



**Paediatric
Physiotherapist**

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Welcome from Michael Dickson, Chief Executive

Thank you for your interest in this position.

Considering a move to somewhere like Orkney can feel like a daunting decision, what will it be like? Where will I live? What about Schools and childcare? Why should I come to Orkney?

We have tried to answer some of these questions and give you some information about living and working in Orkney and further details about NHS Orkney. I hope that you find this pack useful and it helps you come to the conclusion that you should apply to work with us.



NHS Orkney is committed to the delivery of high-quality, safe, and effective care for all that need us. We are proud to employ about 700 staff across our community, primary and secondary care services.

NHS Orkney has seen significant changes in how we deliver services to our community with a real focus on providing care in Orkney and ideally in their own home. The pace of change will continue to accelerate driven by the committed staff who are keen to adopt new and innovative ways of working without losing what is special to working in Orkney, our community. I am committed to working in an open, honest and transparent way that supports staff to innovate, be bold and be brave knowing that not everything we do turns out as we intended, and it is important that we learn from these events so we can continue to improve what we do. NHS Orkney has a clear set of core values and these drive all we do:

- Care and Compassion
- Dignity and Respect
- Quality and Teamwork
- Openness, Honesty and Responsibility

The final thing I would like to say to any prospective applicant is that Orkney occupies an enviable location at the north of Scotland with breath taking beaches, hills, mountains and rolling countryside right on our doorstep. Orkney has consistently come out top in national lifestyle and happiness surveys, with an open and vibrant community it is the perfect location to provide a safe and welcoming home. This, along with Orkney's direct flight connections to other major cities in Scotland, means the area can offer employees plenty of opportunities for those in pursuit of finding the right work-life balance.

Michael Dickson
Chief Executive
NHS Orkney



Job Advert



Paediatric Physiotherapist

Peedie Sea Children's Centre

Band 6 £34,386 - £42,050 including Distant Islands Allowance pro rata per annum.

Part time 22.5 hours per week

Permanent

If you are an experienced Paediatric Physiotherapist and up for the challenge of delivering a high-quality service to a beautiful set of remote and rural islands, NHS Orkney has an exciting opportunity for you to join the small but dedicated therapy team based at the Peedie Sea Children's Centre in Kirkwall, Orkney.

The small well-equipped therapy centre is attached to the Glaitness Primary School and contains a hydrotherapy pool, therefore experience in hydrotherapy is advantageous.

The postholder will be expected to provide assessment and therapy to a wide-ranging caseload aged from 0 to 19 years. This will include prematurity, developmental delay, complex disability, Musculo-skeletal problems, and injuries. Assessment for and provision of relevant equipment for patients as appropriate.

As remote and rural healthcare providers, we need to be prepared to deal with almost any type of presenting condition and, while some patients are transferred off island, our aim is to ensure they receive their care, as often as possible, in their home community. The postholder may be required to travel by ferry or small plane to the inter-islands as a result.

To apply, you should be an HCPC registered Paediatric Physiotherapist, be well motivated, flexible, have good communication and team working skills.

The successful candidate will have the opportunity to learn, use and develop a wide range of skills

Orkney is an archipelago comprising of 70 Islands, of which 20 are inhabited, and lies off the northern coast of Scotland, between John O'Groats and the Shetland Isles. The excellent ferry and air connections make travel to the Scottish mainland, Shetland, and even Norway quite easy. To find out more about living and working in Orkney go to: www.orkney.com or www.visitororkney.com. Further information on NHS Orkney can be found at www.ohb.scot.nhs.uk.

For further information on this post, please view our recruitment pack at <https://spark.adobe.com/page/k75S1RPX7d56i/>, or please contact Penny Martin – Lead Paediatric Physiotherapist by Telephone: 01856-885-592 or by email at penny.martin@nhs.scot.

