

## **JOB DESCRIPTION**

<b>Job Title</b>	<b>: B6 Paediatric Orthopaedic Physiotherapist (static)</b>
<b>Base</b>	: OUH sites including Oxford Children's Hospital (main base), John Radcliffe Hospital and the NOC
<b>Grade</b>	: B6 AfC
<b>Hours of work</b>	: 37.5hrs (Monday-Friday) plus weekend rota
<b>Directorate</b>	: NOTSSCaN
<b>Responsible to</b>	: Children's MSK team lead / Paediatric acute team lead
<b>Accountable to</b>	: Head of Children's Therapies and Gait
<b>Details of special conditions</b>	: Participation in orthopaedic out of hours rota (weekends and bank holidays)

### **Job Summary:**

An exciting opportunity has arisen for a Physiotherapist with an interest in Paediatric Orthopaedics to help provide a high standard of physiotherapy to elective orthopaedic inpatients at the Oxford Children's Hospital. The post holder should have a broad range of clinical knowledge and skills within paediatric orthopaedics and MSK, experience of working in teams, evidence of educational delivery and awareness of the evidence base and its implications for current practice.

The main duties of the job will include:

- To be responsible for the specialist assessment, treatment and management of children and young people following elective orthopaedic surgical pathway in the in-patient setting.
- To organise and participate in the weekend orthopaedic rota for Oxford Children's Hospital.
- To develop, coordinate, monitor and audit the paediatric in-patient orthopaedic physiotherapy service in collaboration with the lead for the service and other allied health professionals.
- To demonstrate specialist knowledge, skills and clinical reasoning when managing children and young people with a variety of orthopaedic/ neurological conditions with varying complexity.
- To act as a point of liaison with community and DGH physiotherapy teams and liaise with local physiotherapists to support the management of children and young people pre- and post-operatively.
- To ensure high standards of physiotherapy care, providing specialist knowledge and advice to colleagues on clinical practice issues within this field.
- Support the team leader and undertake delegated responsibilities.
- To sustain an active role in service development within the children's therapies service.
- Assist in the operational management and overall development of the Children's Therapies team.
- Assist in the supervision, teaching and appraisal of more junior physiotherapists, and physiotherapy students.

- Supervise, initiate and participate in evidence-based projects within Paediatrics, in conjunction with the Band 7 Team Leader. Assisting with implementing changes within designated area and setting and monitoring standards of practice.
- To be aware of and operate within specific legal and national frameworks in relation to the care of children. E.g. The Children Act
- Deputise for Physiotherapy Team Leaders in operational management where required.
- To support the integration of therapy services into the Children's Hospital and Nuffield Orthopaedic Centre.

The inpatient orthopaedic team are based within the Oxford Children's Hospital on the John Radcliffe Hospital site in Oxford. Oxford Children's is a tertiary centre for Orthopaedics, Trauma, Neuromuscular, Neurorehabilitation, Oncology, Cystic Fibrosis, Rheumatology, Pain and Paediatric & Neonatal Critical Care, located across several hospital sites.

