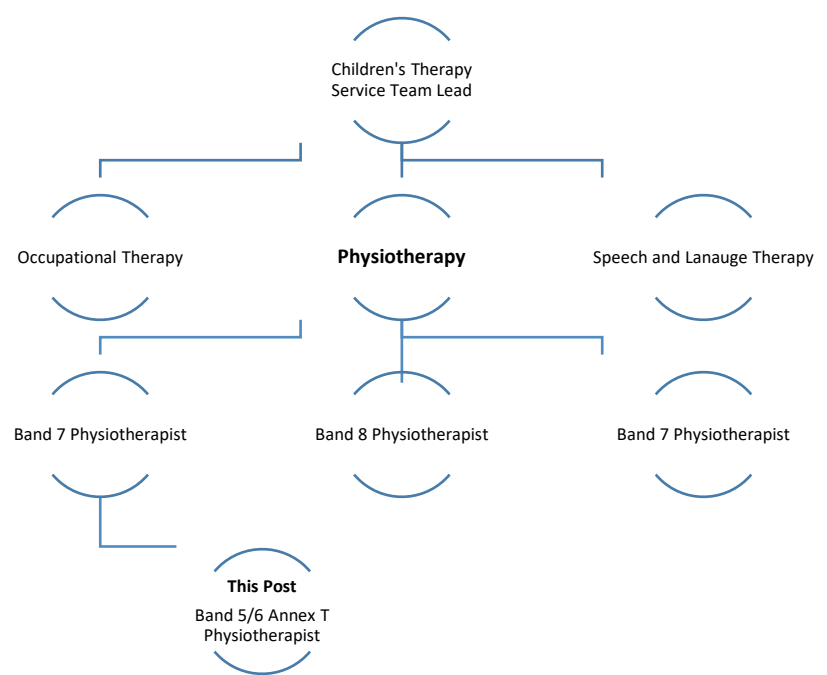


**JOB DESCRIPTION**

<b>Job Title</b>	Paediatric Physiotherapist
<b>Accountable to</b>	Team Leader for Children's Therapy
<b>Responsible for</b>	N/A
<b>Location/Division</b>	Integrated Primary & Community Care Group
<b>Pay Band</b>	5 (Annex T)
<b>Job Evaluation Reference No.</b>	1346/JE/24
<b>Organisation Chart</b>	 <pre> graph TD     A[Children's Therapy Service Team Lead] --&gt; B[Occupational Therapy]     A --&gt; C[Physiotherapy]     A --&gt; D[Speech and Language Therapy]     B --&gt; E[Band 7 Physiotherapist]     C --&gt; F[Band 8 Physiotherapist]     D --&gt; G[Band 7 Physiotherapist]     E --&gt; H[This Post Band 5/6 Annex T Physiotherapist]     </pre>
<b>Job Purpose</b>	The purpose of this role is to provide the best care possible to all children accessing the Physiotherapy service. The role will include the opportunity to work across various service areas including acute setting, MSK/Orthopaedics, school-age children in mainstream or in Specialists Provision Centres (SPCs) and potentially early years. Commitment to undertake assessments, diagnosis, treatment and offer advice across various areas presenting medical, orthopaedic, neurological, developmental or musculo-skeletal difficulties.
