Skills Framework (KSF) outline for this post.
- ❖ The post holder is required to attend Mandatory Training, and updates, as identified by the organisation
- ❖ The post holder should have organisational and time management skills, and the ability to work within a multi-disciplinary team.
- ❖ The post holder should be able to use a computer in order to access radiological images and patient data, and to create reports and audit information as required.

Organisational Structure

A copy of the organisational structure and its relevance to this role is shown below.



Clinical

- The post holder will work as a specialist/skilled clinician and undertake all aspects of clinical duties related to a specialist case load as an autonomous practitioner
- The post holder will undertake a specialist physiotherapeutic assessment of patients with diverse or complex presentations/multiple pathologies; using advanced clinical reasoning skills & manual assessment techniques, to provide a clinical diagnosis of condition.
- The post holder will formulate and deliver specialised physiotherapy treatment programmes for individual patients. These will be based on a sound knowledge of relevant evidence based practice and utilisation of a range of appropriate treatment options.
- The post-holder will deliver physiotherapy interventions in a variety of settings that require a high degree of manual skill, dexterity, and co-ordination, e.g. play-based therapy, group activities, and therapeutic handling assessment & treatment techniques
- The post holder will be able to identify acutely unwell and deteriorating patients, and initiate appropriate intervention or referral to appropriate medical professional.
- Treatment may be delivered either on a one to one basis or in groups, depending on the clinical setting.

- The post holder will set clinical &/or functional outcome measures as a basis for appropriate discharge of the patient
- At each patient contact, the post holder will evaluate & reassess patient progress according to previously defined treatment objectives, and adapt treatment programmes as indicated.
- The post holder will keep accurate clinical records in accordance with Hospital Policy and CSP Standards
- The post holder will assess patient and parent/carer understanding of treatment proposals, gain valid informed consent and have the capacity to work within a legal framework with patients who lack the capacity to consent to treatment.
- Advise and teach patients and carers specific exercises and handling techniques to promote self-management to enable the patient to achieve their maximum potential.
- The post holder will attend and contribute to patient related meetings such as ward rounds, multi-disciplinary meetings and case reviews and conferences to discuss physiotherapy treatment and progression and to ensure the delivery of a co-ordinated multidisciplinary service, and to assist in developing comprehensive discharge plans for appropriate patients. This may involve participating in a home visit, with the occupational therapist, to assess the safety of a complicated patient discharge, or other combined treatment processes.
- Manage clinical risk within own patient caseload and working environment. Inform the relevant senior member of staff of any indication of child or adult abuse.

PROFESSIONAL

- Post holder will have a Degree or Diploma in Physiotherapy as recognised by the Chartered Society of Physiotherapy and the Health Professions Council.
- The post holder is required to maintain registration with the Health Professions Council (HPC) in order to practice, and to produce evidence of registration annually upon request.
- They will be expected to have knowledge of and adhere to the Chartered Society of Physiotherapy (CSP) Standards of Practice and Rules of Professional Conduct and also the HPC Standards For Physiotherapists.
- The post holder will be expected to undergo identified training in order to develop towards the KSF outline for the post.
- The post holder will be expected to create and maintain a professional development portfolio in accordance with the HPC standards, to demonstrate competency to practice.
- The post holder will be expected to participate in the staff appraisal and be responsible for complying with & working towards agreed personal development programme and goals.
- To ensure that clinical practice is evidence based The post holder will be required to maintain & develop current professional knowledge by keeping up to date with research literature and by regularly evaluating working practices through evidence based projects, audits or research and strive to incorporate new developments into clinical practice in each specialist area of rotation.
- The post holder will be responsible for ensuring their own Continuing Professional Development CPD by identifying their own training needs and will develop and maintain a high degree of specialist expertise within the clinical area.
- The post holder will recognise, and work within, their scope of professional competence.