This post is subject to a PVG Record Check

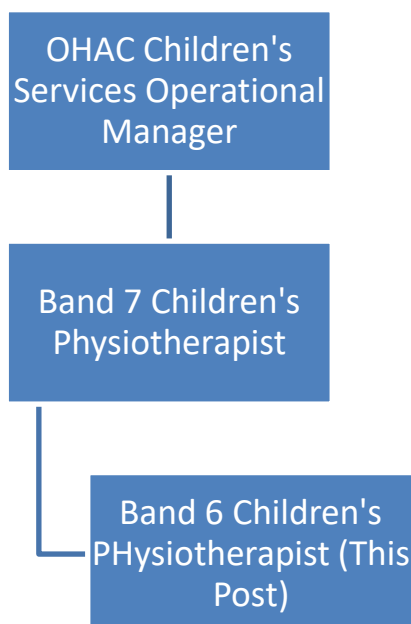
Job Description

1. Job Details	
JOB TITLE	Paediatric Physiotherapist
SERVICE	Orkney Health and Care
DEPARTMENT	Children's Services – Physiotherapy
GRADE	Band 6
LOCATION	Peedie Sea Children's Centre
REPORTING TO	Senior Paediatric Physiotherapist

1. Job Purpose

- Physiotherapy assessment, clinical diagnosis, treatment and management of children and young people (aged 0-19) who present with a variety of conditions including chronic/complex and life limiting conditions
- Education and training of other healthcare and multiagency professionals, and physiotherapy students in paediatric physiotherapy management
- Contributing to the improvement and development of the paediatric physiotherapy service
- Deputise for Band 7 Paediatric physiotherapist and ensure continuity of service delivery.

2. Organisational Chart



3. Dimensions

Post holder will be based at Peedie Sea Children's Centre, Kirkwall.

Working clinically with children, with a wide variety of conditions, including MSK, neurology, rheumatology, and other complex conditions.

Patients may be seen in a variety of different settings including Peedie Sea Children's Centre, any of Orkney Schools, nurseries, and playgroups, in their homes, in Aurrida House, in clinics or the Balfour hospital.

The post holder will need to attend and/or supply reports for a variety of meetings including:

- Review meetings educational meetings
- Getting it Right for Every Child Child's Plan meetings
- Social Services meetings and consultants' clinics.
- To participate in the general physiotherapy on call service for NHS Orkney.

4. Role of Department

To provide a high quality effective and equitable paediatric physiotherapy service to the local population across acute, community and educational settings.

The Paediatric team will work with AHP/Nursing & Midwifery/Medical/Dental/Social Work/Education/Third Sector to provide the most effective care to patients with a diverse range of clinical conditions.

5. Scope and Range

The post-holder will:

- Undertake patient specific physiotherapy assessment including physical, social, and family concerns and challenges, analyse this information and provide a clinical diagnosis for individual patients to determine their need for physiotherapy intervention.
- Plan, implement, evaluate, treat and progress patient care
- Use a wide range of physiotherapy skills including manual physiotherapy techniques and therapeutic handling
- Evaluate the effectiveness of interventions in meeting agreed goals, and modify as necessary
- Manage caseload of patients effectively and efficiently, including complex cases
- Communicate effectively both verbally and non-verbally, with a wide range of people including children and young people, parents, carers, other physiotherapists and other professionals. The post holder will need to recognise and overcome any barriers to communication and understanding
- Communicate information effectively and work collaboratively with other agencies and professionals to ensure protection of vulnerable children. This may include sensitive information.
- Contribute to the Getting it Right for Every Child process and undertake role as Lead Professional if appropriate

- Contribute to a variety of paediatric clinics including orthopaedics, orthotics, wheelchair, and Cerebral Palsy Integrated Pathway Scotland support people (patients, relatives, and carers) in difficult circumstances, e.g. progressive disease, accepting disability
- Present ideas and information to others e.g. at meetings
- Network with other physiotherapists, especially the North of Scotland specialist physiotherapists, to ensure delivery of clinically effective care
- Develop own knowledge and skills to meet demands of job and identifying own development needs.
- Take an active part in learning opportunities and keep a personal development portfolio.
- Contribute effectively to service improvement, service development and evaluations, e.g. clinical audit, evidence-based practice.
- Identify and manage any risks to quality, e.g. workload, communication, team working.
- Assist in developing, implementing, and maintaining appropriate clinical guidelines and pathways
- Refer people to other practitioners when needs and risks are beyond his/her own scope of practice
- Provide up-to-date and relevant information about health and well-being, including specialist advice, to individuals and groups