<b>Communication &amp; Relationship Skills</b>	<ul style="list-style-type: none"> <li>To maintain accurate client records within the guidelines of the organisation, professional and registration body to meet legal requirement</li> <li>Ensure a well-co-ordinated and comprehensive care plan by communicating effectively with Consultants, GP's Department of Education staff and other relevant healthcare professionals and</li> </ul>

	<p>agencies regarding patient progress and needs, gaining support from colleagues as required</p> <ul style="list-style-type: none"> <li>• Advise and teach patients and carer's specific physiotherapy exercises or handling techniques to promote self-management to enable the patient to achieve their maximum potential</li> <li>• To listen, motivate, support and build trust with children who have a range of impairments</li> <li>• Demonstrate good interpersonal skills, to listen to families' staff and carers and provide support reassurance and demonstrate empathy without prejudice</li> <li>• Act sensitively and with diplomacy when communicating with families regarding their child's physiotherapy needs. In particular when imparting potentially distressing information regarding the nature of their difficulties, and implications thereof. Initially completed under direction and support. Any matter beyond remit of the post holder will be directed to appropriate persons</li> <li>• To deal with complaints sensitively, seeking advice and referring to senior staff as required</li> <li>• To establish professional relationships to support collaborative working across various agencies on and off island to support delivery of Physiotherapy care</li> <li>• Communicate effectively with parents, staff and carers around condition related information, gaining consent and involving them in the child's physiotherapy</li> <li>• Demonstrate effective communication to deliver treatment on either a one to one basis or in groups, providing feedback from external courses attended</li> <li>• In conjunction with senior staff, provide clinical education for support staff and physiotherapy students, evaluating their competency through mentoring, guidance and delegation of appropriate tasks. Leading up to undertaking appraisals of physiotherapy assistants. Over the Annex T period the level of support needed to provide this will be adjusted accordingly</li> <li>• Provide timely reports to the referrer and any further interim and/or discharge reports relating to care provided</li> <li>• To be able to use negotiation skills in management of conflict across a range of situations</li> <li>• To be expected to communicate about the role of Physiotherapy working with children within the workplace or at island events e.g. career conventions</li> <li>• To ensure effective communication is achieved where barriers to understanding may exist due to health condition or where English is not their first language</li> <li>• The post holder will be expected to use a range of verbal and non-verbal communication tools to communicate effectively with patients to progress rehabilitation and treatment programme</li> <li>• The post holder will discuss and negotiate annual or study leave requirements prior to making formal requests for leave in order to provide continuity of care in their work area.</li> </ul>
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<p><b>Knowledge Training &amp; Experience</b></p>	<ul style="list-style-type: none"> <li>• Post holder will have a Degree or Diploma in Physiotherapy as recognised by the Chartered Society of Physiotherapy and the Health and Care Professions Council (HCPC)</li> <li>• The post holder is required to maintain registration with the HCPC in order to practice, and to produce evidence of registration annually upon request</li> <li>• To have knowledge of, and adhere to the Chartered Society of Physiotherapy (CSP) Standards of Practice and Rules of Professional Conduct and also the HCPC Standards for Physiotherapists</li> <li>• The post holder will be able to provide evidence of formal and informal under graduate training in various areas of physiotherapy practice and may be a member of a Specific Interest Group</li> <li>• The post holder will be expected to participate in staff appraisal and be responsible for complying and identifying training needs. Demonstrate the ability to work towards agreed personal development programme (PDP) goals</li> <li>• The post holder will be expected to be responsible for ensuring they maintain a Continuous Professional Development record, as per HCPC guidelines. This will involve maintaining their professional knowledge by keeping up to date with research literature and by regularly evaluating working practices through evidence based projects, audits or research and strive to incorporate new developments into clinical practice</li> <li>• The post holder is responsible for researching the latest evidence to ensure best practice. E.g. Cochrane database, NICE guidelines, related journals and will regularly undertake evaluation of their working practices</li> <li>• To develop knowledge of relevant local policies and safeguarding procedures.</li> </ul>