TRAINING, EDUCATION & RESEARCH

- The post holder will participate in and present In-service training, both within the physiotherapy department and across allied health departments, nursing and medical staff. This training may be delivered to staff of any grade
- The post holder will provide feedback from external courses attended to physiotherapy colleagues, within an agreed timescale.
- The post holder is required to work with senior staff in the evaluation and development of the physiotherapy service, participate in audit, and implement changes to practice and service delivery within own work area, as agreed with physiotherapy manager.
- The post holder will educate patients in all aspects of their condition and teach and instruct patients, carers and staff in specific handling techniques self-management techniques and or specific exercise regimes
- The post holder may be responsible for the training of one undergraduate physiotherapy student on a 6 week clinical placement within any of the core clinical areas and to complete a formal assessment as required by the relevant university. There may be two placements a year.

PLANNING & ORGANISATIONAL SKILLS

- The post holder is responsible for the organisation & day to day management of their own caseload. They will prioritise patients both within in and out-patient settings, responding to changing needs of patients, therapists and the service, to contribute to a well-coordinated and comprehensive care plan.
- The post holder will be expected to competently manage additional responsibilities and work load at short notice, requiring reorganisation and prioritisation of their own workload, due to unexpected absence of either junior, senior or support staff
- The post holder will assist junior therapists and support staff with their work load planning.
- The post holder will, following specialist assessment, plan patient care and treatment programmes and ensure the execution of the planned treatment within a time framework. The programme of care will involve both short term and long term targets which will require regular monitoring and adjustment.
- The post holder will take an active role in the discharge planning of patients which may involve creating the opportunity to contact or refer to other agencies for example social services.
- The post holder can be responsible for assisting senior staff in the planning and delivery of in-service training programmes for up to 3 months in advance. The post holder may be required to plan and implement clinical training and education of undergraduate physiotherapy students when required.

COMMUNICATION

- The post holder is expected to maintain accurate clinical records within the guidelines of the organisation and the professional standards of the CSP and HPC. In-patient records are made available to all staff involved with the patient, including nursing staff, doctors and other agencies.
- The post holder will be expected to act in a sympathetic and empathetic manner to enable parents, patients, other relatives and carers to come to terms with chronic disability on a

frequent basis. During assessment from clinical and listening skills to receive complex and sensitive information from patients, parents and carers.

- The post holder will be expected to act sensitively and diplomatically in the discussions of the diagnosis of the patient's condition and the prognosis in relation to any physiotherapeutic intervention. The post holder will also be expected to answer any questions patients, parents and carers have in a manner as to not offend or give false hopes. Any situations that occur beyond the remit of the post holder will be directed to the appropriate person(s).
- The post holder will frequently have to communicate information, treatment plans and aims to patients and carers who may have difficulty understanding the information needing to be provided for a variety of reasons. For example, babies and young children, children and young people with learning difficulties, or hearing deficits and other communication difficulties, and people whose first language is not English.
- The post holder will be expected to communicate a treatment plan and appropriate programme where the actions required may be complicated by nature, for example, explaining the correct performance of a specific exercise or programme of exercise where it is crucial that certain actions are carried out in a specific order to achieve maximum potential. This will also include the correct and safe use of equipment for mobility.
- To communicate information from assessment & treatment to patients and parents/carers and give appropriate advice to ensure understanding, co-operation, compliance and consent.
- The post holder is expected to communicate with patients in a way that is motivational and re-assuring, and to incorporate age-appropriate measures to encourage patients to achieve their potential within their environments.
- The post holder will be expected to communicate complex and sensitive information regarding rehabilitation potential, termination of physiotherapy treatment and patient management to patients, parents, carers and other health professionals involved.
- To communicate with patients (where age-appropriate) and parents / carers to gain valid consent to treatment and to discuss expected treatment outcomes.
- The post holder will be expected to provide reports to outside agencies and health care staffs. This will include initial reports, progress updates, transfer reports and discharge summaries.
- To deal with complaints sensitively, seeking advice and referring to senior staff, as required.
- The post holder is expected to communicate effectively and clearly with members of the multidisciplinary team, general practitioners, colleagues in other hospitals and patients and carers alike.
- The post holder will be expected to assess and treat patients in the most appropriate manner where the patient and or carers can be verbally or physically abusive, or demonstrating inappropriate behaviour. Also where patients and parents/carers are potentially angry or distressed because of the nature of the injury or condition.
- To explain the role of physiotherapy to visitors, students, volunteers, both within workplace and at Island events, e.g. career conventions
- The post holder will be expected to use a range of verbal and non-verbal communication tools to communicate effectively with patients, parents and carers to progress rehabilitation and treatment programme. The post holder will be expected to inform appropriate senior staff and/or Protecting Children Board any concerns relating to abuse of children or vulnerable adults.
- The post holder will discuss and negotiate annual or study leave requirements prior to making formal request for leave in order to provide continuity of care in their work area.

