

TRELOAR TRUST**JOB DESCRIPTION**

Title: Highly Specialist Physiotherapist

Accountable to: Head Physiotherapist

Responsible to: Head Physiotherapist

Location: Treloar School and College

Job Purpose:

- To take a lead role as a senior member of the multi-professional team working with students in the field of paediatric, adolescent, and young adult disability including respiratory at Treloar. This will include the advanced assessment and treatment of students who have highly complex, acute and chronic presentations
- To ensure provision of a high-quality physiotherapy service for young people with physical and learning disabilities
- To enable the students to develop the skills needed to work towards being as independent as possible
- To teach, supervise and support the clinical practice of other members of the physiotherapy team
- To support and teach other members of the multidisciplinary teams at Treloar, using a holistic approach
- To demonstrate a sound understanding of clinical governance, clinical risk and to demonstrate the use of treatment plans with an evidence-based link
- To develop and instigate close working relationships with other agencies including, education, consultants, orthotist, wheelchair services, community therapists
- To participate in the on-call rota

Responsibilities:

Treloar School and College are independent providers of specialist education, care and therapy to students with highly complex physical, medical, neurological and learning difficulties. Within this complex organisation the post holder will work to ensure the provision of specialised therapy services providing an integrated model as part of the educational curriculum.

Key Tasks**Clinical:**

- To carry out a comprehensive specialist assessment and organise treatment of students allocated to your list through the use of highly specialised knowledge based on clinical experience and evidence-based practise in students with highly complex needs. This must be done with consideration for their educational, social and emotional needs

- To organise the effective daily management of a caseload, including responding to urgent referrals, prioritising clinical work and balancing other student related and professional activities. This is to include liaising closely with teaching other therapy/nursing and care staff as necessary
- To evaluate and interpret clinical and non-clinical facts regarding the complex needs of students and their families
- To take the lead in a specific and designated areas to develop departmental objectives in accordance with the Department and Trust strategic plan
- To assess, recommend, evaluate and re-assess physiotherapy management plans using clinical reasoning skills and a wide range of treatment skills including alternative forms of treatment in order to formulate a specialised programme of treatment. Often there will be conflicting needs and no evidence base or clearly defined courses of treatment
- To take a lead role in developing and giving in-service training within the department and Treloar Trust and take a lead in your designated area
- To be aware of current research/evidence and to participate in work related audit/research relevant to the physiotherapeutic area as directed by the Head of Physiotherapy
- To manage the physical aspects of the students' disabilities including assessment and provision of orthoses, wheelchairs, seating and other mobility equipment, to enable an effective 24-hour postural management programme where appropriate
- To attend consultant, seating, wheelchair and orthotics clinics at Treloar and communicate by letter or telephone with consultants and seating clinics and with outside agencies as appropriate
- To use Hydrotherapy as part of the programme when clinically indicated
- To facilitate group exercise sessions, which may involve your own and other therapists' students
- To be able to treat young people with acute and chronic respiratory conditions who may have life threatening diseases and to be able to advise on the appropriateness of hospital admission with the nursing and medical team. This will involve participation in the on-call duty rota as a lone Physio practitioner. This will include ongoing respiratory training in order to ensure clinical competency
- To assist in evaluating clinical effectiveness through regular clinical supervision and feedback, and to take appropriate action to plan for future development of self and the department
- To carry out, appropriate treatments on young people who may be immobile or with strong unpredictable movements in a variety of settings
- To take responsibility for the safe use of equipment throughout Treloar adhering to safe manual handling practises. This will involve teaching members of staff the specific requirements for the use of equipment and at times complex manual handling techniques specific to each young person
- To undertake any other duties as may be deemed necessary.

Professional:

- To assist the Head of Physiotherapy and Deputy to develop departmental objectives in accordance with the Trust strategic plan
- To take a lead role in giving in-service training within the department and Treloar Trust
- To propose and participate in developing policies and procedures within the department
- To input into the into formal reports and reviews and to attend the annual reviews as required
- To participate in the Trust Clinical Supervision and Individual Performance Review processes, both as supervisee/appraisee and supervisor/appraiser

