Job Description & Person Specification

Staff Grade Physiotherapist
1.0WTE Permanent Contract
Based in Harold’s Cross

Founded in 1879 by the Sisters of Charity
JOB DESCRIPTION

TITLE: Staff Grade Physiotherapist

REPORTING TO: Senior Physiotherapist in the designated area*

ACCOUNTABLE TO: Physiotherapist Manager

SALARY SCALE: Department of Health & Children salary scales will apply per annum pro rata

HOLIDAYS: 28 days per annum pro rata

HEALTH: A candidate for and any person holding the office must be free from any defect or disease which would render him/her unsuitable to hold the office and be in a state of health as would indicate a reasonable prospect of ability to attend regular and efficient service.

CHARACTER: A candidate for and any person holding the office must be of good character.

HOURS OF WORK: 37 hours per week. Details of starting and finishing times, which may vary in accordance with Hospice needs, will be notified to you by your Head of Department/Deputy. There will be times when you will be required to work outside of the normal office hours.

WORKING WEEK: Will be determined by your Head of Department

LOCATION: Our Lady’s Hospice & Care Services (OLH&CS) currently operates across two sites; Harold’s Cross and Blackrock. In the interest of patient care and changing needs, candidates are required to be completely flexible and are obliged to carry out duties in any department or location of the Hospice or associated locations when required to do so by the Chief Executive Officer.

ETHICAL CODE: The post holder is requested to respect the special charm, ethos and tradition of OLH&CS and to observe and comply with its general policies, procedures and regulations.

CONFIDENTIALITY: You will have access to various types of records/information in the course of your work. Such records and information are strictly confidential and unless acting on the instruction of an authorised person, on no account must information concerning staff, patients or other Hospice business be divulged or discussed except in the performance of normal duty. In addition, records may never be left in such a manner that unauthorised persons can obtain access to them and must be kept in safe custody when no longer required.
DESIGNATED AREA: This refers to the physiotherapy work units in any of the following areas: Palliative Care Units Harold’s Cross and Blackrock, Care of the Older Person Residential Unit, Community Reablement Unit, Rheumatic & Musculoskeletal Disease Unit or any other area as identified under the authority of OLH&CS. The post holder may be required to work in each of the designated areas on a rotational basis, as scheduled by the Physiotherapist Manager.

Purpose of the Post

- To provide safe, efficient and effective physiotherapy assessment, treatment and intervention for patients and residents in Our Lady’s Hospice & Care Services as directed by the Senior Physiotherapist/Physiotherapist Manager
- To work with the Physiotherapist Manager in ensuring the co-ordination, development and delivery of a quality, patient centred physiotherapy service

DUTIES AND RESPONSIBILITIES

Professional/Clinical

The Physiotherapist will:
- Carry a full clinical caseload appropriate to the post
- Be responsible for patient/resident assessment, development and implementation of individualised treatment plans that are patient centred and in line with best practice
- Be responsible for goal setting in partnership with the patient, family and other team members as appropriate
- Communicate and work in co-operation with other team members in providing an integrated quality service
- Develop effective communication with and provide instruction, guidance and support for staff, patients, family, carers etc.
- Document patient records in accordance with professional standards and departmental policies
- Provide a service in varied locations in line with local policy / guidelines and within appropriate time allocation (e.g. pre-admission assessments in hospitals or home visits)
- Demonstrate flexibility and work across the various units as the need arises
- Participate and be a lead clinician as appropriate in review meetings, case conferences, ward rounds etc.
- Develop and promote professional standards of practice
- Work within own scope of professional competence in line with principles of best practice, professional conduct and clinical governance
- Seek advice of relevant personnel when appropriate / as required
- Assist in the identification of the physiotherapy service needs and priorities in the assigned, designated area and to participate actively with the Senior Physiotherapist in the general development within the area.
- Carry out any other such duties appropriate to the post as may be assigned by the Head of Department/Senior Physiotherapist in the designated area.
- Operate within the scope of practice of the Irish Society of Chartered Physiotherapists
Administrative

The Physiotherapist will:

- Actively participate in the improvement and development of physiotherapy services by liaising with the Senior Physiotherapist / Physiotherapist Manager
- Gather and analyse statistics and participate in audits as directed by the Senior Physiotherapist / Physiotherapist Manager
- Represent the department at meetings and conferences as designated
- Assist in ensuring that the physiotherapy service makes the most efficient and effective use of developments in IT
- Promote a culture that values diversity and respect in the workplace
- Keep up to date with organisational developments within the Irish Health Service
- Carry out other duties appropriate to the post as required from time to time by the Physiotherapist Manager

Education and Training

The Physiotherapist will:

- Participate in mandatory training programmes.
- Take responsibility for, and keep up to date with advances in physiotherapy practice by participating in continuing professional development such as reflective practice, in service, self-directed learning, research, clinical audit etc.
- Enhance skills on a continuing basis so as to be pro-active in the changing work environment as the role may demand, e.g. health education advice, research etc.
- Participate, as required, in clinical teaching/training and supervision of staff, students and other health professionals, as assigned by the Physiotherapist Manager/ Senior Physiotherapist.
- Engage in personal development planning and performance review for self and others as required

Quality Safety & Risk

The Physiotherapist will:

- Comply with relevant Health and Safety responsibilities as outlined in Hospital Policies, Protocols and Procedures relevant to their area.
- Take reasonable care to protect his/her own safety, health and welfare and that of any other person who may be affected by his/her acts or omissions at work.