MANAGERIAL/LEADERSHIP

- To clinically supervise and co-ordinate junior physiotherapists and assistants within work area.
- Responsible for supporting junior staff, assistants and students in the management of their caseloads.
- The post holder will be responsible, in liaison with senior colleagues, for teaching and assessment undergraduate physiotherapy students on physiotherapeutic knowledge and skills within core clinical areas.
- To work with the physiotherapy team to provide an efficient and effective service.
- To deputise for the senior 1 in their absence and take responsibility for operational management of workload, allocating and organising the work of junior and assistant staff to meet service priorities on a daily basis.
- Monitoring level of stock within own work area, advising assistants when new stock is required.
- To maintain and provide accurate statistical information regarding workload on a monthly basis.
- To be able to manage potentially high-pressured, upsetting and emotional situations in an empathetic manner.
- To assist with the induction and training programme for new assistant, junior physiotherapists and students within the department.
- Participate in the staff appraisal scheme as an appraisee and be responsible for appraisal and professional development of therapy assistants.

CLINICAL GOVERNANCE

- The post holder is required to demonstrate an understanding of clinical governance and risk assessment and apply this to their individual work situation.
- The post holder is required to adhere to, and maintain an up to date knowledge of all clinical policies and procedures of the organisation
- The post holder is expected to work with senior physiotherapist to develop and implement policies and standards in their work area and to audit the service against local and national standards as required. The post holder should ensure that staff under the post holder's supervision (juniors, assistants and students) are aware of the policies, standards and procedures and are implementing them accordingly.
- The post holder is required to ensure that any recommendations from evidence based practice and/or research are discussed with senior staff so that action can be taken and changes made to practice where appropriate.
- The post holder will undertake risk assessments of the work area as recommended by the organisation.
- The post holder will undertake clinical audit for the purpose of service development.
- The post holder is required to undertake measurements and evaluation of their current practice through the use of audit, outcome measures and evidence based practice (EBP) and make recommendations for change to senior staff.
- The post holder will be aware of the changing demands placed on the physiotherapy service within their specialist area. They will contribute to the advancement and development of the service by promoting and implementing EBP and research development.
- The post holder will, in conjunction with senior staff, identify areas of clinical and service need and may be involved in the development of the service to meet clinical needs.

- ❖ The post holder is required to work within hospital and CSP clinical guidelines and to have a good working knowledge of national and local clinical standards and to monitor their own practice.
- ❖ To keep accurate, legible records in accordance with Hospital Policy and CSP Standards and to supervise juniors, assistants and student To keep accurate, legible records in accordance with Hospital Policy and CSP Standards and to supervise juniors, assistants and student.
- ❖ The post holder will be expected to promote the physiotherapy service and be aware of the development of multidisciplinary or cross organisational care protocols and/or guidelines.