6. Equipment and Machinery

- To have understanding and working knowledge of equipment used in the paediatric physiotherapy service.
- This includes mobility aids, rehabilitation equipment, manual handling equipment, supports/orthotic devices and specialised equipment e.g. electrical beds and sleep systems.
- Teach safe use of non-electrical equipment for department, home, or educational based treatment e.g. wobble boards, theraband, cycles, Tens, walking aids.
- Skills in computer use for report writing, access to intranet and e-mail, also general office equipment such as photocopier and scanner.
- The post holder is responsible for the safe use of specialist ward equipment while performing on-call duties.

7. Systems

- To comply with all NHSO policies on patient confidentiality and data protection.
- Work within NHSO clinical guidelines and professional body guidelines and to have a good working knowledge of national and local standards and monitor own and others quality of practice as appropriate.
- To be responsible for maintaining accurate and comprehensive patient treatment records

- In line with the Chartered Society of Physiotherapy standards of practice. Also required to maintain accurate mandatory statistical information.
- To communicate assessment and treatment results to children and young people and their carers/parents and to the appropriate disciplines (allied health professionals, nurses, medical staff and education staff) in the form of letters, reports and verbal feedback (including using Word, PowerPoint, Excel as well as local Patient Management Systems) ensuring CYP confidentiality at all times.
- To write reports providing accurate and detailed information regarding patient's diagnosis, treatment and expected outcome.

8. Assignment and Review of Work

The post-holder is supervised by a specialist paediatric physiotherapist, who will review performance regularly.

9. Decisions and Judgements

- The post-holder will be required to make judgements regarding the urgency of information, and the appropriate person to share with
- Identifies the risks involved prior to interventions and takes action to minimise risk
- Will prioritise own workload, organising and carrying out work effectively
- Will evaluate the effectiveness of interventions
- Will refer people to other practitioners when needs and risks are beyond his/her own scope of practice
- Will work as an autonomous practitioner

10. Most Challenging/Difficult parts of the Job

- The diversity and complexity of the caseload – including maintaining skills across the breadth of the caseload
- Minimising the impact of geographical and professional isolation
- Working within a small community – encountering colleagues and patients socially
- Covering a large geographical area with challenges of inter-isle travel
- Prioritising work – clinical work and clinical/service development work
- Working with children with life-limiting conditions and their families, including supporting both the palliative care process and the bereavement process
- Dealing with sensitive issues – e.g. child protection.

11. Communications and Relationships

Face-to-face, phone, text, letter, e-mail, telephone, Near Me, Microsoft Teams, videoconference.

Range includes:

- Physiotherapy colleagues – local/regional/national
- Other MDT members – health service, education and respite services
- Patients/parents/carers/schools
- National networks
- Local and national strategic groups
- Local Leisure centre staff

Daily contact:

- Paediatric physiotherapy colleagues
- Paediatric OT team
- Education staff e.g. teachers and learning support workers
- Other physiotherapy team members, including receptionist
- Other Child Health team members, including receptionist

12. Physical, Mental, Emotional and Environmental Demands of the Job

Physical Effort

- Static postures during treatment of patients.
- Highly developed physical and sensory skills with high level of precision and dexterity
- Working in confined spaces or moving on floors when carrying out treatment to patients, on a daily basis for most of the day.
- Supporting patients in a variety of positions e.g. sitting, crawling, standing and walking on a daily basis
- Supporting patients when moving between postures e.g. sit to stand.
- Moving and transferring patients as appropriate.
- Therapeutic handling on a daily basis.
- Transporting equipment to patient's homes, pushing wheelchairs, patients in wheelchairs.
- Using hoists and other moving and handling equipment.