<p><b>Duties &amp; Responsibilities</b></p>	<ul style="list-style-type: none"> <li>• To provide a comprehensive physiotherapy service to children referred, to undertake assessment and determine diagnosis. This may be undertaken across various settings</li> <li>• To be able to set appropriate physiotherapy treatment aims and objectives utilising evidence based, or best practice guidelines to evaluate the outcome. Ensuring on continuation of care at following contacts, the post holder will evaluate and reassess progress according to previously defined treatment objectives, and adapt treatment programmes as indicated</li> <li>• The post holder will take an active role in the discharge planning of patients. This may involve liaison with other agencies to support patient needs. The level of support needed to do this will vary depending on competency</li> <li>• The post holder is responsible for management of their caseload and seeking advice and supervision from senior clinician as appropriate to local guidelines and in keeping with best practice</li> <li>• At all times display sound clinical judgement involving the child, their family and relevant staff in decisions relating to care</li> <li>• To collaborate with colleagues to support the efficient running of the physiotherapy service. This may involve engaging in research or audits to support service development, as required</li> </ul>

	<ul style="list-style-type: none"> <li>The post holder will actively engage in everyday tasks within the services such as participating in triaging of new referrals from other agencies or general enquiries.</li> </ul>
<b>Analytical &amp; Judgemental Skills</b>	<ul style="list-style-type: none"> <li>To work independently and on own initiative with regular direct and indirect supervision from senior colleagues. The level of support will decrease in line with post holder's competencies</li> <li>To make differential diagnosis based on assessment information from families and professionals, seeking advice as appropriate</li> <li>To be able to manage potentially stressful, upsetting and emotional situations in an empathetic manner with support</li> <li>To have detailed analytical, clinical reasoning &amp; manual assessment techniques, to undertake assessment and provide a clinical diagnosis of condition. This will involve interpreting from medical records, verbal and written data. The level of support needed to do this role will vary depending based on competency</li> <li>The post holder will be able to formulate and deliver Physiotherapy treatment programmes for children, under support of senior colleagues. Programmes will incorporate principles of evidence based practise and utilise a range of treatment techniques based on clinical competency</li> <li>The post holder will implement the use of relevant clinical and/or functional outcome measures as a basis for determining appropriate discharge</li> <li>Manage clinical risk, relating to caseload or working environment, reporting concerns to senior clinician, safeguarding team or team lead</li> <li>The post holder will recognise, and work within, their scope of professional competence. Being able to seek support of senior clinicians to support efficient and effective delivery of therapy.</li> </ul>
<b>Planning &amp; Organisational Skills</b>	<ul style="list-style-type: none"> <li>The post holder will have organisational and time management skills, and the ability to work within a multi-disciplinary team</li> <li>Demonstrate the ability to plan, organise and prioritise the delivery of physiotherapy provision to children on own caseload</li> <li>To participate as a member of the team to support day to day tasks assisting in identifying the training or service needs.</li> </ul>
<b>Physical Skills</b>	<ul style="list-style-type: none"> <li>The post holder will deliver physiotherapy interventions in a variety of settings that require a high degree of manual skill, dexterity and co-ordination, e.g. suction and manual therapy assessment &amp; treatment techniques on land or hydrotherapy. The level of support needed to do this role will vary depending on competency</li> <li>To hold a full driving license to undertake community based intervention</li> <li>The post holder is responsible for the equipment used in carrying out physiotherapy duties and ensuring the equipment is in full working order and is maintained in accordance with manufacturer's requirements. The post holder is required to adhere to departmental policy and to ensure the safe and appropriate use of equipment by others through teaching, training and supervision of practice</li> <li>The post holder is required to use complex equipment in the treatment of specific patient problems including: <ul style="list-style-type: none"> <li>Electrotherapy equipment (e.g. ultrasound, TENS)</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>○ Appliances (e.g. braces for specific joints)</li> <li>○ Walking aids (e.g. walking sticks, crutches, frames or gait trainers)</li> <li>○ Assistive devices (e.g. oxygen masks, nebulisers)</li> <li>● The post holder is responsible for any complications that may arise from the issue of equipment therefore thorough knowledge of the indications and contraindications of all equipment items is required to ensure safe and effective use, and avoid patient danger and harm (e.g. burns, exacerbation of pain, pacemaker interference, injury when using a walking aid, pressure areas and skin breakdown from a brace)</li> <li>● The post holder is responsible for the safe issue of equipment to patients ensuring that the equipment is in full working order and the patient using the equipment does so in a safe and correct manner</li> <li>● Demonstrate proficient I.T. and keyboard skills with a knowledge of Word, Excel and email. The post holder will be expected to undertake frequent computer use to support patient care, reviewing medical records, producing reports and inputting data to support stock control.</li> </ul>
