

### **Job Description – Paediatric Neurological Physiotherapist – Band 6**

<b>Title:</b>	Paediatric Neurological Physiotherapist
<b>Salary:</b>	£25,000 - £35,000k (plus bonus)
<b>Location:</b>	Manchester
<b>Hours:</b>	42.5 hours per week
<b>Accountable To:</b>	Neurological Physiotherapist – Team Leader
<b>Contact:</b>	0161 883 0066

### **Job Summary**

- To work as an autonomous practitioner in providing neurological physiotherapy assessments, treatments, and report to patients requiring specialist neurological physiotherapy input.
- To provide specialist paediatric neurological physiotherapy treatments such as FES, CIMT, Saebo, serial casting, thermoplastic splinting and hydrotherapy.
- To liaise with other health care professionals, carers, parents and relatives. To provide education and training as required.
- To actively lead the organisation of the health and social requirements of patients with neurological conditions.
- To participate in CPD and other developmental activities.
- To assist in the management, recruitment and training of junior therapists.
- To develop our service. To assist in the recruitment and retention of staff and the expansion of our services.

## **Our Philosophy**

Our philosophy is to create satisfied customers by providing unrivalled patient care in exceptional environments. Our philosophy is patient-centred because patients are the reason we exist and are at the heart of everything that we do.

We are dedicated to delivering the highest standard of health care to each of our patients. Every member of our team is committed to helping each and every patient achieve their goals in a professional, caring, safe and supportive environment.

We recruit the most intelligent, enthusiastic, energetic therapists and staff and strive to allow them to achieve their career goals.

## **Values**

- To put patients first in everything you do and put each patient's needs at the centre of all decisions. To accept that some patients need more help, and that not all goals will be realised, however, to strive to achieve the best possible results for each of your patients in all circumstances.
- To value each person as an individual, respect their aspirations, beliefs, commitments, and seek to understand their priorities, needs, abilities and limitations. To take what others have to say seriously. To be honest about your point of view and what you can and cannot do.
- To strive to improve health and well-being and patients' experiences of physiotherapy. To value excellence and professionalism wherever you find it – in the everyday things that make people's lives better as much as in clinical practice, service improvements and innovation.
- To earn the trust placed in you by insisting on quality and striving to get the basics right every time: safety, confidentiality, good communication, professionalism and dependable service. To welcome feedback, learn from your mistakes and build on your successes.
- To respond with kindness to each person's needs, anxieties, pain, and desires. To search for the things you can do, however small, to increase each person's quality of life.

## **Clinical Responsibility**

- To provide specialist neurological physiotherapy input to people with a variety of neurological and other complex conditions.
- To provide comprehensive assessment / costing / rehabilitation potential reports including recommendations for case managers, insurers, Primary Care Trusts, private organisations and local authorities.
- To provide physiotherapy input and management for clients with highly complex needs.
- To monitor, evaluate and modify treatment in order to measure progress and ensure effectiveness of intervention.
- To provide physiotherapy input for comprehensive interdisciplinary assessment / treatment / discharge.
- To discuss services and treatment options to potential clients and / or their relatives / carers.
- To ensure that clients are involved in the planning and prioritisation of their rehabilitation plans wherever possible.
- To provide support, consultation and advice on relevant physiotherapy issues to patients and carers.
- To contribute to the management of complex cases, ensuring co-ordination of services involved such as health, social, statutory and voluntary services.
- To adapt practice to for each individual patient, including due regard for cultural, social, and linguistic differences in addition to their cognitive and physical disabilities.
- To demonstrate high level of clinical effectiveness by use of evidence based practice.
- To contribute to patients' care and delivery of service by developing skills beyond one's own professional training.

## **Staff Management**

- To provide supervision, advice and support to junior staff, associate staff, therapy assistants, students and colleagues.
- To maintain excellent relationships between staff.
- To carry out junior staff appraisals with Team Leader support.
- Oversee report writing of junior and senior staff and other non-clinical roles as appropriate.

- Delegate appropriate patients to junior staff and therapy assistant and monitor progress
- Assist in the recruitment of a therapy assistants and junior physiotherapists
- Induction of new therapists
- Provide supervision and participate in the formal appraisal process for junior physiotherapists.
- Deliver junior therapist training programme

## **Teaching, Training and Professional Development**

- To assist with the education and training of neurological physiotherapy staff as appropriate including leading on specific topics related to this specialist area, and/or leading on mandatory training initiatives e.g. manual handling, infection control, health and safety.
- To act as a mentor to others within the service.
- To provide highly specialist professional advice to physiotherapy colleagues, to other professions and to other organisations on request.
- Attend in-house and external courses. Assist in arranging in-house courses.
- To participate in the teaching and training of staff and other professionals as agreed.
- To develop a Clinical Professional Development Portfolio and a Personal Development Plan, according to professional standards, that documents the progress of gaining knowledge in areas of clinical expertise required for improving standards for self and service.
- To be able to demonstrate own clinical skills to a range of personnel including clients, carers, professional colleagues and other agencies.

