

# East Anglia Children's Hospices - EACH

## Job Description



**Job Title:** Physiotherapist Development Post (Band 6)

**Responsible to:** Physical Therapies Lead

**Clinically Accountable to:** Physical Therapies Lead / Band 7 Physiotherapist

**Directorate:** Care

### Job Summary:

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

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

To be proactive in developing your knowledge and expertise as a physiotherapist working in an children's hospice setting through continued CPD, supervision and accessing appropriate training. This includes developing your expertise in postural management, moving and handling, hydrotherapy, and respiratory care, with the aim of progressing to a Band 7 physiotherapist.

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 hours work is required, including weekends.

### Responsibilities

1. To provide a high standard of physiotherapy service to the BCYP ensuring a responsive, reactive and safe-delivery of care in line with the relevant legal, ethical and professional frameworks, with supervision from Band 7 Therapists.
2. Following appropriate training, to assess for and provide hydrotherapy treatment plans for children with support and supervision from Band 7, building up to management of the hydrotherapy service in the hospice.

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. To work in liaison with the local paediatric services, ensuring 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 attend appropriate internal and external multi-professional meetings relating to children, young people and their families, representing EACH to maintain positive and effective communication with other agencies.
9. 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.
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
- Ensure that your conduct within and outside EACH does not conflict with organizational expectations
- Actively support and promote EACH and all its policies
- Take responsibility for your own continuing professional development
- To attend staff meetings, mandatory training and keep up to date with current best practice
- Co-operate with all staff in maintaining harmonious inter-personal relationships, internally and externally
- Ensure an awareness and observation of Fire, Health and Safety Regulations
- Ensure the respect, dignity and rights to privacy of children, young people and their families as far as possible
- Participate in Supervision sessions and Appraisals with your line manager

## 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



**Job Title:** Physiotherapist Development Post (Band 6)

|                               | 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> </ul>              |
| <b>Experience</b>             | <ul style="list-style-type: none"> <li>Minimum 3 years' experience in general Physiotherapy roles</li> <li>Experience of working 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>Experience in Community Paediatric Team</li> <li>Band 5 or 6 rotation in Paediatrics</li> <li>Clinical experience in Hydrotherapy</li> <li>Clinical experience in Respiratory Care</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 triggers with cultural sensitivity and awareness</li> </ul>   |   |

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|---------------------------|---|--|
|                           | <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> <li>• Fluent in written and spoken English</li> </ul>   |  |