<b>Patient/Client Care</b>	<ul style="list-style-type: none"> <li>● The post holder will be responsible for providing specialist physiotherapy assessment of patients to provide a clinical diagnosis. Demonstrating familiarity and competence with a wide range of clinical assessments for children</li> <li>● Following analysis of assessment, to set appropriate and progressive treatment aims and objectives and agreed goals, in joint negotiation with the child and their family</li> <li>● To deliver treatment programmes, recommendations or advice that is evidence based, and designed specifically to address the physiotherapy needs of the patient in the most efficient and effective manner. This may involve collaborative working with families or educational support staff, who would carry out the physiotherapy programme with the child</li> <li>● The post holder will have ability to determine the need for continuation or onward management of care for the child, completing referrals to other agencies. Whilst demonstrating the ability to work towards effective and timely discharge planning</li> <li>● The post holder will be expected to effectively manage their own caseload, based on evidence based practise, clinical guidelines, local policies or professional guidelines. Practising as an autonomous practitioner, with support as needed, based on competency</li> <li>● The post holder will be expected to manage additional responsibilities and work load at short notice under the guidance of senior staff requiring reorganisation and prioritisation of their own workload, due to unexpected absence or to support staff</li> <li>● The post holder will be expected to take an active role in the on call system at Nobles Hospital, providing out of hours and emergency physiotherapy treatment to identified patients. Working with support to identify patients, for inclusion on the weekend on call list. When participating in weekday and weekend 'on call', independently undertake assessment and treatment of acutely ill patients with complex respiratory and /or orthopaedic problems. When working</li> </ul>

	<p>‘on call’, provide advice to medical and nursing staff and other members of the multi-disciplinary team regarding management of these patients as appropriate. On call training, support and shadowing provided to assist</p> <ul style="list-style-type: none"> <li>• The post holder will be able to with support identification of acutely unwell and deteriorating patients, and initiate appropriate intervention or referral to appropriate medical professional</li> <li>• The post holder will over course of Annex T be able to independently assess the safety and risk of patients and advises other staff accordingly, for example to advise on safe moving and handling procedures to education or care staff. The post holder is responsible for assessing patients’ safety for transferring and relaying and documenting this method of transfer to ward staff and where appropriate demonstrating and teaching the transfer with patient to staff and carers</li> <li>• To develop awareness of and be competent to undertake a broad range of relevant assessment to this client group.</li> </ul>
<b>Policy &amp; Service Development</b>	<ul style="list-style-type: none"> <li>• The post holder is required to undertake Mandatory Training and updates, as identified by the organisation</li> <li>• To attend and engage in service meetings such as staff meetings</li> <li>• To actively participate in supervision and PDP processes</li> <li>• Adhere to and maintain an up to date knowledge of all relevant policies and procedures of the organisation. For example risk assessment, safeguarding procedures or clinical governance</li> <li>• Engaging in evaluation or audit of programmes and outcomes to inform policy and service development</li> <li>• Demonstrate good team working to engage in vision for the service, its development and key strategies</li> <li>• The post holder is required to demonstrate an understanding of clinical governance and risk assessment and apply within their working practise.</li> </ul>
<b>Financial &amp; Physical Resources</b>	<ul style="list-style-type: none"> <li>• Act responsibly with equipment used in carrying out this role, including devices, resources or assessment tools. Ensuring that it is in good working order and maintained according to manufacturer’s requirement</li> <li>• To monitor stock levels in your own area and request new equipment as appropriate, to keep abreast of new developments and research and equipment and request its implementation as appropriate.</li> </ul>