## **Main Tasks and Responsibilities**

### **Clinical:**

1. To be professionally and legally responsible, and accountable for all aspects of own professional activities, and the management and implementation of complex patients requiring specialist paediatric physiotherapy intervention.
2. To manage a complex and busy caseload, and to demonstrate the ability to work flexibly to deliver efficient patient services in a range of models.
3. To carry out assessment of patients as an autonomous practitioner, including those with diverse or complex presentations / multi pathologies; using clinical reasoning skills, and knowledge of evidence-based practice, to determine an appropriate care plan utilising a wide range of treatment skills and options.
4. To evaluate patient progress, reassess and alter / progress the treatment programme as required.
5. To act as a point of liaison with community and DGH physiotherapy teams and liaising with local physiotherapists to support the management of children/adolescents pre and post operatively.
6. Participate in joint multidisciplinary assessment and intervention with other disciplines including medical staff to establish best practice, and treatment for complex patients.
7. To assess patients' capacity to understand and gain valid, informed consent for treatment. To work within a legal framework with patients who lack the capacity to consent or refuse treatment.
8. To manage clinical risk within own caseload and assist in ensuring clinical risk is effectively managed across the Children's Elective Orthopaedic service.
9. To attend ward rounds, meetings, and seminars / case conferences as appropriate, and liaise with, and advise other disciplines, as appropriate, to achieve comprehensive, effective, and confidential patient care.
10. To organise and participate in the weekend orthopaedic rota as a lone practitioner within the hospital site, in addition to providing advice to MDT via telephone.
11. To maintain accurate electronic records using POMR system, in line with professional standards for own clinical caseload and assist with ensuring that senior, junior and student physiotherapists are maintaining the professional standards.

12. To provide comprehensive progress and discharge reports to community teams or onward referrals as required.
13. To demonstrate the physical ability to carry out physiotherapy assessment and interventions including manual therapy techniques and therapeutic handling.
14. To manage clinical risk within own caseload at all times
15. To use specialist theoretical and practical knowledge to refer to other health disciplines as appropriate, for further treatment or specialist consultant opinions, ensuring appropriate referral systems are used by departmental staff.
16. To be able to manage potentially stressful, upsetting or emotional situations in an empathetic manner.
17. To represent physiotherapy and / or individual patients at multi- disciplinary team meetings, to ensure delivery of co-ordinated care. This will include discussion of patient care / discharge planning.
18. To motivate and persuade patients and staff, through good communication skills, using verbal and non-verbal skills, and use written and electronic information where needed.
19. To demonstrate the ability to communicate complex and sensitive information in an understandable form to patients, carers and staff where there may be communication barriers.
20. To support other staff when required in the management of challenging patients' behaviour.
21. To establish and maintain positive interpersonal relationships with other team members characterised by open communication, trust, and respect.
22. To demonstrate ward level respiratory skills, including those expected to be associated with the orthopaedic surgical pathway.
23. To participate in the Paediatric Respiratory on-call service as a lone practitioner within the hospital site, in addition to providing advice to MDT via telephone.

**Management:**

1. To be responsible for competent use and maintenance reporting of equipment used, including (but not limited to) gym equipment, hoists, respiratory equipment, saturation monitors and patient appliances, and to ensure that junior staff/students and assistants attain competency prior to use.
2. To be responsible for the daily operational management of the children's orthopaedic team in the absence of the team leader or as required.
3. To flexibly plan and organise own time, patient caseload, meetings, training and adjusting plans as required according to staffing levels.
4. To be responsible, in conjunction with Children's Therapy Manager and Consultant, for policy and continued service development and to ensure that quality standards and effectiveness of patient care are continually monitored and improved.
5. To inform any concerns for competent use, repair and maintenance reporting of gym equipment and patient appliances used within this service as indicated, ensuring that designated staff attain competency prior to use.
6. To assist in the supervision, teaching and appraisal of junior staff and assistants on a daily basis.
7. To plan and manage own time and organise the Children's Elective Orthopaedic service to include patient care, training, and supervision, as required skilfully and flexibly.

8. To contribute to the recruitment of staff, including short-listing of applicants and being a member of an interview panel, when required.
9. Contribute to strategic planning and development of the Children's MSK Therapy Service.
10. To be able to respond to unpredictable work patterns and frequent interruptions.
11. Responsible for maintaining and improving all aspects of evidence-based practice and quality assurance in this speciality.
12. Assist in the supervision, teaching and appraisal of physiotherapists and physiotherapy students, as required.
13. Supervise, initiate, and participate in evidence-based projects for the Children's MSK Therapy service in conjunction with the wider team
14. Responsible for implementing changes within the designated area and setting and monitoring standards of practice.
15. To be aware of and operate within specific legal and national frameworks in relation to the care of children. E.g., The Children Act, Safeguarding Children etc.