SYSTEMS & EQUIPMENT

- ❖ The post holder is responsible for the equipment used in carrying out physiotherapy duties and ensuring the equipment is in full working order and is maintained in accordance with manufacturer's requirements. The post holder is required to adhere to departmental policy and to ensure the safe and appropriate use of equipment by others through teaching, training and supervision of practice
- ❖ The post holder is required to use complex equipment in the treatment of specific patient problems including:
 - appliances splints, lycra garments, prostheses or orthoses, footwear
 - walking aids(crutches, frames, paediatric walkers);
 - assistive devices (e.g. sliding sheets, hoists.);
 - medical equipment (e.g. oxygen masks, nebulisers);
 - wheelchairs , standing frames and other specialist postural equipment
- ❖ The post holder is responsible for any complications that may arise from the issue of equipment therefore thorough knowledge of the indications and contraindications of all equipment items is required to ensure safe and effective use, and avoid patient danger and harm (e.g. burns, exacerbation of pain, pacemaker interference, injury when using a walking aid, pressure areas and skin breakdown from a brace).
- ❖ The post holder is responsible for the safe issue of equipment to patients ensuring that the equipment is in full working order and the patient using the equipment does so in a safe and correct manner.
- ❖ To be responsible for the security and safe use of equipment within treatment sessions, reporting and removing from use any faulty equipment
- ❖ The post holder is required to keep records of treatment after every patient contact within the medical notes. The post holder is required to record assessments and treatments and contraindications
- ❖ The post holder is required to undertake frequent computer use for the viewing of radiological investigations, updating patient records, producing reports and inputting data from audit and communicate with other professionals via email.
- ❖ To contribute to stock control system in own service area, to ensure that adequate stock levels are maintained, e.g. harnesses, specialist footwear, splinting

DECISIONS & JUDGEMENTS

- ❖ The post holder is required to work autonomously managing a clinical case load on a daily basis without direct supervision.
- ❖ To undertake a specialist physiotherapeutic assessment of the patient and utilise advanced clinical reasoning skills to formulate a diagnosis, and decide on an appropriate treatment plan.

This will include patients with complex presentations and multiple pathologies on a daily basis. This involves gathering information on a daily basis from other healthcare professionals, medical notes, and the patient, and may be conflicting in nature

- At each patient contact, the post holder will reassess the patient's condition using information from a variety of sources and adapt the treatment intervention according to need.
- The post holder is, in conjunction with senior 1, responsible for advising junior physiotherapists and physiotherapy students on clinical reasoning, clinical advice, reflective practice and clinical decision making.
- The post holder is expected to contribute to and in some cases make the final decision on the care and management of patients in a variety of settings for example schools. They are required to identify the safest method of mobilisation and other functional activities, advise accordingly, and inform other members of the team around the child of their decision.
- The post holder independently assesses the safety and risk of patients and advises other staff accordingly, for example to advise on safe moving and handling procedures to parents, carers, school staff, ward staff and any others involved in caring for the child or patient. The post holder is responsible for assessing patients' safety for transferring and relaying and documenting this method of transfer to individuals concerned and where appropriate demonstrating and teaching the transfer with patient to staff, family and carers.
- The post holder will regularly make decisions regarding the prioritisation of clinical caseloads, for example when staff shortages occur at short notice.

Confidentiality

In the course of your duties you may have access to confidential material about patients, members of staff or other business of Manx Care. On no account must information relating to identifiable patients be divulged to anyone other than authorised persons, for example, medical, nursing or other professional staff, as appropriate, who are concerned directly with the care, diagnosis and /or treatment of the patient. If you are in any doubt whatsoever as to the authority of a person or body asking for information of this nature, you must seek advice from your manager. Similarly, no information of a personal or confidential nature concerning individual members of staff should be divulged to anyone without the proper authority having first been given. Failure to observe these rules will be regarded by your employers as gross misconduct which could result in disciplinary action being taken against you. In the case of information held on computer systems, you may be held personally liable if you in any way knowingly contravene the appropriate terms of the Data Protection Act 2018.

Health & Safety/Security

It is the duty of all employees to work in such a way that accidents to themselves and to others are avoided, and to co-operate in maintaining their place of work in a tidy and safe condition, thereby minimising risk. Employees will, therefore, refer any matters of concern through their respective line managers. Similarly, it is each person's responsibility to ensure a secure environment and bring any breaches of security to the attention of their managers.

In the absence of Manager/ Deputy Manager, the Registered Nurse is responsible for all patients, staff, allied health professionals, the building and all safety protocols.

Safeguarding

The Isle of Man is committed to safeguarding and promoting the welfare of children, young people and adults at risk and expects staff to share this commitment.

Staff must work in accordance with all health and social care policies relating to safeguarding.

