

Our Lady's Hospice & Care Services

*Respite
Rehabilitation
Reassurance*

Harold's Cross
& Blackrock

**Job Description &
Person Specification**

**Staff Grade Physiotherapist
1.0WTE Permanent Contract**



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 charism, 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 development, co-ordination 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 the Safety, Health and Welfare at Work Act, 2005.
- 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

Factors	Essential	Desirable
Qualifications	<p>(a) The B.SC (Honours) degree in Physiotherapy from the University of Dublin, or</p> <p>(b) The Bachelor of Science in Physiotherapy from the Royal College of Surgeons in Ireland, or</p> <p>(c) The Bachelor in Physiotherapy (Honours) Degree from the National University of Ireland, or</p> <p>(d) The Diploma in Physiotherapy of the University of Dublin or the National University of Dublin, or</p> <p>(e) The BSc (Hons) Degree in Physiotherapy from the University of Limerick, or</p> <p>(f) A physiotherapy qualification eligible for registration with CORU</p>	<ul style="list-style-type: none"> • Be a member of The Irish Society of Chartered Physiotherapists (ISCP).
Experience	<ul style="list-style-type: none"> • Relevant post-graduate experience employed as a physiotherapist specialising in one or more of the following areas: Care of the Older Person, Palliative Care, Rheumatic & Musculoskeletal Diseases • Demonstrate good clinical knowledge & competence in one or more of the following clinical services; Rheumatic & Musculoskeletal Diseases, Care of the Older Person, Palliative Care • Demonstrate excellent communication skills both written and verbal • Experience working in a multi-disciplinary team 	<ul style="list-style-type: none"> • Evidence of post graduate participation in research/audit/project work in relevant clinical area • Active membership of a relevant ISCP Clinical Interest Group
Other	<ul style="list-style-type: none"> • Demonstrate competent and confident IT skills - Word, Excel, Power Point and Outlook 	

CORE COMPETENCIES

Level 1 on the OLH&CS Competency Based Framework

Professional Knowledge and Skill

- Demonstrate sufficient clinical knowledge and evidence based practice to carry out the duties and responsibilities of the post
- Demonstrate ability to apply evidence based outcome measures to evaluate efficacy of treatment and quality of care
- Demonstrate effective team working as a component of efficient case management to ensure an optimum service is provided for all service users
- Understand and respect the roles of all members of the MDT
- 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
- Exercise a professional duty of care to patients and act as an advocate for patients' rights to self-determination and autonomy
- Represent the physiotherapy profession within the service area and organisation generally

Quality Service

- Adopts a patient / resident centered approach at all times
- Demonstrates a commitment to achieving a high standard result
- Is flexible and adaptable to meet unanticipated demands
- Ability to act as an advocate for patients and residents
- Understands and respects the rights of all patients, residents and families

Continuous Learning and Development

- Displays enthusiasm and motivation to work
- Learns quickly and adapts with new ideas and procedures
- Engages in performance management and participates in training as required
- Receptive to constructive feedback
- Aware of one's own limitations
- Strives to progress within the organisation
- Achieves performance goals
- Engage in knowledge and experience sharing for the purposes of learning and development

Organisational Knowledge

- Strong understanding of the healthcare environment
- Awareness of the organisational chart and the department and management structures throughout the organisation
- Applies practice that is in accordance with relevant legislation and standards
- Understands one's own scope of practice

Planning and Organising

- Demonstrates the ability to plan and deliver the duties of the role in an effective and resourceful manner within a model of person-centred care
- Adopts a systematic approach to planning, organising and managing caseload effectively
- Ability to multi-task without losing focus
- Manage competing and changing priorities effectively
- Demonstrates a flexible and adaptable approach in a changing environment
- Deal with issues in a prompt and timely manner

- Demonstrates a high level of attention to detail to ensure accuracy and adherence to policies and procedures

Professionalism

- Demonstrates honesty, integrity and holds a strong code of ethics
- Maintains appropriate and professional boundaries
- Ensure confidentiality and discretion is respected in all patient, resident and hospice related matters
- Demonstrates enthusiasm and commitment to ones work
- Maintains professional appearance and adheres to organisational dress code

Communication

- Demonstrates excellent communication skills, both verbal and non-verbal
- Clearly and confidently articulates ideas and opinions and their underlying rationale
- Draws on a variety of communication methods to fit a various situations and circumstances
- Actively listens
- Patiently explains things to others and uses questions to check for understanding and to avoid misinterpretation
- Approachable using open body language
- Demonstrates the ability to engage in compassionate, individualised and timely communication with individuals with life limiting conditions, families, carers and members of the multidisciplinary team.

Team Player

- Demonstrates the ability to work co-operatively as part of a team
- Is a supportive team member
- Fosters a collaborative team working environment
- Utilises teamwork to share best practice ideas and breakdown departmental barriers
- Establishes and maintains external networks for the purposes of increasing efficiency of service delivery and improving quality

People Management

- Demonstrates patience and respect when imparting information to others
- Shows respect on a consistent basis to staff
- Acknowledges contributions of all

Leadership

- Leads by example
- Energetic and enthusiastic approach to work
- Motivates and supports work colleagues
- Builds credibility and portrays the profession in a positive light by being professional and well informed

Innovation

- Thinks creatively and implements solutions for everyday problems
- Identifies a variety of approaches to problem solving

Problem Solving and Decision Making

- Demonstrates the ability to effectively evaluate information and make appropriate decisions
- Demonstrates a reflective approach when dealing with problems,
- Carefully evaluates different solutions prior to action
- Supports ideas, views and initiatives with logic and reasoning
- Identifies and uses appropriate sources of information when making decisions