**Education:**

1. To be responsible for the provision of specialised teaching, including in-service training to peers, junior staff and students as well as the wider MDT; this may be to large groups.
2. To be responsible for undergraduate student physiotherapists as allocated by the team leader.
3. To be responsible for and actively record own personal professional development and maintain a CPD portfolio in line with HCPC recommendations, keeping abreast of new clinical practices in the area.
4. To be pro-active with regard to learning from other physiotherapy staff within the department, and other MDT staff in the Trust.
5. To initiate and maintain contracts with local and national clinical interest groups appropriate to the clinical field, and to demonstrate the ability to share and disseminate knowledge with colleagues working in other care settings.
6. To clearly convey knowledge of techniques, biomechanics, anatomy and physiology to patients and staff.
7. Play a key role in the data collection.

**Research and audit:**

1. To develop and participate in ongoing audit and appropriate work-related projects/ research in areas relevant to the clinical field.
2. To provide statistics and data collection for the designated service using agreed methods in an accurate and timely manner.
3. To supervise and/or assist in evidence-based projects for rotational staff, and professional presentation of projects to the physiotherapy department, when required.
4. To keep abreast of evidenced based practice in by use of relevant reading, attendance at in-service training, external courses, and database searches.
5. To develop local service standards based on good working knowledge of National Standards where they exist and on best evidence. To ensure these standards are adhered to and monitored by all members of the team.
6. To participate in appropriate work-related research projects and in clinical trials as required, this may include weekend working.

**General:**

1. To carry out physiotherapy assessments and treatments, with moderate physical effort involved, daily.
2. To use excellent prioritising and time management skills to meet the unpredictable and conflicting needs of the service.
3. To work in an environment where the work patterns may be disrupted by frequent demands from patients, clinical staff, students and administrative support staff.
4. To deal sensitively with distressing or emotional circumstances regarding patient care such as realistic expectations of rehabilitation outcome.
5. To comply with the Trusts Manual Handling Policy and local therapeutic handling guidelines.
6. To support junior staff when required in the management of challenging patients.
7. To deal with patients suffering from pain states that may lead to anxiety and aggressive behaviour.

This job may involve frequent exposure to unpleasant working conditions on a regular / daily basis e.g., bodily fluids (including sputum, blood, vomit, urine, faeces), and occasional exposure to verbal and physical aggression.

## **General Conditions**

### **Risk Management**

The management of risk is the responsibility of everyone and will be achieved within a progressive, honest and open environment.

Staff will be provided with the necessary education, training and support to enable them to meet this responsibility.

Staff should be familiar with the

- Major Incident Policy
- Fire Policy
- Information governance

and should make themselves familiar with the 'local response' plan and **their** role within that response.

### **Responsibilities for Health and Safety**

The post holder is responsible for ensuring that all duties and responsibilities of this post are carried out in compliance with the Health & Safety at Work Act 1974, Statutory Regulations and Trust Policies and Procedures. This will be supported by the provision of training and specialist advice where required.

### **Infection Control**

Infection Control is everyone's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies and make every effort to maintain high standards of infection control at all times thereby reducing the burden of Healthcare Associated Infections including MRSA.

All staff employed by OUH have the following key responsibilities:

- Staff must wash their hands or use alcohol gel on entry and exit from all clinical areas and/or between each patient contact.
- Staff members have a duty to attend mandatory infection control training provided for them by the Trust.
- Staff members who develop an infection (other than common colds and illness) that may be transmittable to patients have a duty to contact Occupational Health.

### **Child Protection**

The post holder will endeavour at all times to uphold the rights of children and young people in accordance with the UN Convention Rights of the Child.



### **Safeguarding Children and Vulnerable Adults**

The Trust is committed to safeguarding children and vulnerable adults throughout the organisation. As a member of the trust there is a duty to assist in protecting patients and their families from any form of harm when they are vulnerable.