Job Description Appendix 1

PHYSICAL, MENTAL & EMOTIONAL DEMANDS OF THE JOB AND WORKING CONDITIONS

This section should describe the nature, level, frequency and duration with which you will be expected to deal with physical, mental and emotional effort and the nature, level, frequency and duration of demands arising from inevitably adverse environmental conditions.

Physical Effort

- The post holder will be expected to stand or walk for the majority of the working day.
- The post holder will be required to work in confined spaces for example beside a bed, with various pieces of equipment such as a Zimmer frame, at regular intervals throughout the day.
- The post holder is required to manoeuvre wheelchairs with and without patients in situ, and to transfer patients between equipment (bed to chair) using hoists and designated transfer equipment such as a slide sheet and transfer boards. This could require the pushing of a heavy load, depending on the weight of the patient, and would occur on a daily basis.
- The post holder is also required to manoeuvre weighty equipment such as hydraulic beds, pushing & lifting ultrasound / electrical equipment and traction parts (approximate weight 5kg.) for distances up to 20m, many times during the day.
- Pushing, pulling and lifting gym equipment e.g. step bench, dumbbells, wobble board on a regular basis
- The post holder will be expected to carry out manual assessment with moderate physical effort throughout the day.
- Within the working day the post holder will regularly be lifting limbs in order to assess joints, muscles, neurological deficits and will also need to position patients in order to carry out various treatment techniques
- The post holder is required to teach and assist patients to walk up and down a flight of stairs. The patient may be using walking aids, e.g. crutches, and have their leg in plaster.
- Manual therapy involves a high amount of physical effort to carry out repetitive techniques such as joint mobilisation and percussion and vibrations in the respiratory setting. This puts a great deal of pressure through joints in the hands and needs to be sustained for relatively long periods of time (15min)
- The post holder is regularly required to do repetitive movements as part of their work (mobilising a knee whilst crouching/kneeling on the floor/sat on small chair, kneeling on the floor placing feet in the correct position whilst teaching someone to walk correctly possibly after surgery or CVA) these activities can last 20-30mins at a time and happens frequently throughout the day.
- The post holder will be required to work in awkward positions during treatments especially when the patient is restricted to the bed and in the confined areas between bed spaces
- The post holder is required to use a key board and view images on screen in order to access radiological examinations and to prepare reports and teaching materials.

Mental Effort

- If working in DATU the post holder is expected to perform a specialist assessment and formulate a diagnosis and produce a treatment plan related to the patient. This requires extended periods of concentration as an average assessment of a new patient can take 40mins to one hour including documentation. An average follow up treatment can take 30 minutes, and there may be 6 or more follow up treatments.
- Throughout the assessment the post holder is drawing upon a good range of up to date clinical knowledge and continuously using clinical reasoning skills.
- When working in an inpatient environment, the caseload is unpredictable and variable in number.
- New patients require a full specialist assessment, the duration of which is dependent on their condition which will be as long as one hour in patients with complex conditions
- The post holder will be expected to contribute to in-service training and the education of more junior staff.
- The post holder may be interrupted throughout the day to deal with enquiries regarding their patients
- The post holder is expected to demonstrate a significant level of clinical reasoning to identify and prioritise problems following a comprehensive assessment.
- The post holder is required to read complex medical information regarding the patient (frequently throughout the day) and medical journals to remain up to date with current best practice (on a weekly basis).

Emotional Effort

- The post holder cares for and treats patients with difficult conditions on a daily basis e.g. treating patients with degenerative illnesses, respiratory and neurological conditions and following major surgery, including amputations.
- This exposes the post holder to the highly distressing physical and emotional circumstances of the chronically/ terminally ill patient and their relatives/carers.
- The post will be expected to give unwelcome news regarding medical prognosis and a high degree of emotional effort is required to help patients cope with this.
- The post holder is expected to give unwelcome news to patients, parents and/or carer, for example, where outcome expectations are unrealistic in relation to their rehabilitation potential.
- The post holder may be the first point of contact for patients or their relatives who have just received information of life changing significance, and may be required to help patients make important decisions regarding their future.
- This requires the post holder to deal with patients that may be psychologically distressed by their situation (loss of employment/sickness absence/family strain/benefit situations) e.g. the patient's condition may prevent them from working or doing recreational activities, or may have an adverse impact on their family lives.
- The post holder will be required to display empathy, have good re-assurance skills and be sensitive towards patients, relatives and carers anxieties on a daily basis, and enable them to come to terms with chronic disability.
- The post holder is required to work with anxious patients and carers on a daily basis, listen to patients complaining of pain/other distressing symptoms.

