

**Maidstone and Tunbridge Wells NHS Trust
Job Description**

Job Title:	Senior Paediatric Physiotherapist
Grade:	Band 6
Service:	Therapy Services
Directorate:	Diagnostic and Clinical Support Services
Base:	Cross Site: Tunbridge Wells Hospital & Maidstone Hospital
Hours:	37.5 Hrs 1.00 WTE
Reports to:	Team Leads, Paediatric Physiotherapy
Accountable to:	Therapy Manager

Maidstone and Tunbridge Wells NHS Trust is looking to recruit a Senior Paediatric Physiotherapist to join our growing acute Paediatric team. The post will be across the Tunbridge Wells and Maidstone sites, and will carry a caseload of both inpatients and outpatients.

Due to the nature of the work, the post holder will need excellent communication skills and to be a good team player. There are many opportunities to learn, and therefore the successful applicant will need to be flexible in their approach.

Job Summary:

- To be a skilled and experienced paediatric physiotherapist. Training to gain paediatric knowledge and skills will be provided, hence paediatric experience is not necessarily essential
- To be a source of specialist knowledge and clinical skills within the paediatric physiotherapy service - to plan and deliver safe and effective physiotherapy care for these patients
- To be a role model for paediatric physiotherapy practice
- To share responsibility with highly specialist/ESP physio colleagues for clinical support to paediatric therapy assistants
- To work as a senior member of the team in the provision of a high quality physiotherapy service to children and their families/carers across the MTW sites and outreach services

- To contribute to service developments within paediatric physiotherapy in collaboration with clinical colleagues
- To independently manage a clinical caseload seeking support from highly specialist/ESP physio colleagues as appropriate
- To contribute to provision of the outreach paediatric physiotherapy service for children with cystic fibrosis
- To participate in the provision of an out of hours (on call) service (including weekdays/ weekends and bank holidays) and contribute towards the development of seven-day service provision
- To liaise and collaborate effectively with the wider paediatric service and clinical colleagues including community paediatric services
- To interpret and analyse clinical and non-clinical data to form accurate diagnoses and prognoses: developing comprehensive evidence-based management and treatment plans
- To maintain clear records for patient care in-line with trust information governance policies
- To work with highly specialist/ESP colleagues to provide specialist treatment to children who have complex conditions
- To contribute to the clinical supervision, training and performance management of unregistered staff (including students) on a day to day basis
- To support senior colleagues in interpreting National Guidelines and applying these to clinical context within speciality at the Tunbridge Wells and Maidstone Hospitals

Working relationships:

1. To communicate effectively with all relevant professionals; by telephone, in writing, verbally and non-verbally
2. To frequently communicate complex patient information regarding assessment, treatment and progress to referees, GP's and/or members of the multidisciplinary team, community services, education and social service
3. To demonstrate relevant and highly effective communication with colleagues at all levels is essential to this job

Internal: Physiotherapy staff, all other hospital staff, medical consultants

External: Primary Care, GPs, children, families, education, social care, and other organisations as appropriate

Financial Responsibilities:

1. This role does not directly manage a budget
 2. To monitor and maintain equipment stocks (orthopaedic and respiratory) across the sites
 3. To be responsible for the security, care and maintenance of equipment ensuring standards of infection control and safety are maintained – including any equipment loaned to children
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Dimensions: CLINICAL

1. To demonstrate sound knowledge in paediatric physiotherapy and clinical reasoning skills (training to fulfil this criterion will be provided if necessary)
2. To manage a clinical caseload including patients with a complex presentation where there may be undifferentiated abnormalities, diseases and disorders
3. To contribute to the delivery of the paediatric physiotherapy service at Tunbridge Wells Hospital, Maidstone Hospital and all outreach services, including the following:
 - a) Trauma and orthopaedic cases with enhanced paediatric elective services
 - b) Pre-operative assessments in preparation for complex surgery and discharge planning
 - c) Acute medical/respiratory patients on the ward
 - d) Cystic fibrosis (MTW is a shared care centre for cystic fibrosis) with outreach services to the community
 - e) Outpatient clinics providing an orthopaedic and musculoskeletal service, working closely with the paediatric orthopaedic surgeons
 - f) Triage assessment of children with neuro-developmental conditions and onward referral as required
4. Attend and participate in in-service training sessions
5. To have effective communication skills enabling you to present and develop ideas on complex concepts and issues to others who may be unfamiliar with them

6. To be professionally and legally responsible and accountable for all aspects of your own work, including the management of patients in your care and support junior staff to do likewise

