

# East Anglia Children's Hospices - EACH

## Job Description



**Job Title:** Physiotherapist (Band 7)

**Responsible to:** Physical Therapies Lead

**Directorate:** Care

### Job Summary:

Deliver holistic, child and family centred physiotherapy care to babies, children and young people (BCYP) with life limiting or life threatening conditions.

To provide physiotherapy expertise, including training, to the care team.

You will need to be flexible in your approach to work. This includes providing care at the hospice, in our hospice communities and families homes and sometimes across our other hospice localities. Some out of hour's work is required, including weekends.

### Responsibilities

1. To provide a high standard of physiotherapy service to the BCYP ensuring responsive, reactive and safe delivery of care in line with regulation, legislation and best practice.
2. Manage and deliver the hydrotherapy service in the hospice including supporting staff training and completing physiotherapy assessments to inform bespoke treatment plans for children.
3. Undertake specialised and best-practice physiotherapy assessments of BCYP with diverse presentations and complex needs, within a holistic approach. This includes supporting children at end of life.
4. To work in collaboration with the EACH physical therapies team.
5. To provide physiotherapy expertise to the care team, including training, on physiotherapy issues including hydrotherapy, 24 hour postural management and chest clearance.

6. Work in liaison with the local paediatric and community services to ensure consistent and coordinated care.
7. To be involved with ongoing audit and development of the EACH Care Services, with particular reference to physiotherapy, in collaboration with the other physical therapists working across EACH.
8. To ensure that all risks associated with care delivery relevant to the care setting are managed effectively and that all incidents are reported promptly following the Policy and Procedure.
9. To attend appropriate internal and external multi-professional meetings relating to BCYP and their families, representing EACH to maintain positive and effective communication with other agencies.
10. To be responsible for your own on-going practice development and lifelong learning by adopting a reflective approach to personal practice; participating in appraisal, clinical and safeguarding supervision, reflective practice, education and training.
11. To participate in Quality Assurance and Practice Development; Audit, Benchmarking, Service Review, to ensure that the highest standards of care are maintained.

## General requirements

- Maintain confidentiality in all areas of work at EACH.
- Maintain clinical records using both paper based and SystmOne electronic care records system in accordance with best practice guidance.
- Ensure that all risks associated with care delivery relevant to the care setting are managed effectively and that all incidents are reported promptly following the Policy and Procedure
- Ensure the respect, dignity and rights to privacy of children, young people and their families as far as possible.
- Promote the safeguarding and welfare of children, young people and adults at risk.
- Ensure personal conduct within and outside EACH does not conflict with professional expectations.
- Actively support and promote EACH and all its policies and procedures.
- Take responsibility for personal continuing personal and professional development.
- Attend employee meetings and training, participating in regular management, clinical and safeguarding supervision sessions.
- Ensure an awareness and observation of Fire and Health and Safety Regulations.
- Participate in supervision sessions and appraisals.

## Additional Points of Reference

Undertake any other duties or general tasks as may reasonably be required which may include working in other locations within the organisation.

This job description reflects the present requirements of the post. As duties and responsibilities change and develop, the job description will be reviewed and is subject to amendment in consultation with the post holder.

The management and clinical philosophy of EACH is based on a multi-disciplinary approach. Staff regardless of grade or discipline are required to participate according to this concept. All staff must be sympathetic to, and able to project the philosophy and concept of hospice care.

The role of volunteers is integral with the work of EACH, and paid staff are required to underpin this in their attitude and actions.

## **EACH - Values**

### **Empathy and understanding**

Understanding the view and feelings of others is central to our work relationships and how we interact daily.

### **Commitment to quality**

We consistently employ our best efforts and strive for the highest standards in everything that we do, always looking for ways to improve.

### **Open and respectful**

We operate in an honest and participative way. Welcoming constructive feedback and different views, we understand the power of words and behaviour and hold ourselves accountable for maintaining a positive and considerate work environment.

### **Make it happen**

We are empowered to and take responsibility for getting things done.

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## Person Specification



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	Essential	Desirable
<b>Knowledge/ Training</b>	<ul style="list-style-type: none"> <li>Recognised Physiotherapy Degree Qualification or Equivalent</li> <li>Current registration with the Health Professions Council (HPC)</li> <li>Knowledge of paediatric clinical conditions and pathologies</li> </ul>	<ul style="list-style-type: none"> <li>Registered member of Professional Body (CSP)</li> <li>Evidence of additional post registration qualification and/or completion of specialist short courses</li> <li>Active member of Special Interest Groups</li> <li>Aquatic therapy training</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Minimum 5 years' experience in Physiotherapy roles</li> <li>Experience of working as a senior physiotherapist with children or young people</li> <li>Experience of working in a multi-disciplinary team</li> <li>Experience of both formal and informal assessment tools</li> <li>Experience of assessments and treatment planning for a variety of conditions</li> <li>Experience of delivering training to a peer group</li> </ul>	<ul style="list-style-type: none"> <li>Clinical experience in Hydrotherapy</li> <li>Experience in palliative care</li> <li>Experience of attending policy events (professional, local or national)</li> <li>Clinical experience in Respiratory Care of children/young people</li> <li>Experience in neurodisability</li> </ul>
<b>Skills &amp; Abilities</b>	<ul style="list-style-type: none"> <li>Demonstrates commitment to high quality of care using evidence based practice and promotes high standards to consistently improve service outcomes</li> <li>Values diversity and difference, operates with integrity and openness</li> <li>Self-awareness of emotional intelligence, biases and personal</li> </ul>	

	<p>triggers with cultural sensitivity and awareness</p> <ul style="list-style-type: none"> <li>• Supportive of others, with a caring and mature attitude to work</li> <li>• Resilient, flexible, self-motivated and assertive</li> <li>• Ability to empathise and handle difficult emotional situations</li> <li>• Ability to adapt to working in different environments, with different professionals, with a flexible approach, to be able to respond to Service Needs</li> <li>• Innovative and willing to meet new challenges</li> <li>• Relevant IT skills</li> </ul>	
<b>Other Requirements</b>	<ul style="list-style-type: none"> <li>• Possess a full Driver's License and own a car that can be used for work travel if needed</li> <li>• Active commitment to learning and CPD portfolio</li> </ul>	