

Highly Specialist Physiotherapist- Neonates and Paediatrics

Allied Health Professions

Job Description and Person Specification



About Us

Under the leadership of our Chair, Jacqui Smith and Matthew Trainer, our Chief Executive we provide care for the residents of three diverse London boroughs. More than half of our 7,500 strong workforce are from black, Asian and minority ethnic groups and most live in Barking and Dagenham, Havering and Redbridge. We also provide healthcare services to people in south-west Essex, and specialist neurosciences services to the whole of the county.

Our services include all the major specialties of large acute hospitals, operating from two main sites - King George Hospital in Goodmayes and Queen's Hospital in Romford. We also provide outpatient services at Brentwood Community Hospital, Barking Hospital, Loxford Polyclinic and Harold Wood Polyclinic.

We know we have more work to do to improve waiting times for urgent and emergency care, and this will be one of the many benefits of our closer collaboration with Barts Health. Working with them and with all our partners across north east London, we will find a sustainable solution to enhance patient care.

We are particularly proud of our regional Neurosciences Centre; Radiotherapy Centre; Hyper Acute Stroke Unit; and dedicated breast care service at King George Hospital. We're also pleased to be part of the NEL Cancer Alliance.

OUR VISION: TO PROVIDE OUTSTANDING HEALTHCARE
TO OUR COMMUNITY, DELIVERED WITH PRIDE

OUR PRIDE VALUES

PASSION

RESPONSIBILITY

INNOVATION

DRIVE

EMPOWERMENT

Job Description

Job title: Highly Specialist Paediatric Physiotherapist- Neonates & Paediatrics

Band: 7

Hours of work: 37.5

Location: Barking, Havering and Redbridge University Hospitals Trust

Specialty/department: Integrated Therapies, Cancer and Clinical Support

Accountable to: Head of Therapies

Responsible to: Therapy Service Manager

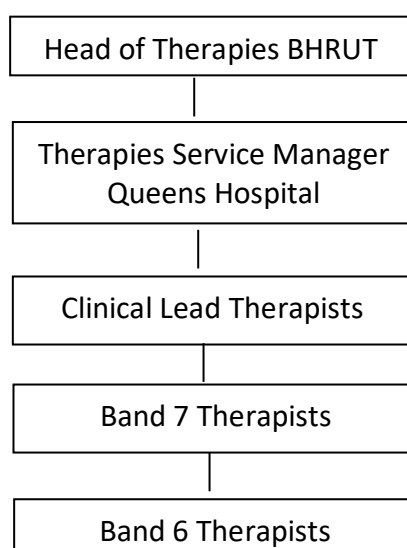
1 Job purpose

- 1.1 Through a holistic approach, to provide a specialist standard of Physiotherapy service to neonatal and paediatric patients and carers, facilitating and maximising patient and carer safety and potential within the service boundaries.
- 1.2 To be an integral member of the inter-disciplinary team (IDT) setting patient-centred aims, goals and targets within the comprehensive care packages including referral to community and other hospital settings health, social care and health, education, and the voluntary agencies in a locality.
- 1.3 To take a lead role as a highly specialised clinician acting as an autonomous practitioner in the assessment, diagnosis, treatment, and evaluation of a diverse caseload giving highly specialist guidance and advice to other members of the Multidisciplinary Team (MDT) on matters relating to your specialist area. This may be cross site.
- 1.4 To demonstrate sound knowledge and skills in the management of neonatal, paediatric neurological / developmental, respiratory, and orthopaedic conditions and those with behavioural and learning difficulties.
- 1.5 To be a role model for the Physiotherapy profession within Paediatrics in planning, co-ordinating, delivering and evaluating the physiotherapy service provided to patients within your specialist area. This may be cross site.
- 1.6 To assist the Therapies Service Manager in the planning, development, and delivery of the Children's Physiotherapy Service.
- 1.7 Undertake supervision, mentoring and performance development plans to promote clinical excellence and professional development of self and others. This may include

performance management, supervision, and management of disciplinary issues in liaison with Therapy Manager of staff in other specialities.