PROFESSIONAL

1. To have specialised clinical skills
2. To provide a high quality and responsive service to children, young people and their families
3. To maintain clinical records in line with Trust standards and provide reports as required
4. Provide clinical support to unregistered physiotherapy staff who work within paediatrics (assistants, students etc)
5. To take individual responsibility for undertaking appropriate continuous professional development (CPD) to maintain clinical skills for the management of paediatric patients
6. To maintain a professional diary to provide evidence of CPD
7. To undertake an annual appraisal and support others with their objectives to achieve individual and team goals
8. To work closely with the paediatric services both within MTW and with external stakeholders to improve the care and services for children, young people and their families
9. Forge closer links between other service providers and agencies including primary care
10. Liaise with and share information with professional colleagues working in similar fields elsewhere, in particular, through the established networks at the Chartered Society of Physiotherapy
11. To practice in accordance with the Trust Policies and Procedures and National and local Standards of Practice
12. To work towards and achieve set band 6 competencies

MANAGEMENT

1. To assist and support highly specialised and ESP physiotherapists in management of the service

2. To proactively support highly specialist/ESP colleagues in developing the paediatric service
3. The post holder will ensure compliance with the Trust's risk management and Clinical Governance agenda and policies and procedures. These describe the Trust's commitment to risk management, the recognition that our aim is to protect patients, staff and visitors from harm, and stress that all staff have a responsibility to minimise risk.

TRAINING EDUCATION & RESEARCH

1. To be responsible, with other senior staff, for the clinical supervision, mentoring, education and assessment of physiotherapy assistants, graduate level and work experience students within the paediatric physiotherapy team
2. Participate in the delivery of the in-service education programme to include both formal and informal presentations
3. Contribute to clinical audit and research projects
4. Develop and maintain close links with professional and educational organisations

WORKING CONDITIONS:

The job may involve frequent exposure to unpleasant working conditions, i.e. body odours, bodily fluids including infected sputum, vomit, faeces, urine, fleas and lice, and at times working in confined spaces.

The job may involve frequent exposure to distressing or emotional circumstances, i.e. death or the imparting of unwelcome news regarding rehabilitation prospects.

The job often includes dealing with patients with behavioural, social and communication difficulties and occasional exposure to verbal and physical aggression.

Frequent assessment and treatment of a patient's physical condition with moderate effort. Occasional requirement for intense physical effort for several short periods when manoeuvring patients and equipment.

There will be a frequent requirement for concentration where the work is unpredictable, and a regular requirement for prolonged periods of concentration due to the complexity of this client group.

Working will also involve responding to regular interruptions e.g. telephone and the bleep system and answering questions from other members of staff both within the physiotherapy team and within the wider multidisciplinary team.

Additional information

There is a commitment to providing out of hours paediatric on call service as part of a roster

All therapy services are working towards 7 day working

Job Description Agreement:

Signature of post holder: _____ Date: _____

Name: _____

Signature of Manager: _____ Date: _____

Name: _____

Statement:

- 1 This job description is a broad reflection of the current duties. It is not necessarily exhaustive and changes will be made at the discretion of the manager in conjunction with the post holder.
- 2 Time scales for achievement and standards of performance relating to the duties and responsibilities identified in this job description will be agreed via the annual appraisal process with the post holder.
- 3 As an employee of Maidstone & Tunbridge Wells NHS Trust, the post holder will have access to confidential information. Under no circumstances should this be disclosed to an unauthorised person within or outside the Trust. The post holder must ensure compliance with the requirements of the Data Protection Acts.
- 4 As an employee of the Trust, the post holder will be required to adhere to all Trust policies including Equal Opportunities where all employees are expected to accept individual responsibility for the practical implications of these policies.
- 5 The post holder is required to take reasonable care for the health and safety of themselves and others that may be affected by what they do while at work.
- 6 This post may require the post holder to travel across the Trust sites in the course of fulfilment of their duties.
- 7 The Maidstone & Tunbridge Wells NHS Trust has a no smoking policy.
- 8 Clinical Governance: You will be expected to take part in the processes for monitoring and improving the quality of care provided to patients. This includes risk management and clinical audit. If you engage in clinical research you must follow Trust protocols and ensure that the research has had ethical approval. You will be expected to ensure that patients receive the information they need and are treated with dignity and respect for their privacy.
- 9 All staff should be aware of their responsibilities and role in relation to the Trust's Major Incident Plan.
- 10 INFECTION CONTROL AND HAND HYGIENE - All Trust employees are required to be familiar with, and comply with, Trust policies for infection control and hand hygiene in order to reduce the spread of healthcare-associated infections. For clinical staff with direct patient contact, this will include compliance with Trust clinical procedures and protocols, including uniform and dress code, the use of personal protective equipment policy, safe procedures for using aseptic techniques, and safe disposal of sharps. All staff are required to attend mandatory training in Infection Control and be compliant with all measures known to be effective in reducing healthcare-associated infections.
- 11 All staff are required to fully participate in learning and development opportunities and ensure they remain compliant with statutory and mandatory training requirements throughout their employment with the Trust
- 12 All staff are required to fully comply with the NHS Code of Conduct.