- Undertake treatment modalities which patients may find distressing e.g. naso-pharyngeal suction of respiratory patients.

Working Conditions

- The post holder will be daily subjected to environments which can sometimes be highly unpleasant / hazardous for example: Unpleasant smells (patient odour and wounds for example), non-household waste (dressings/bedding/needle stick injuries). Infectious materials & body fluids (blood/vomit/sputum/urine/faeces/secretions/lice/fleas) Contaminated areas (bedding), and treatment of patients with infectious conditions e.g. MRSA/Tb/Clostridium Difficile.
- The post holder is required to work closely with hazardous chemicals such as nebulised drugs and oxygen.
- The post holder will face occasional exposure to potential challenging behaviour from patients, relatives and carers. (e.g. pain-stressed & fearful patients/non-availability of appointments)

Agreement of above description

I have read and agree with the above description

Job Holder's Name (please print)

Job Holder's Signature _____ **Date:**

Line Manager's Name (please print)

Line Manager's Signature _____ **Date:**



Person Specification		
Job Title:	Specialised Physiotherapist in Paediatrics	
Department:	Manx Care	
Division:	Integrated Primary and Community Care Services	
Band:	6	
Attributes	Essential (E) or Desirable (D)	Method of Assessment
Qualifications <ul style="list-style-type: none"> ♥ BSc Physiotherapy or recognised Diploma ♥ Health Professions Council Registration ♥ Portfolio evidence of ongoing Professional Development ♥ Member of Chartered Society of Physiotherapy ♥ Member of CSP Specific Interest Group 	<p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">D</p> <p style="text-align: center;">D</p>	CV/Pre-employment checks/Portfolio
Knowledge & Experience <ul style="list-style-type: none"> ♥ Relevant postgraduate experience, as a physiotherapist ♥ Broad knowledge and experience in core clinical areas, and specifically paediatrics ♥ Evidence of supervision of junior and support staff ♥ Demonstrate knowledge of legal and professional responsibilities of the profession ♥ Experience of working within multi-disciplinary team/cross organisational working ♥ Post graduate training in neuro rehabilitation ♥ Previous experience of working with children ♥ Previous experience of supervision of physiotherapy students ♥ Clinical Educator qualified 	<p style="text-align: center;">E</p> <p style="text-align: center;">D</p> <p style="text-align: center;">D</p> <p style="text-align: center;">D</p> <p style="text-align: center;">D</p>	CV/Pre-employment checks/Interview
Skills & Attributes <ul style="list-style-type: none"> ♥ Interest and enthusiasm for working in rehabilitation physiotherapy ♥ To have clear and concise written and verbal communication skills ♥ Able to work without supervision, but also as part of a team 	<p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p>	CV/Interview



<ul style="list-style-type: none"> 📍 Ability to organise, prioritise and delegate work load 📍 Have an understanding of clinical governance and its implications 📍 Ability to recognise when to seek advice 📍 Ability to comprehend and work within Hospital and departmental policies 📍 Competent IT skills 📍 Presentation skills 📍 Knowledge and experience of Audit 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>D</p>	
<p>Personal Attributes</p> <ul style="list-style-type: none"> 📍 Commitment to personal development 📍 Flexible/adaptable; Self motivating; Takes initiative 	<p>E</p> <p>E</p>	<p>Interview/Portfolio</p>
<p>Other Relevant Requirements</p> <ul style="list-style-type: none"> 📍 Isle of Man Worker 📍 Full valid driving licence and access to own vehicle 📍 Satisfactory Police Check 	<p>D</p> <p>E</p> <p>E</p>	<p>Application</p> <p>Pre-employment checks</p>