- 1.8 To contribute to the day to day running and development of the service through the promotion, adaptation and development of policies, procedures and guidelines using evidence-based practice and current research. This will include interpreting National Guidelines and apply to clinical context within speciality at the Barking Havering and Redbridge University NHS Trust Hospitals.
- 1.9 To form productive relationships with others in particular parents/carers who may be under stress and/or have challenging communication difficulties.
- 1.10 To deputise in the absence of senior colleagues as required.

Organisational Position



2 Relationships

The post holder is expected to establish and maintain positive interpersonal relationships with other staff members characterised by trust, mutual respect, and open, honest communication.

Internal Relationships

- Head of Therapies
- Therapy Teams (Physiotherapists and Occupational Therapists)
- Speech and Language Therapists/Dietetics/Pain Team/etc.
- Doctors, Nursing Staff and other Members of the Multidisciplinary Team
- Support Workers
- Community liaison Teams
- General managers and associate directors

External Relationships

- Other NHS Trusts
- Primary Care and CCGs
- Patients and their family and carers,
- Student Physiotherapists and relevant University staff
- London Neonatal Operational Delivery Network
- Other organisations as appropriate

3 Job summary

- 3.1 To perform a highly advanced holistic physiotherapeutic assessment of neonatal and paediatric patients and carers with diverse presentations and complex physical and psychological conditions. To provide an accurate clinical diagnosis and develop and deliver a highly specialised treatment plan.
- 3.2 To hold responsibility for own caseload and support other teams as required, this may be cross site.
- 3.3 To undertake all aspects of clinical duties as an autonomous practitioner, working without direct supervision. Supervision if largely self-driven through seeking advice from Clinical Specialists and peers potentially in other organisations.
- 3.4 To provide specialist advice and clinical supervision to a team of Physiotherapists and other appropriate professionals/carers within specialist field. This maybe within other specialities.
- 3.5 Supervise, educate, and assess the performance of staff within your team and members of the MDT within your area, to ensure the standards of practice of the department are met.
- 3.6 Supervise, educate, and assess the performance of student Physiotherapists, nurses and doctors. This will include working with universities to ensure competencies are met.
- 3.7 To initiate and undertake evidence-based departmental audit and research projects, to further own, teams and departmental clinical practice. To make recommendations to Clinical Lead / Manager of service, and action changes to practice within your area.
- 3.8 To carry out other duties deemed necessary by the Manager/Lead Clinician in discussion with the post holder to ensure adequate provision of service throughout the Trust.
- 3.9 To ensure that children and families are fully involved in the design and implementation of their treatment plans working with other departments and agencies to ensure that children and families receive comprehensive pathways of care, which are regularly reviewed to make improvements wherever possible.

- 3.10 To use specialist knowledge and co-ordination with colleagues between hospital sites on operational guidelines, caseload management and staffing to ensure efficient practice and service development and to inform service/policy developments as appropriate.
- 3.11 Co-ordinate with other teams on caseload management, staffing and operations between teams across both sites to ensure practice efficiency and development, including provision of services across five days including during periods of leave.

4 Clinical / operational responsibilities

- 4.1 To be professionally and legally accountable for all aspects of own work, including the management of patients in your care and supporting junior staff members to do likewise.
- 4.2 To use advanced investigative and analytical skills to undertake comprehensive and sensitive assessment of patients including those with diverse or complex presentations, using advanced clinical reasoning skills and physical assessment techniques to provide an accurate diagnosis of their condition/problem. This will involve identifying and interpreting conflicting elements from different sources.
- 4.3 Provide highly skilled and specialised opinion that informs the development and establishment of standards, protocols of care and patient pathways to achieve best practice in collaboration with other professionals across the unit.
- 4.4 To assess capacity to give consent, gain informed consent and have the ability to work within a legal framework with patients who lack capacity to consent to treatment such as patients who have learning difficulties, are acutely confused or who are too young to understand.
- 4.5 To identify need, justify rationale, and fabricate / provide / order, splints / devices. With support from colleagues as appropriate.
- 4.6 To use specialist knowledge of evidence-based practice and treatment options to formulate, deliver and initiate a specialised individual physiotherapy treatment programme/ service, including problem list and goal setting, leading to an agreed comprehensive treatment to patient and / or carer and MDT.
- 4.7 To use highly advanced clinical reasoning skills and experience to identify and diagnose actual and potential physical, cognitive, and psychological factors, the functional implications of these, and act accordingly to evaluate patient progress, reassess and adapt intervention, as required.
- 4.8 Within the scope of one's own practice to provide education and advice or teaching for self-management to patient, other professionals, carers, or parents to promote understanding of the aims of physiotherapy and ensure consistent patient care.
- 4.9 To use highly specialist, advance clinical reasoning skills to evaluate patient progress, reassess and adapt treatment, as required.