<b>Human Resources</b>	<ul style="list-style-type: none"> <li>• As a development post, the post-holder will initially have support working towards competencies within this field. Over the Annex T period the clinician will progress to being responsible for delegation of work or education of assistant staff. Working towards undertaking staff PDP for junior staff</li> <li>• The post holder will be working towards a recognised accreditation in Clinical Education, to facilitate clinical supervision of students whilst on placements. With the aim by the end of the Annex T period, they will be responsible for supporting undergraduate students on a placement</li> <li>• To assist with the induction and training programme for new assistant, students within the department</li> </ul>

	<ul style="list-style-type: none"> <li>• Expected to work independently and on own initiate within their scope of professional competence, with the support of senior clinicians</li> <li>• To monitor, evaluate and be accountable for own professional actions, including clinical decisions and recognise own professional boundaries, seeking advice from senior clinician, where appropriate</li> <li>• Create and maintain a continuous professional development portfolio in accordance with HCPC standards.</li> </ul>
<b>Information Resources</b>	<ul style="list-style-type: none"> <li>• To be responsible for recording clinical care in an appropriate digital record and ensure the appropriate storage of all client confidential data</li> <li>• The post holder will demonstrate the skills to utilise software programme to support patient care, this may involve accessing medical records or radiological images.</li> </ul>
<b>Research &amp; Development</b>	<ul style="list-style-type: none"> <li>• To ensure practice is evidence based, there is requirement to maintain and develop professional knowledge by keeping up to date with research and best practice guidelines and strive to incorporate these within specialist area</li> <li>• Responsible for maintaining own CPD through identifying training needs, engaging in appraisal and supervision processes</li> <li>• Contribute and or participate in Children’s Therapy in-service training and wider Physiotherapy On-Call training and development.</li> </ul>
<b>Freedom to Act</b>	<ul style="list-style-type: none"> <li>• Work autonomously, undertaking caseload management duties and utilising the support of senior clinicians, as required</li> <li>• Awareness of local policies and when to implement them, such as Safeguarding children</li> <li>• Work within the local guidance of security of data and IT policies</li> <li>• Advise and teach patients and carer’s specific exercises and handling techniques to promote self-management to enable the patient to achieve their maximum potential.</li> </ul>
<b>Confidentiality</b>	<p>In the course of your duties you may have access to confidential material about patients, members of staff or other business of Manx Care. On no account must information relating to identifiable patients be divulged to anyone other than authorised persons, for example, medical, nursing or other professional staff, as appropriate, who are concerned directly with the care, diagnosis and /or treatment of the patient. If you are in any doubt whatsoever as to the authority of a person or body asking for information of this nature, you must seek advice from your manager. Similarly, no information of a personal or confidential nature concerning individual members of staff should be divulged to anyone without the proper authority having first been given. Failure to observe these rules will be regarded by your employers as gross misconduct which could result in disciplinary action being taken against you. In the case of information held on computer systems, you may be held personally liable if you in any way knowingly contravene the appropriate terms of the Data Protection Act 2018.</p>
<b>Health &amp; Safety</b>	<p>It is the duty of all employees to work in such a way that accidents to themselves and to others are avoided, and to co-operate in maintaining their place of work in a tidy and safe condition, thereby minimising risk. Employees will, therefore, refer any matters of concern through their respective line managers. Similarly, it is each person’s responsibility to</p>

	ensure a secure environment and bring any breaches of security to the attention of their managers.
<b>Safeguarding</b>	The Isle of Man is committed to safeguarding and promoting the welfare of children, young people and adults at risk and expects staff to share this commitment. Staff must work in accordance with all health and social care policies relating to safeguarding.
<b>CARE</b>	In Manx Care we pride ourselves on being Committed and passionate, Accountable and Reflective, Respectful and Inclusive and Excellent and Innovative. <b>CARE</b> represents what we are about, what we stand for and what we value. All our recruitment, performance management and development is based on our <b>CARE</b> ethos.
<b>JOB DESCRIPTION AGREEMENT</b>	
I have read and agree with the content of this job description, and accept that the role will be reviewed annually as part of the development review process.	
