

NATIONAL PROFILES FOR PLAY SPECIALISTS

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Job Title: Play Specialist
Job Statement: 1. Organises play activities for children in hospital
 2. Implements play programmes

Factor	Relevant Job Information	JE level
1. Communication & relationship skills	Provide and receive complex, sensitive information; barriers to understanding Motivating clients and helping children come to terms with life changing events and long term medical conditions; children with special needs	4(a)
2. Knowledge, Training & Experience	Range of work procedures and practices, majority non-routine; intermediate level theoretical knowledge Knowledge of child development and therapeutic programmes of play; NNEB plus experience or HPS BTEC or equivalent level of knowledge	4
3. Analytical & Judgemental Skills	Judgements involving facts or situations, some requiring analysis Analysis, judgements on appropriate play activities for patient individual needs and conditions	2
4. Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Plans play activities	2
5. Physical Skills	Physical skills obtained through practice Manoeuvring wheel chairs, trolleys using hoists	2
6. Responsibility for Patient/Client Care	Implement clinical care/ care packages Implements play programmes	4(a)
7. Responsibility for Policy/Service Development	Follow policies in own role, may be required to comment Comments on policies for own area	1
8. Responsibility for Financial & Physical Resources	Responsible for safe use of equipment by others Ensures safe and careful use of communal play equipment	2(b)
9. Responsibility for Human Resources	Demonstrate own activities to new or less experienced employees Demonstrate work place routines to new staff	1
10. Responsibility for Information Resources	Record personally generated information Updates client records	1
11. Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work Participates in surveys of children	1
12. Freedom to Act	Standard operating procedures, someone available for reference Works on own initiative, supervisor available	2
13. Physical Effort	Frequent light effort for long periods; frequent moderate effort for several short periods Awkward positions during play; manoeuvres children using hoists	3(a)(c)
14. Mental Effort	Frequent concentration; work pattern predictable Concentration required for supervision, observation of play activities	2(a)
15. Emotional Effort	Frequent distressing or emotional circumstances; occasional highly distressing or emotional circumstances Care of terminally ill; children with dependency problems; working in an intensive care environment	3(a), (b)
16. Working Conditions	Occasional/Frequent highly unpleasant conditions Exposure to body fluids	3(b)/4(b)
JE Score/Band	JE Score 279 – 285	Band 4

Job Title:

Play Specialist Higher Level /Team Leader

Job Statement:

1. Organises play activities for children in hospital
2. Plans, develops, implements, evaluates play programmes within wider care programme
3. May lead a team of play specialists

Factor	Relevant Job Information	JE level
1. Communication & relationship skills	Provide and receive complex, sensitive information; barriers to understanding Motivating clients and helping clients, patients, carers come to terms with life changing events; clients with special needs	4(a)
2. Knowledge, Training & Experience	Expertise within specialism, underpinned by theory Expertise in therapeutic play scheme acquired through HPS BTEC or equivalent, plus further knowledge acquired through short courses and experience to degree equivalent level	5
3. Analytical & Judgemental Skills	Range of facts or situations requiring comparison of a range of options Assessing patients/clients' play needs and resolving problems where there may be different options	3
4. Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Plans play activities or plans rotas for less experienced staff	2
5. Physical Skills	Physical skills obtained through practice Manoeuvring wheelchairs, trolleys using hoists	2
6. Responsibility for Patient/Client Care	Develops Programmes of Care/Care packages Plans, develops, implements, programmes of therapeutic play	5(a)
7. Responsibility for Policy/Service Development	Implements policies for own area Implements play/practices and proposes other changes to working practices	2
8. Responsibility for Financial & Physical Resources	Responsible for safe use of equipment by others Ensures safe and careful use of communal play equipment	2(b)
9. Responsibility for Human Resources	Day to day supervision; professional /clinical supervision; provide training in own discipline Day to day/clinical supervision of play staff & students; provides training in play activity programmes	2(a), (b), (c)
10. Responsibility for Information Resources	Record personally generated information Updates client records	1
11. Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work Participates in surveys of children	1
12. Freedom to Act	Clearly defined occupational policies, work is managed, rather than supervised Works autonomously, only refers to manager when necessary	3
13. Physical Effort	Frequent light effort for long periods; moderate effort for several short periods Awkward positions during play; manoeuvres patients/clients using hoists	3(a)(c)
14. Mental Effort	Frequent concentration; work pattern predictable Concentration required for supervision /observation of play activities	2(a)
15. Emotional Effort	Frequent distressing or emotional circumstances; occasional highly distressing or emotional circumstances Care of terminally ill; clients with dependency problems	3(a), (b)
16. Working Conditions	Frequent highly unpleasant conditions Exposure to body fluids	4(b)
JE Score/Band	JE Score 360	Band 5