- 4.10 To be responsible for prioritising, planning, and managing own caseload ensuring plans for cover when on leave are clear. along with agreed additional responsibilities within the work area.
- 4.11 To be a lead member of the MDT ensuring collaborative working with patients, their families, carers, primary and secondary health care providers, and social services, in order to optimise patient care and the promotion of the Physiotherapy service.
- 4.12 To communicate effectively and sensitively with those children, parents, and carers, where cultural, religious and language differences exist with the aim of, maximising rehabilitation potential , to ensure understanding of condition and address anxieties and concerns.
- 4.13 To communicate effectively and sensitively with children with loss of hearing, sight, altered perception, expressive and receptive dysphasia, pain and fear: with the aim of, maximising rehabilitation potential, to ensure understanding of condition and address anxieties and concerns.
- 4.14 To be responsible for maintaining accurate records of assessment, intervention and progress, and any additional patient contact, in line with Trust and Chartered Society of Physiotherapy (CSP) standards of practice and code of conduct. This will include writing reports and letters that may be used in a legal capacity.
- 4.15 To provide highly specialist advice, teaching and training to other members of the MDT and children, parents and carers where appropriate within the scope of one's own practice.
- 4.16 To be responsible for developing networks within speciality.
- 4.17 To take a lead role in ward rounds, case conferences, clinics and meetings as appropriate, representing physiotherapy service and/or individual patients to ensure integrated care of therapy services within the management plan.
- 4.18 To supervise and support the clinical work and record keeping of students to encourage the development of their skills, knowledge, caseload and time management.
- 4.19 To be safe and competent in the use of equipment, patient appliances and aids, and be competent in teaching the safe use of such equipment to patient and staff as required.
- 4.20 To make and receive telephone calls, emails and faxes to external/internal agencies, organisations and family for information. To take relevant messages and distribute in a timely manner.
- 4.21 To participate on the Enhanced Weekend Working Service and on-call service as required.
- 4.22 To work across both sites King George Hospital and Queen's as required by the service in the relevant clinical areas.

5 Policy, service, organisational and professional responsibilities

- 5.1 As a highly specialist autonomous practitioner, to be professionally and legally accountable for all aspects of own work including management of patients in your care, and support more junior staff to do likewise.
- 5.2 To take a lead role in identifying areas for audit and research and initiate the collection and collation of relevant data. Make recommendations for change to Clinical Specialist/Manager and take a lead role in implementation.
- 5.3 To collect and collate relevant statistics for use in service audit, research, and financial purposes, to ensure performance targets are met.
- 5.4 To undertake the measurement and evaluation of own work through the use of evidence-based outcome measures, audit and reflection to ensure practice is of a high standard and techniques are current. This may be carried out individually or in conjunction with a Clinical Specialist/Manager.
- 5.5 To provide specialist and highly specialist supervision, support and guidance and be a role model, to peers and more junior staff, both within the team and department.
- 5.6 To be responsible for teaching student Physiotherapists to a graduate level whilst they are on placement in the clinical environment and support team members to do the same.
- 5.7 To participate in and facilitate the team's development and Personal Performance Review (appraisal scheme). as an appraisee and appraiser and to be responsible for complying with agreed Personal Development Programmes (PDP) to meet set knowledge and competency levels.
- 5.8 To be responsible for maintaining own competency to practice, through continuous professional development (CPD) activities, following therapy department guidelines, and maintaining an accurate portfolio reflecting professional development.
- 5.9 To attend and participate in all mandatory and statutory training relating to Trust and Departmental policies, procedures, and guidelines.
- 5.10 To adhere to all Trust and Departmental policies, procedures, and guidelines.
- 5.11 To take responsibility for the daily operational management of your area and to deputise for Clinical Leads / Managers as required.
- 5.12 To promote adherence to CSP, HCPC, Trust and departmental standards and guidelines amongst all health care staff and colleagues.
- 5.13 Work within CSP and Trust clinical guidelines and to have a good working knowledge of national and local standards and monitor own and others quality of practice as appropriate.
- 5.14 To assist in the organisation, evaluation, and development of the service, attending and leading (internal and external) courses and meetings as required.

