



**Physiotherapist (Staff Grade)
Job Specification & Terms and Conditions**

Job Title and Grade	Physiotherapist (Staff Grade) (Grade Code: 314X)
Reporting Relationship	The professional reporting relationship for clinical governance and clinical supervision will be to the Physiotherapy Manager through the professional line management structure.
Purpose of the Post	The provision of a quality Physiotherapy service in line with standards of Physiotherapy practice. To provide quality, client-centred Physiotherapy assessment and treatment to identified client groups at designated centres as directed by the Physiotherapy Manager.
Principal Duties and Responsibilities	<p><i>The Physiotherapist, (Staff Grade) will:</i></p> <p><u>Professional / Clinical</u></p> <ul style="list-style-type: none"> • Carry a clinical caseload appropriate to the post. • Be responsible for client assessment, development and implementation of individualised treatment plans that are client centred and in line with best practice. • Be responsible for goal setting in partnership with the client, family and other team members as appropriate. • Communicate and work in co-operation with other team members. • Develop effective communication with and provide instruction, guidance and support to service users, family, carers etc. • Document client 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. clinic, home visits). • Participate in review meetings, case conferences, ward rounds etc. as appropriate. • Maintain quality standards of work and co-operate with quality assurance programmes. • Seek the advice of relevant personnel when appropriate / as required. • Maintain professional standards in relation to confidentiality, ethics and legislation. • Operate within own scope of Physiotherapy practice as per CORU requirements and in accordance with local guidelines. <p><u>Education & Training</u></p> <ul style="list-style-type: none"> • Participate in mandatory training programmes. • Take responsibility for, and keep up to date with Physiotherapy practice by participating in continuing professional development such as reflective practice, in service, self-directed learning, research, clinical audit etc. • Engage in performance review processes including personal development planning. • Participate in the practice education of student therapists. Take part in teaching / training / supervision of staff / others as appropriate (once sufficient clinical experience has been attained) and attend practice educator courses as relevant to role and needs. <p><u>Health & Safety</u></p> <ul style="list-style-type: none"> • Implement agreed policies, procedures and safe professional practice and adhere to relevant legislation, regulations and standards. • Work in a safe manner with due care and attention to the safety of self and others. • Be aware of risk management issues, identify risks and take appropriate action. • Report any adverse incidents or near misses.

	<ul style="list-style-type: none"> • Adhere to department policies in relation to the care and safety of any equipment supplied for the fulfilment of duty. • Report any malfunctions or defects in equipment or any such suspicions immediately to the Senior Physiotherapist / Physiotherapy Manager. • Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc. and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role. • Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service. <p><u>Administrative</u></p> <ul style="list-style-type: none"> • Actively participate in the improvement and development of Physiotherapy services by liaising with the Senior Physiotherapist / Physiotherapy Manager. • Gather and analyse statistics and participate in audits as directed by the Senior Physiotherapist / Physiotherapy 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. <p>The above Job Specification is not intended to be a comprehensive list of all duties involved and consequently, 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.</p>
<p>Eligibility Criteria</p> <p>Qualifications and/or experience</p>	<p>Candidates must have at the latest date of application:</p> <p>Health A candidate for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.</p> <p>Character Each candidate for and any person holding the office must be of good character.</p>
<p>Skills, competencies and/or knowledge</p>	<p>Professional Knowledge & Experience <i>For example:</i></p> <ul style="list-style-type: none"> • Demonstrate sufficient clinical knowledge, clinical reasoning skills and evidence based practice to carry out the duties and responsibilities of the role. • Demonstrate an appropriate level of understanding of the Physiotherapy process, the underpinning theory and its application to the role. • Within practice, demonstrates sound clinical and professional judgement consistent with accepted models of Physiotherapy practice. • Demonstrate commitment to continuing professional development. • Demonstrate a willingness to develop IT skills relevant to the role. <p>Planning and Managing Resources <i>For example:</i></p> <ul style="list-style-type: none"> • Demonstrate the ability to plan and deliver care in an effective and resourceful manner and the ability to manage self in a busy working environment. • Demonstrate ability to take initiative and to be appropriately self-directed. • Demonstrates awareness of potential problems and flexibility in prioritising to maintain service standards. • Demonstrates innovation in working within resource limitations to enhance service delivery. <p>Team Player <i>For example:</i></p> <ul style="list-style-type: none"> • Demonstrate effective team skills and the ability to work collaboratively with others. • Promotes and participates in a culture of involvement and consultation.

	<ul style="list-style-type: none"> • Demonstrates the ability to react constructively to setbacks, is able to maintain professionalism and manage situations where conflict arises. • Demonstrates a willingness to get involved and assist others as appropriate. <p>Commitment to providing a Quality Service <i>For example:</i></p> <ul style="list-style-type: none"> • Demonstrate a commitment to the delivery of a high quality, person centred service. • Treats all service users with dignity and respect and ensures that welfare of the service user is a key consideration at all times. • Demonstrate flexibility, adaptability and an openness to change. <p>Evaluating Information and Judging Situations <i>For example:</i></p> <ul style="list-style-type: none"> • Demonstrate the ability to evaluate information and make effective decisions in relation to service user care. • Demonstrates the ability to think ahead to the consequences of decisions and considers precedence to ensure consistency. • Establishes integrity by ensuring that the professional, ethical and safety factors are fully considered in decisions into which they have input. <p>Communications and Interpersonal Skills <i>For example:</i></p> <ul style="list-style-type: none"> • Display effective communication skills (verbal & written). • Tailors the communication method and the message to match the needs of the audience. • Demonstrates interpersonal skills including the ability to collaborate and work in partnership with others. • Is sensitive to issues arising from multiple stakeholders, is patient and understanding. • Demonstrates good negotiation skills and is assertive as required.
<p>Campaign Specific Selection Process</p> <p>Ranking/Shortlisting / Interview</p>	<p>A ranking and or shortlisting exercise may be carried out on the basis of information supplied in your application form. The criteria for ranking and or shortlisting are based on the requirements of the post as outlined in the eligibility criteria and skills, competencies and/or knowledge section of this job specification. Therefore it is very important that you think about your experience in light of those requirements.</p> <p><u>Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process.</u></p> <p>Those successful at the ranking stage of this process (where applied) will be placed on an order of merit and will be called to interview in 'bands' depending on the service needs of the organisation.</p>
<p>Code of Practice</p>	<p>The Health Service Executive will run this campaign in compliance with the Code of Practice prepared by the Commission for Public Service Appointments (CPSA). The Code of Practice sets out how the core principles of probity, merit, equity and fairness might be applied on a principle basis. The Code also specifies the responsibilities placed on candidates, facilities for feedback to applicants on matters relating to their application when requested, and outlines procedures in relation to requests for a review of the recruitment and selection process and review in relation to allegations of a breach of the Code of Practice. Additional information on the HSE's review process is available in the document posted with each vacancy entitled "Code of Practice, Information for Candidates".</p> <p>Codes of practice are published by the CPSA and are available on https://www.hse.ie/eng/staff/jobs in the document posted with each vacancy entitled "Code of Practice, Information for Candidates" or on https://www.cpsa.ie/.</p>
<p>The reform programme outlined for the Health Services may impact on this role and as structures change the Job Specification may be reviewed.</p>	
<p>This Job Specification is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned.</p>	