### **Information Governance**

All staff must complete annual information governance training. If you have a Trust email account this can be completed on-line, otherwise you must attend a classroom session. For further details, go to the Information Governance intranet site.

### **Data Quality**

Data quality is a vital element of every member of staff's job role. Oxford University Hospitals recognises the importance of information in the provision of patient care and in reporting on its performance. Data quality is therefore crucial in ensuring complete, timely and accurate information is available in support of patient care, clinical governance, performance management, service planning, and financial and resource planning and performance.

All staff should ensure that they have read and understood the Trust's Data Quality Policy.

**PERSON SPECIFICATION**

**Job Title: B6 Paediatric Orthopaedic Physiotherapist**

	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	<p>BSc Physiotherapy.</p> <p>HCPC Registered.</p> <p>Evidence of Continuing Professional Development portfolio including attendance at recent post graduate courses relevant to the clinical field.</p>	<p>MSc level study (or equivalent).</p> <p>Management training or leadership training.</p>
<b>Experience</b>	<p>Appropriate post-registration experience in the NHS setting, including Orthopaedic/MSK disorders.</p> <p>Experience of working as part of a physiotherapy team and multi-disciplinary team</p> <p>Awareness of current evidence based practice and evidence of implementation of this.</p> <p>Clearly demonstrated interest in paediatric physiotherapy</p> <p>Experience of weekend or on-call working</p> <p>Able to carry out in depth physiotherapy assessments for complex patients with neurological and orthopaedic conditions and formulate appropriate treatment goals and plans</p>	<p>Experience of working in paediatrics</p> <p>Membership of appropriate Clinical Interest Group.</p> <p>Wide ranging clinical experience related to Paediatric Orthopaedic/MSK Disorders</p> <p>Evidence of participation in research / audit.</p> <p>Experience of leadership and service development.</p> <p>Student supervision/ clinical education</p> <p>Presentation skills</p> <p>Understanding of clinical governance and the implications for physiotherapy</p> <p>Supervision of other staff – e.g. B5 or therapy assistant</p>
<b>Personal Skills</b>	<p>Highly competent clinician with specialist skills in Paediatric Orthopaedic/MSK Physiotherapy.</p> <p>Advanced knowledge of anatomy,</p>	<p>Car driver</p> <p>Knowledge of Clinical Governance including Risk</p>



	<p>physiology and pathology related to Paediatric MSK/Orthopaedic Disorders.</p> <p>Excellent verbal and written communication skills.</p> <p>Ability to keep legible and accurate notes in English in the POMR system.</p> <p>Good presentation and teaching skills.</p> <p>Able to present information in a clear and logical manner</p> <p>Excellent organisational skills, including prioritisation, time management and delegation</p> <p>Able to work in an environment with frequent interruptions</p> <p>Able to carry out moderate physical effort throughout the working day and carry out concurrent activities.</p> <p>Ability to cope with working in a stressful environment</p> <p>Ability to work with a multi-disciplinary team and set team goals</p>	Management, Audit and Quality
<b>Behavioural Skills</b>	<p>Aligned to the Trust values.</p> <p>Conducts themselves in a professional manner at all times.</p> <p>Positive attitude to all tasks and stakeholders.</p> <p>Good team player, and supportive of others</p> <p>Flexible and forward thinking.</p> <p>Motivated and shows initiative</p> <p>Good communicator</p> <p>Reliable</p> <p>Empathetic</p>	Sense of humour

	<p>Acts as a role model to others</p> <p>Willing to learn new skills</p>	
<b>Technical Skills</b>	<p>Computer literate with experience of working with the Microsoft Office package</p> <p>Advanced keyboard skills</p> <p>Use of electronic patient notes</p> <p>Collection of statistics/data</p>	<p>Collection of statistics/data</p>