Manual physiotherapy treatment techniques involving repetitive movements on a daily basis

Mental Effort

- Concentration for a considerable period of time assessing new patients via interview and physical examination.
- Prioritising workload demands, making judgements regarding the outcome of interventions which affect patient care.
- Dealing with complex patients frequently during the week.
- Continuously carrying out risk assessment.
- Dealing with the unpredictability in a paediatric service and balancing clinical and non-clinical areas.
- Ongoing CPD.
- Note writing – frequently
- Interruptions - frequently.
- Commitment to on call rota (working out with specialist area)

Emotional Effort

- Dealing with patients who have long term disability/illness who may have restricted life spans.
- Imparting unwelcome news about rehabilitation prospects
- Dealing with death and bereavement – occasionally
- Dealing with complex family situations – regularly (may include mental or physical abuse)
- Dealing with patients with behavioural/learning/communication/social difficulties.
- Dealing with anxious/distressed family/carers/relatives.
- Dealing with a changing environment – due to re-design and organisational change.
- Supporting colleagues in times of stress
- Occasional highly distressing or emotional circumstances

Environmental

- Lone working.
- Exposure to aggressive/violent children and at times to verbal abuse from parents/relatives.
- Driving to schools and home visits, and moving equipment in and out of the car, during inclement weather.
- Excessive temperatures – in the hydrotherapy pool, defrosting car in severe frosts.

Job Description Agreement	
Job Holder's Signature	Date:
Head of Department Signature	Date:

Person Specification

Job Title: Paediatric Physiotherapist
Department: Children's Services
Location: Peedie Sea Children's Centre, Kirkwall

FACTOR	ESSENTIAL	DESIRABLE
QUALIFICATION & EXPERIENCE	Diploma/Degree in Physiotherapy Current HCPC registration. Documented relevant Post-Graduate CPD Broad range of experiences as a Band 5 including relevant training courses Evidence of post grad study and physiotherapy courses specific to paediatric MSK practice Evidence of hydrotherapy experience Evidence of post graduate training in child development and knowledge of common paediatric disability Evidence of working in a multi-disciplinary team of therapists.	CSP member APCP membership Previous Band 6 experience: <ul style="list-style-type: none"> • Post-graduate training or qualification in an area of special interest • Broad experience of working as paediatric physiotherapist – acute and community including training. • Involvement in research/audit
CIRCUMSTANCES & FLEXIBILITY	Ability to carry out moderate to intensive physical activity associated with the clinical duties. Ability to work under pressure and recognise when support is required Ability to work independently Ability to negotiate	
REQUIREMENTS OF THE POST	Ability to self-evaluate. Full British driving licence Knowledge of NHS and professional standards, policies, and procedures	Some knowledge of legislation related to children – e.g. Child Protection, Children and Young Person's Act, Scotland.
LEVEL OF DISCLOSURE CHECK REQUIRED	Protecting Vulnerable Groups (PVG) Scheme Record Check	

Introduction to Orkney and NHS Orkney



Lying off the northern coast of Scotland, between John O’Groats and the Shetland Isles, Orkney is an archipelago of over 70 beautiful islands; 17 of which are inhabited. The total population is approximately 22,000, with most people living on the Orkney Mainland. Kirkwall, the capital with its spectacular red sandstone 12th-century cathedral and a population of 7,500, is the administrative centre of Orkney with a good mixture of shops, supermarkets, and businesses.

Orkney is a wonderful place to live and offers excellent schools and leisure facilities, low pollution, low crime, unique wildlife, and amazing scenery. Although remote, there are excellent transport connections with numerous flights to Aberdeen, Glasgow, Edinburgh, and Inverness every day. There are ferry services to Aberdeen, Scrabster, and Gills Bay, and of course to the smaller isles in Orkney.