General

The Physiotherapist will:

- Adhere to Departmental and Hospice policies at all times.
- Perform such other duties appropriate to the post as may be assigned from time to time by the Manager or a nominee.
- Ensure confidentiality in all matters of information obtained during the course of employment.
- Have a working knowledge of Our Lady’s Hospice and Care Services’ policies.
Garda Vetting:

Legislation has been introduced for the provision of Garda Vetting in respect of candidates for employment in areas of the Health Services, where it is envisaged that potential employees would have substantial access to children or vulnerable adults. The successful candidate will be required to satisfactorily complete the Garda Vetting process prior to an appointment being made.

The post holder may be required to perform other duties as appropriate to the post, which may be assigned to him/her from time to time, and to contribute to the development of the post while in office. This job description will be subject to review in the light of changing circumstances. It is not intended to be exhaustive but should be regarded as providing guidelines within which individuals work.

The duties and responsibilities detailed above are a reflection of the present service requirements and may be subject to review and amendment to meet the changing needs of the service.
## PERSON SPECIFICATION

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<th>Factors</th>
<th>Essential</th>
<th>Desirable</th>
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| Qualifications | (a) The B.SC (Honours) degree in Physiotherapy from the University of Dublin, or  
                (b) The Bachelor of Science in Physiotherapy from the Royal College of Surgeons in Ireland, or  
                (c) The Bachelor in Physiotherapy (Honours) Degree from the National University of Ireland, or  
                (d) The Diploma in Physiotherapy of the University of Dublin or the National University of Dublin, or  
                (e) The BSc (Hons) Degree in Physiotherapy from the University of Limerick, or  
                (f) A physiotherapy qualification eligible for registration with CORU | • Be a member of The Irish Society of Chartered Physiotherapists (ISCP). |
| Experience   | • Relevant post-graduate experience employed as a physiotherapist specialising in one or more of the following areas: Care of the Older Person, Palliative Care, Rheumatology  
                • Demonstrate good clinical knowledge & competence in one or more of the following clinical services; Rheumatology, Care of the Older Person, Palliative Care  
                • Demonstrate excellent communication skills both written and verbal  
                • Experience working in a multi-disciplinary team | • Evidence of post graduate participation in research/audit/project work in relevant clinical area  
                • Active membership of a relevant ISCP Clinical Interest Group |
| Other        | • Demonstrate competent and confident IT skills - Word, Excel, Power Point and e-mail |                                                                         |
## CORE COMPETENCIES

### a. Professional Practice

#### 1. Professionalism
- Interpret professional codes of conduct, standards of practice, professional and organisational policies as well as legal and ethical standards and incorporate them into own practice
- Recognise the role of the physiotherapist in the multidisciplinary team and manage overlap of professional roles, seeking help where necessary
- Demonstrate appropriate professional behaviours and attitudes
- Recognise own limitations and liaise with senior staff and other team members when appropriate
- Maintain patient confidentiality
- Demonstrate adequate preparation for each rotation
- Demonstrate initiative and willingness to learn

#### 2. Communication
- Manage communications in a professional manner
- Communicate effectively with the patient and family/carer
- Communicate effectively with colleagues (e.g. Physiotherapy colleagues, ward staff, health professionals, administration staff, porters etc)
- Communicate oral and written information in a clear, structured and succinct manner which is free from unnecessary jargon
- Demonstrate appropriate presentation skills

### b. Provide a quality service

#### 3. Caseload management
- Prioritise and manage his/her caseload according to the needs of the department
- Demonstrate effective team working as a component of efficient case management to ensure an optimum service is provided for all service users

**Assessment**
- Demonstrate appropriate background knowledge prior to commencing assessment
- Retrieve relevant information from available sources
- Perform a subjective examination
- Perform an objective examination
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<th>4. Planning and maintaining a quality service</th>
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<td>• Demonstrate appropriate handling skills and perform assessment safely</td>
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<td>• Ensure patient comfort and dignity during assessment</td>
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<td>• Interpret and evaluate assessment findings</td>
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<td>• Use clinical reasoning skills to set appropriate goals.</td>
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**Intervention**

- Plan an appropriate treatment programme with realistic goals
- Justify the treatment programme using evidence based practice
- Implement a treatment programme
- Carry out treatment tasks within a reasonable time period
- Educate patient appropriately
- Manage the end of the patient care episode
- Demonstrate appropriate manual handling skills for self and patient during treatment
- Implement safe practice during treatment
- Demonstrate an appreciation of a holistic approach to patient treatment and management

**Documentation**

- Accurately record the assessment findings showing evidence of clinical reasoning
- Demonstrate evidence of clinical reasoning in documentation.
- Record clear, concise, legible notes that have appropriate use of abbreviations
- Adhere to legal requirements and local guidelines regarding documentation/signature.

- Understand the role of his/her service area and department within the larger organisation
- Recognise requirements for service development within his/her service area
- Communicate service development needs in collaboration with his/her senior
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| 5. Research and evidence based practice | • Demonstrate a good knowledge of current literature and apply same to practice  
• Review and critically analyse available evidence based information and literature and integrate into clinical practice  
• Monitor and evaluate effectiveness of interventions through the use of evidence based practice and outcome measures and modify practice accordingly |
| c. Education and development | 6. CPD | 7. Education | d. Organisational knowledge |
|   | • Identify own learning needs  
• Set appropriate learning outcomes  
• Demonstrate initiative and willingness to learn  
• Act on and accept guidance and/or feedback | • Recognise the need to provide training within the department and MDT  
• Plan, deliver and evaluate education, training and health promotion activities within the department and MDT. | • Demonstrate an understanding of Our Lady’s Hospice and Care Services’ Ethos, Core Values & Mission Statement |