- 5.15 To work in partnership with Clinical Leads and Managers to identify service development needs. To create, and facilitate the implementation of, Trust and departmental policies, standards, guidelines, and protocols to meet these needs.
- 5.16 Takes responsibility for the safe use of equipment other than the equipment which they personally use.

6 General

- All staff are responsible for the continual compliance with CQC standards and outcomes.
 - The postholder must be aware of, and work in line with, our Trust's Safeguarding Adults and Children procedures.
- 6.1 To carry out highly specialist functional assessments and interventions with patients who have physical and / or cognitive deficits, with frequent episodes of low to moderate physical effort, and occasional episodes of moderate to intense physical effort on a daily basis. E.g. transferring patients, use of hoists, therapeutic handling technique positions and transporting of patients in wheelchairs.
- 6.2 To comply with the Trust's Manual Handling policy and local Therapeutic Handling Guidance at all times. Work may involve activity in cramped conditions, such as next to patient's bedside. Physical requirements include, but not exclusive to: repetitive movements, standing/walking for the majority of the day with intermittent bending, crouching, kneeling, twisting and crawling.
- 6.3 To frequently communicate sensitively with patients and their carers who may have high levels of anxiety, fear, or aggressions due to the highly complex or sensitive nature of the information discussed. Provide support to other staff with such matters. Although not acceptable, patients and carers may use verbal or physical aggression and subject therapists to varying levels of physical or verbal abuse. All such incidents must be reported to the appropriate person in line with Trust policies Support and advice, if needed, in this event is available through Trust networks.
- 6.4 The job involves frequent exposures to unpleasant working conditions on a regular (daily) basis e.g. heat and humidity, bodily fluids including sputum, faeces, vomit, urine, blood and contagious conditions.
- 6.5 Undertake highly specialist manual physiotherapy skills in the assessment and treatment of patients that require a high level of dexterity, precision and hand and sensory co-ordination.
- 6.6 To use a high level of mental effort and concentration frequently during the working period whilst assessing and treating patients and fulfilling the documentation requirements of the job.

- 6.7 To be responsible for carrying a bleep or DECT phone to facilitate communication from the MDT on a daily basis, this will involve regular interruptions to work and concentration.
- 6.8 To frequently come into contact with and be able to interact appropriately with patient and relatives who may be experiencing depression, difficult family situations/circumstances or poor prognosis and to facilitate physiotherapeutic treatment thorough empathic and sensitive use of motivation skills. Provide support to junior staff members on with such matters.
- 6.9 Collect samples of bodily fluids (e.g. sputum) on a regular basis.
- 6.10 To assess capacity to give consent, gain informed consent and have the ability to work within a legal framework with patients who lack capacity to consent to treatment such as patients who have learning difficulties, are acutely confused or who are too young to understand.

7 Personal development

All staff are required to be appraised by their line managers at least once a year at a personal development review meeting where progress made over the last year is discussed and agreed. Focus on the following year's departmental and personal objectives will be identified, discussed and agreed. Where necessary, help and support will be provided, and development opportunities agreed in line with service provision and knowledge and skills competency framework.

Mandatory Trust responsibilities

Amending the job description

This is a newly created role, and it is expected that as the organisation develops and changes, it may be necessary to vary the tasks and/or the responsibilities of the postholder. This will be done in consultation with the postholder, and it is hoped that agreement can be reached to any reasonable changes.