Orkney’s economy is based on agriculture, generating some £30 million per year. Farmers breed and rear beef cattle, dairy cows, and sheep of the highest standard. Orkney has international recognition for its food, with cheese, beef, lamb, and fish produce becoming well known; not to mention whiskey, beer, and gin. Tourism, oil, and the renewable energy sectors are increasingly important. Orkney is at the forefront of the renewable wave and tidal energy drive in the UK.

Kirkwall is a great place for children and a wonderful environment for a family. There is a very strong community spirit with a wide range of cultural and sporting activities for adults and children. Schools in Kirkwall are very good, with no private fees. Imagine all of this within walking distance of your home and workplace. For residents and visitors there is so much to see and do: playing a round of golf, fishing, kayaking, walking, cycling, diving, wind surfing and horse riding are but a few. The Pickaquoy Centre provides a modern well-equipped sports facility, swimming pool and entertainment centre. There are many cultural activities, with annual music, jazz and science festivals attended by internationally renowned artists and scientists. There is an extremely wide variety of activities for children and young people. Homes are very affordable and with little traffic, travelling around the islands is easy.



According to the 2020 Bank of Scotland quality of life survey, for eight years in a row Orkney was crowned the best place to live in Scotland. The island took the top prize due to high employment levels, low crime rates, smaller primary class sizes along with good health and happiness scores. With its strong sense of community, picturesque landscape and rich archaeological treasures, the archipelago frequently wins the hearts of visitors.

Not only is Orkney one of the most affordable places to live in the UK, it also has one of the highest employment rates, with 88 per cent of residents between 16 and 64 currently in work. The low crime rate means that many people do not even lock their front doors to allow the postie to place the post and packages inside the door. As for overall wellbeing, more than nine in 10 Orkney residents report good or fairly good health.

To find out more about living and working in Orkney go to www.orkney.com or www.orkneycommunities.co.uk and learn more about NHS Orkney at www.ohb.scot.nhs.uk.





Recruitment Process

The NHS Scotland Everyone Matters 2020 Workforce Vision outlines the commitment the Scottish Government has in putting people at the centre of everything the NHS in Scotland does. Working to a common set of values, the vision will continue to modernise the way we work, embracing technology and digital transformation.

All vacancies will be advertised on NHS Scotland's recruitment website:

<https://apply.jobs.scot.nhs.uk/>

Internal vacancies will be advertised on NHS Scotland's internal recruitment website:

<https://apply.jobs.scot.nhs.uk/internal/>

CVs are not accepted as a form of application; NHS Scotland's electronic application form must be used on the above links.

All adverts will close at midnight on the advertised closing date.

Our selection process will consist of the following assessments:

- **Application short listing** – application forms are reviewed and those meeting the role requirements will be invited to a competency-based interview
- **Interview/Assessment** – competency-based interviews have a focus on NHS Orkney's core values and the candidate's technical expertise. The interview may also include a role specific test or a presentation topic.

Any job offer will be subject to meeting the conditions of NHS Orkney's safer pre- and post-employment checks policy:

- **Employment references** - references should include current and previous employers covering the last 3 years of your employment history
- **Evidence of qualifications** – candidates will be required to provide evidence of their qualifications, including proof of professional registration if required
- **Medical assessment** – the Occupational Health service will make an assessment on your fitness to carry out the information provided in a questionnaire. In certain circumstances further information is required and Occupational Health may contact you by telephone or request that you attend for an appointment
- **Criminal conviction check** – all applicants who apply for posts which are exempt from the Rehabilitation of Offenders Act 1974 and who will have access to patients during their employment will be required to consent to a Disclosure Scotland Criminal Records Check or join the Protection of Vulnerable Groups Scheme.
- **Immigration, Asylum and Nationality Act 2007 – Prevention of illegal working** – candidates must be eligible to work in the UK, evidence of this must be provided.

For any queries relating to this vacancy, or our Recruitment Process, please email

ork.recruitment@nhs.scot

Equality and Diversity

NHS Orkney is committed to Equality & Diversity <https://www.ohb.scot.nhs.uk/about-us/equality-and-diversity>