## **Service Development and Improvement**

- To have an active role in and delivery and evaluation of the current neurological physiotherapy service.
- To assist with the planning, development and implementation of new neurological physiotherapy services.
- To implement of clinical policies and protocols.
- To make recommendations for, and lead service development and improvements.

- To be responsible for ensuring a high level of quality assurance over all clinical services.
- To advise Team Leader on issues of service delivery

## **Communication**

- To use appropriate methods of communication with patients and carers to maximise rehabilitation potential and their understanding of the condition. Communication skills of persuasion, motivation, explanation and gaining informed consent will be used with a wide variety of patients.
- To provide specialist spontaneous and planned advice, teaching and instruction to relatives, carers and other professionals, to promote understanding of the aims of physiotherapy and to ensure a consistent approach to patient care.
- To communicate effectively and collaboratively with all health and social care sectors to ensure delivery of a co-ordinated service. This will include case conferences, joint sessions and documentation.
- To assess capacity, gain valid informed consent and have the ability to work within a legal framework with patients who lack the capacity to consent to treatment.
- To work in collaboration with/refer to NHS colleagues in hospital and community settings in response to identified patient need.
- To contribute to regular goal planning and ensure that information is shared/ communicated on a frequent basis.
- To deliver complex, sometimes unwelcome, concepts and ideas, to clients and carers. This requires using high levels of communication skills with clients who may have severe cognitive and physical impairment or may be in a highly emotional state.
- To reinforce diagnosis of terminal, progressive and non-recovering conditions in a skilled and empathetic way.
- To key work a number of complex cases by acting as the lead clinician and ensuring a seamless service for the client by responding in a timely manner and liaising with other services when a client's condition or situation changes.

## **Financial Responsibility**

- To be aware of the funding arrangements of all patients.

- If appropriate be aware of the limits/restrictions on funding from third parties.
- Where appropriate liaise with third parties.

## **Professional**

- To comply with the Chartered Society of Physiotherapy codes of professional conduct at all times.
- To be responsible for personal continuous professional development by the use of self-education, reflective practise, active participation in the in-service training program and attendance at post graduate courses as agreed in your personal development plan and to maintain a CPD portfolio.
- To further develop the integration of evidence based practise, specialist neurological treatment techniques, therapeutic handling skills and specialist knowledge of particular conditions.
- To participate in the appraisal system as appraisee, and an appraiser and be responsible for fulfilling your own agreed objectives and personal development plan.

## **Organisational**

- To demonstrate effective time management and organisational skills during management of own workload and to be able to adapt to an unpredictable work pattern on a daily basis. This includes making patient's appointments, co-ordinating with clinics, and liaising with other professionals for joint assessments and treatments.
- To ensure timely communication of assessment findings, treatment, outcomes.
- To keep accurate and up-to-date patient records, reports and statistics at all times in line with departmental, professional and legal standards.
- To be responsible for complying with all mandatory training requirements.
- Achieve non-clinical deadlines.

## **Effort Criteria**

### **Physical**

- To frequently lift, pull and push loads, (weights, equipment and patients) with or without the use of mechanical aids. This may involve intense physical effort e.g. standing an early stroke patient or moderate physical activity e.g. hoisting patients. This will vary in time but may be for several short periods and occasional long periods during each period of work.
- To frequently kneel, crouch, twist, bend and stretch, often working in a sustained position for short periods.
- To accompany clients in activities of daily living (public transport, local amenities), which involves close supervision and responsibility in an open environment.
- To frequently drive moderate to long distances.

### **Mental**

- To frequently use intense concentration for in excess of one hour for report writing, therapy assessments, treatments and teaching.
- To communicate frequently with patients, carers and other healthcare professionals, about patient related issues often of a complex and sensitive nature.
- To frequently work unpredictable work patterns with many interruptions.

### **Emotional**

- Frequently give encouragement and motivation to often poorly motivated and depressed patients and patients with severe communication, cognitive, memory and behavioural problems.
- Often deal with patients with long-term illness, young patients with severe complex disability and patients with progressive and terminal illness.
- Often having to discuss sensitive issues such as limited expectation from therapeutic interventions. To be able to convey sympathetically unwelcome news regarding functional progress and diagnosis and at times be the first person to give this information.
- Sometimes dealing with death and bereavement.
- Sometimes during the course of a week, deal with staffing issues such as organising cover due to staff sickness and supporting staff through patient related issues / incidents.
- Very occasionally deal with complaints.

### **Working Conditions**

- On a daily basis work in isolation in a variety of settings including patient homes.
- Occasionally deal with unpleasant smells and body fluids.
- Rarely deal with physically and verbally aggressive behaviour associated with brain injury and neurological pathology.

This job description is not meant to be exhaustive and reflects only the current and anticipated responsibilities of the post. The successful applicant will be expected to work flexibly in order to meet the overall needs of the position.

If you have any questions regarding the job description please contact 0161 883 0066.