Confidentiality

The post holder must at all times maintain a complete confidentiality of the material and information that they handle. Any matters of a confidential nature, or in particular, information relating to diagnoses and treatment of patients and individual staff records must not, under any circumstances, be divulged or passed on to any unauthorised person or persons. The postholder must respect patient named confidentiality in keeping with "Caldicott principles".

Data protection

The Trust relies on special provisions under data protection legislation to process personal information. Personal information includes name, address, national insurance number and date of birth as well as anything else confidential or sensitive. For example, racial or ethnic origin, trade union membership, health and the commission or alleged commission of any criminal or civil offences.

The Trust's fair processing notice is on our [website](#) details what personal information the trust uses, why this is required, the lawful basis for processing (legitimate reasons for collection, storage, usage and sharing), how the Trust processes (uses, stores, retains, disposes and protects) personal information, retention periods, who we share personal information with, confirmation of your information rights and the process for reporting a complaint or concern.

The Trust will lawfully process your personal information in compliance with data protection legislation.

Leaders' agreement

If the post holder has leadership and/or line management responsibility, then they are responsible for demonstrating, and developing in line with, the standard of behaviour as outlined in our Trust 'Leaders' Agreement'.

Policies and procedures

The post holder will be expected to comply with all statutory legislation, Trust Financial Framework Guidance and approved national and local policy. The postholder is also expected to be aware of our Trust's Risk Management Strategy which includes the responsibilities placed on them by the Health and Safety at Work etc Act (1974) and the Clinical Governance Framework. All employees are expected to comply with all Trust Policies and Procedures.

Safeguarding children and vulnerable adults

Safeguarding and promoting the welfare of children, young people and adults is central to the care provided by our Trust and the post holder must be aware of their responsibilities and work in line with our Trust's Safeguarding Adult and Children Procedures.

Health and safety

Under the Health & Safety at Work etc. Act (1974), it is the responsibility of individual employees at every level to take care of their own health and safety and that of others who may be affected by their acts or omissions at work. This includes co-operating with management in complying with health and safety obligations, commensurate with their role, to maintain a safe environment and particularly by reporting promptly any incidents, defects, risks or potential hazards.

You must co-operate with Management in discharging its responsibilities under the Health and Safety at Work etc Act 1974 and ensure the agreed safety procedures are carried out to maintain a safe environment for patients, employees, others and visitors.

Sustainable development and our health and wellbeing

The Trust is committed to UK Climate Change Act and NHS Sustainable Development Unit strategy to reduce its business activity related carbon emissions and its impact on the environment. Our Sustainability vision is to "continually sustain, retain and enhance the savings and culture change to meet our sustainability commitments."

All staff are required to support the Trust's Sustainability vision, which aims to minimise environmental and healthcare impacts by developing preventative approaches. This will help improve the internal and external environment, reduce impact on natural and energy resources, reduce air pollution, prevent infection, provide financial savings and improve the health and wellbeing of staff, patient and the public.

All Managers Band 7 and above are required to take appropriate responsibility in their departments. They are expected to support in raising awareness, encouraging staff on waste segregation, energy savings, promoting active and healthy modes of travel, help reduce waste and embed sustainability by completing a Sustainability Impact Assessment on their local activity and business cases.

Infection control

Employees must be aware of the responsibilities placed upon them by The Health Act (2007) to ensure they maintain a safe, infection free environment. This includes the knowledge and understanding of the management of infected patients and the principles of Standard Infection Control Precautions including the correct technique for Hand Washing and the appropriate use of Personal Protective Equipment (PPE).

Smoke free

Our Trust buildings and grounds became fully Smoke Free on National No Smoking Day 11th March 2015. Our Trust expects all staff to promote healthy living and to set good examples in their own behaviour. Those not ready to quit smoking must remain smoke free during working hours and will not be able to smoke in Trust uniform, in Trust grounds including car parks, while driving on Trust business or take smoking breaks. Second hand smoke causes heart and lung disease and is harmful to young children. However, disposable, or rechargeable e-cigarettes ("vaping") may be used outside hospital buildings.

General

The post holder will be expected to comply with all statutory legislation, Trust Financial Framework Guidance and approved national and local policy.