- To practice within the policies, protocols and standards required by the Treloar Trust the Chartered Society of Physiotherapy Code of Conduct and the HPC
- To carry out risk assessments and moving and handling profiles for students with complex physical and postural needs. To provide in-situ advice on student handling as appropriate
- To keep accurate and up to date clinical records in line with the Physiotherapy Dept. and CSP Guidelines and to be responsible for own treatment notes, reports and correspondence
- To support and advise students and parents in the provision of specialist and mobility equipment. This may include additional comprehensive assessments and writing references, reports and supporting letters
- To promote student centred care by ensuring treatment in an appropriate caring and understanding environment according to individual needs
- To represent the physiotherapy department on multi-disciplinary teams and other meetings
- To keep up to date with clinical developments, analysing current research and discussing this with team colleagues, implementing changes to practice where appropriate

Communication:

- To attend meetings and case conferences as appropriate ensuring an integrated multi-professional and trans disciplinary approach to student care
- To communicate effectively within a complex structure which involves the education, care and treatment of disabled students, ensuring a multi-professional approach and integrated service
- To motivate and be able to gain co-operation for treatment where there may be barriers to understanding, such as cognitive and sensory impairment, denial, grief, memory loss and cultural differences
- To manage potentially stressful, upsetting or emotional situations in an empathetic manner
- To deal sensitively and appropriately with students suffering from disabilities that may lead to anxiety and challenging behaviour
- To handle verbal complaints in an appropriate and professional manner
- To communicate effectively and in a timely manner with the Head Physiotherapist any problematic issues, incidents and complaints

Management:

- To line manage more junior physiotherapists technicians and assistants. This will include supervision, appraisals, training and reflective practice
- To supervise work experience students, volunteers and physiotherapy students while they are on placement at Treloar
- To comply with all Trust policies and procedures, such as the Health and Safety at Work and Safeguarding, including adherence to infection prevention and control measures
- To keep up-to-date with mandated training including fire, manual handling, resuscitation and safeguarding training
- To work in an environment where work patterns are disrupted by frequent requests from other staff, students, parents and carers

Other duties:

- To support the Trust in safeguarding and protecting the welfare of all students

- To comply with policies and procedures relating to safeguarding, health and safety, equality and diversity, confidentiality and data protection, reporting concerns to an appropriate person
- To maintain and develop own professional knowledge and awareness
- To undertake any other such duties or general tasks and hours of work as may reasonably be required and any other responsibilities, which may from time to time, be delegated by your manager
- A job description is not a rigid or inflexible document but acts to provide guidelines to the duties expected while in the post
- This job description will be reviewed and amended in the light of changing professional demands

Person Specification – Highly Specialist Physiotherapist

Minimum	Desirable
<p>Qualifications</p> <ol style="list-style-type: none"> 1. Diploma /degree in Physiotherapy. 2. Health Professions Council Registration. 3. CSP member. 	<ul style="list-style-type: none"> • MSc or equivalent in relevant area.
<p>Skills and Knowledge</p> <ul style="list-style-type: none"> • Excellent written and verbal communication skills • Sound understanding of child and adult safeguarding issues. • Understand the legal responsibilities of the profession. • Competent I.T. skills • Ability to present information, written & orally in a clear and logical manner. • Ability to organise and prioritise. • Willingness to lead staff training. • Understanding of clinical governance and its implications to service delivery. 	<ul style="list-style-type: none"> • Evidence of previous experience of working with children and/or young adults with disabilities. • Up-to-date knowledge of manual handling techniques
<p>Experience</p> <ol style="list-style-type: none"> 1. Extensive post-registration experience 2. Evidence of multi-professional and multi-agency working 3. Demonstrable commitment to professional training, development and research-based practice 	<ul style="list-style-type: none"> • Experience of wheelchair and seating assessments.
<p>Personal qualities</p> <ol style="list-style-type: none"> 1. A commitment to promoting and safeguarding the welfare of students 2. Ability to work within a multi-disciplinary team. 3. Ability to demonstrate empathy, sensitivity and tact. 4. Ability to communicate effectively with children of all ages and abilities. 	<ul style="list-style-type: none"> • Demonstrates a commitment to self-development.
<p>Physical Requirements</p> <ol style="list-style-type: none"> 1. Able to cope with moderate to intense physical effort, ability to carryout concurrent activities. 2. Ability to cope with working in a stressful and unpredictable environment. 3. To work in a hot, humid hydrotherapy pool for the treatment of students. 4. Willingness to work with and care for students in hydrotherapy. 5. Ability to work on the on-call rota. 	

Treloar Trust is committed to safeguarding children, young people and vulnerable adults. All successful candidates will be subject to a DBS Check along with other relevant employment checks.

Both the job description and the person specification are subject to the Trust's equal opportunities policy.