<b>Job holder's name (please print)</b>	
.....	
<b>Job holder's signature</b>	<b>Date</b>
.....	.....
<b>Line manager's name (please print)</b>	
.....	
<b>Line manager's signature</b>	<b>Date</b>
.....	.....



## Physical, mental & emotional demands of the job and working conditions

Physical effort	<ul style="list-style-type: none"><li>• The post holder will be expected to stand or walk for the majority of the working day. Treatment of children will involve kneeling, crawling and squatting, working at floor level, which requires a high level of physical strength, flexibility and effort for at least 80% of the day</li><li>• The post holder will be required to work in confined spaces for example beside a bed, with various pieces of equipment</li><li>• The post holder is required to manoeuvre wheelchairs with and without patients in situ, and to transfer patients between equipment (bed to chair) using hoists and designated transfer equipment such as a slide sheet and transfer boards. This could require the pushing of a heavy load, depending on the weight of the patient, and would occur on a regular basis</li><li>• The post holder is also required to manoeuvre weighty equipment such as hydraulic beds, mobile hoists and standing frames</li><li>• Pushing, pulling and lifting gym equipment e.g. step bench, dumbbells, wobble board on an occasional basis</li><li>• The post holder will be expected to carry out manual assessment with moderate physical effort throughout the day</li><li>• Within the working day the post holder will regularly be lifting limbs in order to assess joints, muscles, neurological deficits and will also need to position patients in order to carry out various treatment techniques</li><li>• Manual therapy involves a high amount of physical effort to carry out repetitive techniques such as joint mobilisation, deep friction massage in the orthopaedic and musculoskeletal areas, percussion and vibrations in the respiratory setting. This puts a great deal of pressure through joints in the hands and needs to be sustained for relatively long periods of time (15min)</li><li>• The post holder is required to do repetitive movements as part of their work (e.g. mobilising backs whilst leant over patients, mobilising a knee whilst crouching/kneeling on the floor/sat on small chair, kneeling on the floor placing feet in the correct position whilst teaching someone to walk correctly) these activities can last 20-30mins at a time and happens frequently throughout the day</li><li>• The post holder will be required to work in awkward positions during treatments, in a variety of settings</li><li>• The post holder is required to utilise keyboards and computers in order to access radiological examinations and to prepare reports and teaching materials</li><li>• Working with client groups who are unpredictable in their movements (may be due to physical and/or behavioural issues)</li><li>• Loading, unloading, and moving specialised equipment from storage areas, cars, home, school, hospital and treatment environments. Specialist moving equipment may not be appropriate due to the environment</li></ul>
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	<ul style="list-style-type: none"> <li>• Work within cramped, cluttered, hazardous and unpleasant environments which may involve adopting awkward postures</li> <li>• Working at desk top whilst completing clinical notes and reports, reading and sending emails and using online library facilities and internet research, for on average 1½ hours per day</li> <li>• Driving to and from various client settings for up to 2 hours per day. Getting in and out of the car.</li> </ul>
Mental effort	<ul style="list-style-type: none"> <li>• The post holder is expected to perform a specialised assessment and formulate a diagnosis and produce a treatment plan specifically related to the patient. This requires extended periods of concentration as an average assessment of a new patient can take 40 minutes to 1 ½ hours, then in addition the required documentation</li> <li>• Throughout the assessment the post holder is drawing upon a broad range of up to date clinical knowledge and continuously using clinical reasoning skills</li> <li>• When working in an inpatient environment, the caseload is unpredictable and variable in number</li> <li>• When working in MSK out patients the caseload is predictable but a different patient is seen every half hour to hour, so the post holder must concentrate for solid periods of time</li> <li>• New patients require a comprehensive specialist assessment, and treatment the duration of which is dependent on their condition which will be as long as one hour in patients with complex conditions</li> <li>• The post holder is required to concentrate for long periods of time when communicating, documenting