The postholder will be expected to be responsible for his/her continuing professional development and to take a proactive approach to maintaining personal and professional effectiveness in an evolving role.

The duties and responsibilities described in this Job Description are intended to be indicative but not exhaustive of the responsibilities of the postholder. As our Trust develops, the requirements of the job may change and the postholder is expected to adapt to these changes.

Equal opportunities policy

Our Trust operates in a multi-ethnic area. All members of staff are expected to take into account equalities in all areas of work.

All employees are expected to abide by our Trust's equal opportunities policy, failure to do so could result in disciplinary action up to and including dismissal.

Date: 15.12.2023

Prepared By: Aman Davegun

Person Specification

Selection Criteria	Essential Criteria	Desirable Criteria	Means of Assessment
Education/ Qualifications	<ul style="list-style-type: none"> Degree/Diploma in Physiotherapy. H.C.P.C. Registration. Evidence of CPD. Appropriate post graduate study in specialist field. 	<ul style="list-style-type: none"> CSP Membership. Evidence of completion of statutory training. Leadership training Member of appropriate specialist interest group. Willingness to continue post graduate training. Evidence of attendance or completion of neonatal specific education (such as HEE modules, APCP course, assessment courses). 	Application and interview
Skills/ Abilities	<ul style="list-style-type: none"> Advanced clinical knowledge and skills in neonatal and paediatric fields. Advanced clinical skills in neonatal and paediatric neurodevelopment. Highly skilled in the assessment and treatment of a diverse range of neonatal and paediatric conditions and presentations, including orthopaedic, respiratory, and neurological conditions. Ability to demonstrate highly specialised skills in assessment and treatment of patients in line with current practise and research. Understanding of impact of neonatal journey. Highly specialised handling and observation skills for the assessment of pre- term infants. Advanced analytical and 	<ul style="list-style-type: none"> Competent IT skills. Presentation skills. Evidence of negotiation skills across organisational boundaries at all levels both clinically and managerially. 	Application and interview

	<p>clinical reasoning skills.</p> <ul style="list-style-type: none"> • Ability to organise, prioritise and delegate. • Ability to demonstrate excellent leadership, supportive and supervisory skills. • Evidence of teaching skills with the use of different mediums. • Ability to work on own initiative. • Understand the legal responsibilities of the profession and their implications for practice • Understand clinical governance and its implications for service delivery and demonstrate evidence of its application (e.g. audit). • Ability to communicate complex and sensitive information (verbal, non-verbal and written) in an accurate, clear and logical manner. • Ability to communicate effectively with children and young people of all ages and abilities. • Ability to work at moderate to intense physical effort throughout the day. • Physically fit and able to manually handle loads including therapeutic handling throughout most of the day. • Ability to cope with working in a stressful environment and deal with complex and highly emotive situations. 		
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	<ul style="list-style-type: none"> • Ability to meet travel demands of the job. • Commitment to network supervision, peer support and therapy meetings/groups. 		
Experience/ Knowledge	<ul style="list-style-type: none"> • Proven clinical experience within the neonatal and acute paediatric in-patient setting during Band 6 rotations in an acute hospital setting and substantial post graduate experience. • Extensive post graduate experience in the field of developmental and neurological neonatal care. • Experience in using specific neonatal and infant screening assessment tools. • Experience of working within the Multi-Disciplinary Team. • Training of junior staff and MDT in relevant conditions, treatment and management. • Supervision of junior staff. • Taking part in teaching colleagues and the wider MDT. • Desire to expand knowledge in neonatal physiotherapy. 	<ul style="list-style-type: none"> • Training of Physiotherapy students on placements. • Experience in audit and service development. • Leadership and first line management experience. • Previous experience on a paediatric respiratory on call rota. 	Application and interview
Personal Qualities	<ul style="list-style-type: none"> • Leadership qualities. • Team worker. • Flexible approach. • Empathetic. • Reliable. • Effective communication and interpersonal skills. • Ability to solve problems and manage change. 		Application and interview

	<ul style="list-style-type: none"> • Ability to work under pressure. • Ability to undertake weekend work (e.g. on-call or seven-day service). 		
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