

Job Title:	Physiotherapist
Reports to (job title):	Senior/Specialist Physiotherapist
Line Manager to:	n/a

Job purpose

To work as part of the Children's Community Health Team across Surrey to provide physiotherapy input to patients to return them to maximum independent living, within a stimulating environment actively promoting self-management on all activities of daily living.

Work with colleagues across health, social care, education, mental health and voluntary sector to ensure holistic and joined-up delivery of care.

Empower patients to make decisions about their care and encourage them to exercise their rights and choices, signposting them to relevant community and voluntary services and supporting patients' carers and assistants with the management of risk.

To provide professional, specialist assessment and treatment to children and advice to carers and families referred to the Children's Physiotherapy service.

Undertaking the lead role in the assessment, diagnosis and formulation of physiotherapy treatment plans.

To be the physiotherapy lead within the multi-disciplinary team, where appropriate, providing advice to other health professionals, education services, social services and voluntary agencies to ensure holistic and joined up delivery of care.

To ensure appropriate integrated pathways of care and communication via liaison and referral to other agencies as required.

Base

Our Children's Community Health Team provision supports our Surrey-wide service, and you will be based at one of our Office Hubs across Surrey with the opportunity for hybrid working.

HCRG Care Group is a flexible-first employer, whilst you will have an office base, our teams are agile and work in flexible/hybrid arrangements.

Key Responsibilities

- Work within an integrated therapy team, working as an autonomous practitioner, carrying out single assessments, and contributing to the development and delivery of therapeutic care plans (under the guidance of senior colleagues).
- Develop programmes of therapeutic activities, weighing options and delegating aspects of care as appropriate Support patients with advice, information, persuasion and direction to community resources to encourage self-management and ongoing independence.
- Provide support, training and advice to parents, clients and carers.
- Support the work of assistants, students and volunteers to participate in a full community paediatric caseload within the therapy team.
- To manage the physiotherapy treatment of children with a wide range of conditions, including children with physical and cognitive impairments or disabilities and children with musculoskeletal conditions.
- To gain consent, assess, clinically diagnose and develop individual care/treatment plans requiring a high level of concentration for a range of paediatric conditions, some of which will be complex or will be for the patients with complex clinical, social, psychological or psychiatric needs.
- To be responsible for reassessing patient care as treatment progresses and modifying treatment plans to meet changing needs of the individual child.
- To use specialised handling skills and techniques on a daily basis to provide effective treatment for children with developmental, neuromuscular, musculoskeletal or respiratory disorders.
- To act as a key worker when required, in order to co-ordinate integrated delivery of care and treatment plans for individual patients or groups of patients and their families/carers.
- To maintain good working relationships with and provide advice to other health professionals, social, education and voluntary sector services.
- To analyse and understand the impact on the child and their family/carers of physiotherapy intervention and to be able to modify it appropriately.
- Be able to communicate with and motivate children/carers who may have a range of physical and psychological barriers to understanding, enabling them to work with treatment programmes and work towards treatment goals. Co-ordinate assessment for specialised equipment with company representatives, patients, family/carers and other agencies involved, making recommendations for its purchase and provision.
- Be responsible for ensuring equipment is suitable and safe use and for the safe use of equipment by the patients and carers during treatment.
- To undertake where necessary and appropriate the provision of cover for the team during time of annual leave/sickness or as requested by line manager to ensure compliance with all departmental and organisational safety and quality procedures.

Patient care responsibilities:

- Assess, advise and treat patients, planning and evaluating care. May diagnose specific conditions relevant to professional specialism.
- Develop care plans, identifying who will carry out each aspect and delegating tasks to assistants and volunteers.
- Provide professional advice to patients, parents and carers and education.
- Continuously evaluate patient progress during treatment and alter accordingly to achieve ongoing goals in collaboration with the patient.
- May act as care co-ordinator.

Communication skills:

- Provide and receive complex, sensitive or contentious patient related information using tact, persuasion, motivation, negotiation, training and overcoming barriers to communication
- Provide professional advice, instruction and/or training to patients, carers, other professional groups and assistants.
- Gain experience in working with children with communication barriers, in example, the use of Makaton signing or communication aids.
- To ensure communication barriers are addressed to enable the child and family to access the service fully.
- Regular liaison and communication with parents/carers, other health professionals, education and social care colleagues.

Our values

Our values are our moral compass and core to our DNA. They underpin the way we deliver our services and treat those who use our services.

To many organisations values are just words which don't translate into reality of the day to day but our values flow through everything that we do, they define who we are, what we stand for and set the expectations of our colleagues, communities, customers and partners. They have been defined by our colleagues and have been integral to our journey so far and will be integral to our future as well.

We have three values which help us stand out from the crowd, not just because there's only three, but because they are unique to who we are. We care, we think, and we do.

Care

- Inspire
- Understand
- Communicate

Think

- Challenge
- Improve
- Learn

Do

- Accountability
- Involve
- Resilience

Confidentiality and Information Security

As our employee you will be required to uphold the confidentiality of all records held by the company, whether patients/service records or corporate information. This duty lasts indefinitely and will continue after you leave the company's employment.