or teaching staff in 'in-service training' and other healthcare professionals</li> <li>• Teaching colleagues 'hands - on' techniques may be informally between patients in a working day or during formalised sessions</li> <li>• Teaching sessions will also be carried out when University students are on placement which involves all aspects of teaching from specific conditions, carrying out assessment, treatment techniques, manual handling skills and documentation</li> <li>• All of the above requires a high amount of mental effort and expert knowledge within the post holders specialised field</li> <li>• The post holder must be prepared to be interrupted in a normal working day by phone calls/deliveries/other staff and patients requesting information, advice and guidance</li> <li>• The post holder is expected to be a smart phone holder, subject to competencies. This has potential to lead to possibility of The post holder is required to read complex medical information regarding the patient (frequently throughout the day) and medical journals to remain up to date with current best practice (on a weekly basis)</li> <li>• Deal with pressures of high expectations, anxious patients, carers and other staff as well as a busy caseload</li> <li>• Adjust to variable and constantly changing workload and developments in treatments/services</li> <li>• Communicating with patients who have limited communication skills, poor understanding and problems with concentration.</li> </ul>

Emotional effort	<ul style="list-style-type: none"> <li>• The post holder cares for and treats patients with distressing conditions on a daily basis e.g. treating patients with degenerative illnesses, respiratory and neurological conditions and following major surgery, or amputations</li> <li>• This may also include critically ill and dying patients. This exposes the post holder to the highly distressing physical and emotional circumstances of the chronically/ terminally ill patient and their relatives/carers</li> <li>• The post holder will be expected to give unwelcome news regarding medical prognosis and a high degree of emotional effort is required to help patients, parents and carers cope with this. To be completed with support, based on competencies</li> <li>• The post holder is frequently expected to give unwelcome news to patient's parents and/or carers for example where outcome expectations are unrealistic in relation to rehabilitation potential</li> <li>• This will require the post holder to deal with patients, and parents that may be psychologically distressed by their situation (e.g. loss of employment/sickness absence/family strain/benefit situations/ curtailment of recreational activities). The post holder will be required to display empathy, have good re-assurance skills and be sensitive towards patients, relatives and carers anxieties on a daily basis</li> <li>• The post holder is required to work with anxious patients and carers on a daily basis, listen to patients complaining of pain/other distressing symptoms for the majority of the day</li> <li>• Undertake treatment modalities which patients may find distressing e.g. naso-pharyngeal suction of respiratory patients, particularly when on call</li> <li>• Frequent exposure to distressed or potentially angry patients and or relatives in their homes, at hospital and other environments, during assessment and treatment sessions, in meetings and over the telephone and even emails</li> <li>• Often first point of contact for parents whose child has been newly diagnosed or showing signs of regression; and having to discuss implication of disability or condition in relation to function and impact it may have on their lifestyle and aspirations for their child</li> <li>• Working with families whose child may have a terminal illness and need to consider implications of this when providing appropriate care</li> <li>• Working with families for long periods of time (possibly all of child's life) so can become point of contact for relatives/carers to offload concerns</li> <li>• Dealing with children who may be frustrated, confused and unwell. Being able to provide motivation, encouragement and support, making activities interesting and fun, despite how one is feeling oneself</li> <li>• Providing emotional support to junior colleagues or students.</li> </ul>
Working conditions	<ul style="list-style-type: none"> <li>• The post holder is required to be a driver to access community settings throughout their working day</li> <li>• The post holder will be daily subjected to environments which can sometimes be highly unpleasant/hazardous for example:</li> </ul>