- 13 SAFEGUARDING CHILDREN** - Everyone employed by the Trust regardless of the work they do has a statutory duty to safeguard and promote the welfare of children. When children and/or their carers use our services it is essential that all child protection concerns are both recognised and acted on appropriately. You have a responsibility to ensure you are familiar with and follow the child protection procedures and the Trust's supplementary child protection guidance which is accessed electronically on the Trust's Intranet site. You have a responsibility to support appropriate investigations either internally or externally. To ensure you are equipped to carry out your duties effectively, you must also attend child protection training and updates at the competency level appropriate to the work you do and in accordance with the Trust's child protection training guidance.
- 14 SAFEGUARDING ADULTS** - Everyone employed by the Trust regardless of the work they do has a duty to safeguard and promote the welfare of vulnerable adults. When patients and/or their carers use our services it is essential that all protection concerns are both recognised and acted on appropriately. You have a responsibility to ensure you are familiar with and follow Trust policies in relation to safeguarding vulnerable adults. You have a responsibility to support appropriate investigations either internally or externally. To ensure you are equipped to carry out your duties effectively, you must also attend vulnerable adult protection training and updates at the competency level appropriate to the work you do and in accordance with the Trust's vulnerable adult protection training guidance.
- 15** All staff are required to provide the highest levels of service in their work and to adopt the highest standards of behaviour as stated and implied in the Trust Values of PRIDE.

Maidstone and Tunbridge Wells NHS Trust

Person Specification

Band 6 Senior Paediatric Physiotherapist

AREA	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> • Recognised Physiotherapy Degree or equivalent Qualification • HCPC registration – License to practice • Evidence of relevant post graduate courses 	<ul style="list-style-type: none"> • Member of the relevant clinical interest groups • Member of the Chartered Society of Physiotherapy
Experience	<p>Post graduate experience of:</p> <ul style="list-style-type: none"> • Broad experience of working with adults and/or children • The management of adults or children with respiratory conditions • Established experience of delivering a range of therapeutic interventions relevant to specialist areas • Writing clinical notes and reports • Managing own caseload • Teaching other professionals/parents • Supervising physiotherapy students and junior team members • Working in the NHS and demonstrating familiarity with the system and the role of an autonomous physiotherapist with extended skills in both clinical and non-clinical role 	<p>Experience of:</p> <ul style="list-style-type: none"> • Working with children, parents and carers • Orthotics management • Working within the community including schools and further education environments • Serial casting and splinting • Work in an acute paediatric setting • Staff supervision, appraisal and PDP planning

<p>Knowledge</p>	<p>Established clinical knowledge in management of presentations which could include:</p> <ul style="list-style-type: none"> • Orthopaedic conditions and surgery • Respiratory conditions • Neurological conditions <p>Working knowledge of the roles of other professionals in Health, Education and Social Care involved with Children and Young People</p>	<p>Clinical knowledge in paediatrics and application of this knowledge in the management of paediatric presentations which could include:</p> <ul style="list-style-type: none"> • Paediatric orthopaedic conditions and surgery including assessment of mobility and issuing of appropriate equipment • Paediatric respiratory conditions • Paediatric neurology • Normal variants and normal child development <p>Working knowledge of paediatric-specific assessment tools</p> <p>Established knowledge of national policies and procedures e.g. safeguarding children</p>
<p>Skills</p>	<ul style="list-style-type: none"> • On-call competency with evidence of recent participation in an adult or paediatric on-call rota • Excellent interpersonal skills • Self-directed learning • Ability to work independently • Ability to work as part of a team • Ability to pass on skills/knowledge to others within both formal and informal environments • Ability to adapt to changing circumstances • Ability to demonstrate developed negotiation skills • Ability to work collaboratively within the MDT across organisational boundaries 	

	<ul style="list-style-type: none"> • Computer literacy • Presentation skills • Clinical reasoning and critical appraisal skills • Able to maintain judgement under pressure • Ability to work in an unpredictable environment and to prioritise own and others workload • Excellent organisational skills • Ability to communicate effectively with children and young people of all ages and abilities 	
Attributes	<ul style="list-style-type: none"> • Good written and spoken English • Forward thinking • Committed to personal/team development • High levels of self-motivation • Team player • Confident 	
Additional requirements	<ul style="list-style-type: none"> • Must be able to travel between all hospital sites in a timely manner • Physically fit and able to manually handle loads including therapeutic handling throughout most of the day 	

Date written: December 2021