



description are set out in Annex A. The suggested salary and conditions of service are set out in Annex B.

7. It is for authorities themselves, however, to consider their staffing organisation and structure and the role to be played by hospital play specialists in the light of their numbers, present grades and local circumstances.

Yours sincerely



JANET A MCGREGOR

NATIONAL ASSOCIATION OF HOSPITAL PLAY STAFF  
RECOMMENDATIONS

Career Structure and Job Description

1. Career Structure

Play Assistant/Formal qualifications not necessary.

Play Specialist	Basic Grade	)	Holds qualification ie HPS, or recognised equivalent qualification
	Senior Grade II	)	
	Senior Grade I	)	
	Managerial Grade	)	

2. Job Description

Play Assistant

The post holder will be working with children of all ages, individually or in groups in a variety of settings, whenever possible under the supervision or guidance of a qualified HPS. He/She will be expected to create a suitable environment for play, select and maintain a wide range of suitable play equipment and will work as a member of the multi-disciplinary health care team, contributing to the emotional support and care of the child and the family in hospital.

The post holder will have a good knowledge of normal child development and a mature approach to working with sick children and their families.

Play Specialist: Basic Grade

The post holder will be working with children of all ages, individually or in groups, in a variety of settings. He/She will assess the individual child's needs and provide appropriate play activities which could include remedial and developmental play, facilitating expression of feelings and encouraging the maintenance of links with home. He/She will be involved in advising and supporting parents and carers in the play needs of children in hospital. The post holder may contribute to the teaching of student nurses and other students on placement and other health care professionals. The post holder will liaise with, and participate in, the multi-disciplinary team in the total care of the child, advising on play and communication with children.

Play Specialist: Senior Grade II

The post holder will use his/her understanding, skill and experience to provide and assess a wide range of normal and therapeutic play activities. This will include play preparation, post procedural play and pre admission preparation. The post holder may take individual referrals in conjunction with other professionals to provide specific goal-orientated therapeutic play programmes and developmental assessments. The post holder will be responsible for the teaching of learner and qualified staff on all aspects of play in hospital. He/She

may be responsible for play service resources. The post holder may supervise and be responsible for unqualified staff such as play assistants, student HPS or volunteers.

Play Specialist: Senior Grade I

The post holder will demonstrate his/her considerable experience and understanding and a thorough specialist knowledge in providing a high quality play service in any speciality. This may include referrals, working in the community, counselling, running support groups for parents or siblings.

The post holder will be a specialist and may have some responsibility for qualified and unqualified staff and the development of the play service which may include staff support, documentation and record keeping.

Play Specialist: Managerial Grade

The post holder having working experience of hospital play is required to demonstrate a high degree of professional development and managerial skills. He/She will manage the Play Services Department in one or more hospitals, with responsibility for maintaining and developing service standards, quality control, financial resources and research. The post holder will be responsible for recruiting and managing staff including assessment, training and counselling. He/she will promote liaison with other departments and professionals acting in an advisory and representative capacity.

RECOMMENDED CONDITIONS OF SERVICE FOR HOSPITAL PLAY SPECIALISTS EMPLOYED BY NHS DISTRICTS OR TRUSTS

Hours

As many Hospital Play Specialists work a 37½ hour week, it is up to the individual Units to negotiate hours of work. It is recommended by the National Association of Hospital Play Staff that new contracts be set at a 37½ hour week.

Excess Hours

Where any Hospital Play Specialist (HPS) is required to work excess hours then:

1. time off in lieu should be given where possible
2. payment should be made at the rate of time and a half, where such work is performed on a Saturday, a Sunday or a Bank Holiday or statutory holiday, the amount of such a payment being calculated to the nearest half hour.

Annual Leave Entitlements

It is recommended that Annual Leave should be allowed as follows:

- 25 working days + bank holidays on entry
- 27 working days + bank holidays after 5 years service
- 30 working days + bank holidays after 10 years service

Part Time Staff

All part time staff shall be entitled to annual leave pro rata to the whole time allowance. The entitlement of paid annual leave expressed as working time shall be proportioned to the annual leave entitlement of a full time post also expressed as working time.

All other Conditions of Service as per the General Whitley Council handbook.

RECOMMENDED SALARY SCALE FOR HOSPITAL PLAY SPECIALISTS

GRADE TITLE	POINT 00	POINT 01	POINT 02	POINT 03	POINT 04	POINT 05
Play Co-ordinator Managerial Grade	15,765	16,396	17,052	17,734		
Senior I	13,476	14,015	14,576	15,159	15,765	16,396
Senior II	11,520	11,980	12,468	12,958	13,476	14,015
Basic Grade Hospital Play Specialist	9,710	10,250	10,670	11,090	11,520	12,075
Hospital Play Assistant	8,900	9,170	9,440	9,710		

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