	<p>Unpleasant smells (patient odour and wounds for example), non-household waste (dressings/bedding/needle stick injuries). Infectious materials &amp; body fluids (blood/vomit/sputum/urine/faeces/secretions/lice/fleas)</p> <ul style="list-style-type: none"> <li>• Contaminated areas (bedding), and treatment of patients with infectious conditions e.g. MRSA/Clostridium Difficile/Tb</li> <li>• The post holder is required to work closely with hazardous chemicals such as nebulised drugs and oxygen</li> <li>• Working in Hydrotherapy sessions, will be subject to excessive pool and environmental temperatures. This will also include remaining in highly chlorinated water environment, for weekly sessions of up to 1 hour</li> <li>• The post holder will face occasional exposure to potential verbal abuse and aggressive and challenging situations involving patients, relatives and carers</li> <li>• When on-call the post holder will be required to come into the department alone, possible at night, and work in isolation to treat critically ill patients</li> <li>• Frequently lone worker in community settings, and may be exposed to families carers who are upset, potentially aggressive</li> <li>• Occasionally patients may become distressed and potentially aggressive; and can pose physical threat i.e. hitting, biting and scratching, due to the nature of their condition</li> <li>• Use of substances and equipment that can cause irritation or injury e.g. specialist plaster, heat gun, boiling water for splints.</li> </ul>
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<p><b>Agreement of above description</b></p> <p>I have read and agree with the content of this job description, and accept that the role will be reviewed annually as part of the development review process.</p> <p><b>Job holder's name (please print)</b> .....</p> <p><b>Job holder's signature</b> .....</p> <p><b>Line manager's name (please print)</b> .....</p> <p><b>Line manager's signature</b> .....</p>	<p><b>Date</b> .....</p> <p><b>Date</b> .....</p>
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### Person Specification

Criteria for selection	Attributes	Essential (E) or Desirable (D) requirements	Method of assessment
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>BSc Physiotherapy or recognised Degree</li> <li>Health and Care Professions Council Registration</li> <li>Portfolio evidence of on-going Professional Development</li> <li>Membership in specialist interest group</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>D</p>	CV/Pre-employment checks/Portfolio/ Interview
<b>Knowledge &amp; Experience</b>	<ul style="list-style-type: none"> <li>Relevant postgraduate experience as a physiotherapist</li> <li>Broad knowledge and/or experience in core clinical areas at undergraduate level/ post graduate level</li> <li>Demonstrate knowledge of legal and professional responsibilities of the profession</li> <li>Experience of working within multi-disciplinary team/cross organisational working</li> <li>Evidence of supervision of junior and support staff</li> <li>Clinical Educator qualified</li> <li>Previous experience of supervision of physiotherapy students</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>D</p> <p>D</p>	CV/Portfolio/ Interview
<b>CARE</b>	<ul style="list-style-type: none"> <li>Commitment to place the child's needs as centre of their actions</li> <li>Ensuring care provided is of a high standard and equitable</li> <li>Ability to demonstrate respect in their communication and actions</li> <li>Commitment to personal development and excellence</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>E</p>	CV/Portfolio/ Interview
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>Flexible/adaptable; Self motivating; and able to take initiative</li> <li>Good clinical skills, and evidence of clinical reasoning</li> </ul>	<p>E</p> <p>E</p> <p>E</p>	CV/Portfolio/ Interview

	<ul style="list-style-type: none"> <li>• To have clear and concise written and verbal communication skills</li> <li>• Able to work as part of a MDT</li> <li>• Experience of working as part of a multi-disciplinary team</li> <li>• Ability to organise, prioritise and delegate work load</li> <li>• Have an understanding of clinical governance and its implications</li> <li>• Ability to recognise limitations and ability to operate within them, be pro-active to seek advice</li> <li>• Ability to comprehend and work within Hospital and departmental Policies</li> <li>• Competent IT skills</li> </ul>	<p>E E</p> <p>D</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	
<b>Other Relevant Requirements</b>	<ul style="list-style-type: none"> <li>• Demonstrate enthusiasm for the role and Physiotherapy</li> <li>• Positive attitude to working with children</li> <li>• Isle of Man worker</li> <li>• Satisfactory police check</li> <li>• Full, valid Driving Licence and access to own car</li> </ul>	<p>E</p> <p>E</p> <p>D</p> <p>E</p> <p>E</p>	CV/Portfolio/ Interview/ Pre-employment checks/Application