Job Title:

Play Specialist Team Manager

Job Statement:

1. Ensures that a high quality play service is delivered to children in hospital
2. Plans play activities, including for children undergoing invasive procedures; also terminal illnesses; child abuse
3. Co-ordinates work, provides day to day management and clinical supervision to less experienced staff
4. Provides training in therapeutic play to other staff and carers

Factor	Relevant Job Information	JE level
1. Communication & relationship skills	Provide and receive highly sensitive information; barriers to understanding/ presentations complex, sensitive information to large groups Motivating and helping children, relatives, carers come to terms with prospective death, withdrawal of life support; child abuse cases	5(a)
2. Knowledge, Training & Experience	Expertise within specialism, underpinned by theory Expertise in therapeutic play acquired through HPS BTEC or equivalent, plus further knowledge acquired through short courses and experience to degree equivalent level	5
3. Analytical & Judgemental Skills	Range of complex facts or situations requiring interpretation, comparison of a range of options Analysis, assessment of different avenues for intervention because of complex or conflicting needs of children and families	4
4. Planning & Organisational Skills	Plan and organise complex activities, requiring adjustments Co-ordinates, organises work of play staff, adjusts work allocation to deal with emergency theatre lists, patient conditions	3
5. Physical Skills	Physical skills obtained through practice Manoeuvring wheel chairs, trolleys, using hoists	2
6. Responsibility for Patient/Client Care	Develops Programmes of Care/Care packages Plans, develops, implements, programmes of therapeutic play	5(a)
7. Responsibility for Policy/Service Development	Implements policies for own area Implements play/practices and proposes other changes to working practices	2
8. Responsibility for Financial & Physical Resources	Responsible for safe use of equipment by others; maintain stock control; Authorised signatory small/large payments Ensures safe and careful use of communal play equipment; orders play equipment; authorised signatory for minor play items/authorises overtime and other payments	2 (a) (c) (d)/3 (a)
9. Responsibility for Human Resources	Day to day management/line manager for a single function or department Day to day/line management of play staff, students, including day-to-day performance, participating in recruitment, appraisal; training	3 (a)/4(a)
10. Responsibility for Information Resources	Record personally generated information Updates client records	1
11. Responsibility for Research & Development	Undertakes surveys or audits as necessary to own work/ undertakes R&D activities Carries out audits/ leads complex audit of play service; participates in research programmes	1-2(a)
12. Freedom to Act	Broad occupational policies Works autonomously, lead specialist for therapeutic/developmental play	4
13. Physical Effort	Frequent light effort for long periods; moderate effort for several short periods Awkward positions during play; manoeuvres patients/clients using hoists	3(a)(c)
14. Mental Effort	Frequent concentration; work pattern unpredictable Concentration required for supervision /observation of play activities; called to emergencies for child patients or staff	3(a)
15. Emotional Effort	Frequent distressing or emotional circumstances; occasional highly distressing or emotional circumstances Care of terminally ill; clients with dependency problems, child protection cases	3(a), (b)
16. Working Conditions	Frequent highly unpleasant conditions Exposure to body fluids	4(b)
JE Score/Band	JE Score 425 – 452	Band 6