All information which identifies living individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 1998 Data Protection Act and should be managed in accordance with this legislation. This and all other information must be held in line with NHS national standards including the Records Management: NHS Code of Practice, NHS Constitution and HSCIC Code of Practice on Confidential Information and should only be accessed or disclosed lawfully. Monitoring of compliance will be undertaken by the Company. Failure to adhere to Information Governance policies and procedures may result in disciplinary action and, where applicable, criminal prosecution.

Information governance responsibilities

You are responsible for the following key aspects of Information Governance (not an exhaustive list):

- Completion of annual information governance training
- Reading applicable policies and procedures
- Understanding key responsibilities outlined in the Information Governance acceptable usage policies and procedures including NHS mandated encryption requirements
- Ensuring the security and confidentiality of all records and personal information assets
- Maintaining timely and accurate record keeping and where appropriate, in accordance with professional guidelines
- Only using email accounts authorised by us. These should be used in accordance with the Sending and Transferring Information Securely Procedures and Acceptable Use Policies.
- Reporting information governance incidents and near misses on CIRIS/DATIX or to the appropriate person e.g. line manager, Head of Information Governance, Information Security Lead
- Adherence to the clear desk/screen policy
- Only using approved equipment for conducting business

Governance

Clinical governance is a framework through which organisations delivering health and care services are accountable to continuously improving the quality of their services and safeguarding high standards of care by creating an environment in which clinical and other forms of care flourishes. Employees must be aware that clinical governance places a duty on all staff to ensure that the level of care services they deliver to patients is safe and high quality, and that they follow/comply with our policies and procedures.

Registered Health Professional

All staff who are a member of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements.

Risk Management/Health & Safety

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the company. Staff are required to observe the Hygiene Code and demonstrate good infection control and hand hygiene.

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe environment for other employees, patients and visitors. It is essential to observe strict fire and security precautions at all times.

All staff must report accidents, incidents and near misses so that the company can learn from them and improve safety.

Safeguarding Children and Vulnerable Adults Responsibility

We are committed to safeguarding and promoting the welfare of children and adults at risk of harm and expects all employees to share this commitment.

Medicines Management Responsibility

Nursing or registered healthcare professionals

Undertake all aspects of medicines management related activities in accordance within the company's medicines policies to ensure the safe, legal and appropriate use of medicines.

Skilled non-registered staff

Undertake all aspects of medicines management related activities in accordance with the company's medicines policy where appropriate training has been given and competencies have been achieved.

Policies and Procedures

All colleagues must comply with the Company Policies and Procedures which can be found on the company intranet.

General

We are committed to serving our community. We aim to make our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so.

We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will recognise the commitment from our staff to meeting the needs of our patients.

The company recognises a “non-smoking” policy. Employees are not able to smoke anywhere within the premises or when outside on official business.

Equal Opportunities

It is the company’s intention to be an employer of choice and ensure that no job applicants or employees are unfairly disadvantaged on the grounds of gender, disability, race, ethnic origin, colour, age, sexual orientation, religion or belief, trade union membership or any other factors that are not relevant to their capability or potential. To this end, the company has an Equality and Diversity policy and it is the responsibility of each employee to contribute to its success.

Flexibility Statement

This job description is not exhaustive and may change as the post develops or changes to align with service needs. Any such changes will be discussed directly between the post holder and their line manager.

Personal Specification

Essential

- Diploma/Degree in Physiotherapy
- Registered and compliant with Health and Care Professions Council (HCPC)
- Member of Chartered Society of Physiotherapy
- Evidence of Post graduate training/ proof of continued professional development which evidences the skills / competencies for the role.
- Excellent ability to work collaboratively as part of a multidisciplinary team.
- Experience of using a range of assessments and treatment methods
- Good general knowledge of normal child development and conditions that affect this.
- Knowledge, experience of Children's Physiotherapy assessments and interventions related to working with children and an understanding of the theoretical framework underpinning these.
- The ability to analyse assessment results to formulate individualised treatment plans, including the use of "SMART" targets, taking into consideration client, social and environmental factors.
- A good understanding of specialist equipment and postural management
- Knowledge of national and local health/education policies and procedures relevant to client group and role
- Sound understanding of child protection processes
- Awareness of moving and handling guidelines
- To have highly developed dexterity, precision, eye hand coordination and observational skills
- General fitness that enables active participation in physical activities and manual handling
- IT skills as required for the effective execution of duties and responsibilities
- Excellent written and spoken English and record keeping
- Able to receive and impart complex information to children, families and other professionals (health, social care, education and voluntary organisations)
- Able to communicate information in a highly sensitive and clear way that gains confidence and ensures good understanding
- Able to demonstrate empathy and sensitivity in a professional manner
- Able to demonstrate excellent time management skills with the ability to prioritise in response to competing demands
- Ability to work independently, with regular supervision from senior clinicians.
- Ability to maintain judgement under pressure and work within agreed deadlines



Job Description

Other requirements: Car driver with own car insured for business use

Employee signature

Manager signature
