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| **Job Specification; Sample Content****Physiotherapist, Clinical Specialist (3707)** |
| **The following template provides sample content for the above role.** **Please refer to the latest National Job Specification Template on the HSE Job Specification Repository to create your full and final version.** |
| **Principal Duties and Responsibilities** | ***For Example:*** *The Physiotherapist, Clinical Specialist will:***Professional / Clinical*** Identify and prioritise the requirements of the service within a constantly changing environment.
* Oversee, monitor and uphold the standards of professional practice through clinical audit, supervision and training.
* Operate within the scope of Physiotherapy practice as per CORU requirements and in accordance with local guidelines.
* Be responsible for a clinical caseload.
* Ensure a high standard of physiotherapy assessment, treatment and management is provided for service users under his/her care.
* Ensure the privacy and dignity of the service user is respected at all times.
* Keep abreast of research and practice developments in relevant clinical area(s); advise on and, in collaboration with the Physiotherapy Manager, introduce improvements / changes to work practices, procedures, techniques or technology in light of new developments.
* Communicate with other Clinical Specialists nationally and internationally to further develop clinical excellence and research.
* Act as an advanced clinical advisor in the specialist clinical area(s) to Physiotherapists and other Health Care Professionals regarding the management of complex cases.
* Keep accurate written and/or electronic records on the assessment, treatment, outcome and other information relevant to service users.
* Ensure the privacy and dignity of the service user is respected at all times.
* Serve on and provide specialist advice to committees / working groups that may be set up relevant to the area of clinical speciality.
* Participate in relevant service and professional meetings.

**Education and Training*** Participate in mandatory training programmes.
* Maintain standards of practice and levels of professional knowledge by participating in continuous professional development initiatives and attendance at courses as appropriate.
* Engage in professional clinical Physiotherapist supervision and in peer support with Physiotherapist colleagues.
* Ensure newly qualified therapists have adequate induction and clinical supervision.
* Engage in the HSE performance achievement process in conjunction with your Line Manager and staff as appropriate.
* Be responsible, in partnership with local General Management, for the practice education of student therapists through provision of placements and through support for therapists who are practice educators within their departments.

**Quality, Health and Safety and Risk*** Develop and monitor implementation of agreed policies, procedures and safe professional practice by adhering to relevant legislation, regulations and standards.
* Ensure the safety of self and others, and the maintenance of safe environments and equipment used in Physiotherapy in accordance with legislation.
* Adequately identifies, assesses, manages and monitors risk within their area of responsibility.
* Take the appropriate timely action to manage any incidents or near misses within their assigned area(s).
* Report any deficiency/danger in any aspect of the service to the team or Physiotherapy Manager as appropriate.
* Develop and promote quality standards of work and co-operate with quality assurance programmes.
* 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.

**Management*** Be responsible for the co-ordination and delivery of service in designated area(s).
* Review and allocate resources within the designated area, in collaboration with relevant others.
* Develop and implement strategic service and business plans, quality initiatives, audits etc. based on up to date evidence-based practice and report on outcomes.
* Foster and lead a culture and practice of; evaluating service outcomes; data collection; implementing quality improvement initiatives as appropriate.
* Oversee the upkeep of accurate records in line with best clinical governance, organisational requirements and relevant legislation e.g. FOI, GDPR
* Record, collate and submit statistics, including key performance indicators, within agreed timeframes.
* Promote good team working, and a culture that values diversity.
* Work within the multidisciplinary team and liaise with staff to ensure effective communication.
* Liaise with the Physiotherapist Manager regarding the needs, interests and views of Physiotherapy staff.
* Represent the department / team at meetings and conferences as appropriate.
* Engage in IT developments as they apply to service user and service administration.
* Keep up to date with developments within the Health Service.

**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 them from time to time and to contribute to the development of the post while in office.**  |
| **Skills, competencies and/or knowledge** | ***For Example:*** *The candidate must demonstrate:***Professional Knowledge and Experience** *For example:** Demonstrates an advanced level of clinical knowledge, clinical reasoning skills and evidence based practice appropriate to carrying out the duties and responsibilities of the role in line with relevant legislation and standards
* Demonstrates an ability to apply specialist knowledge to best practice
* Demonstrates evidence of having applied / used appropriate assessment tools and treatments and a knowledge of the implications of outcomes to service users, particularly those with complex needs in the specialist area
* Demonstrate a willingness to engage and develop IT skills relevant to the role

**Planning and Managing Resources**  *For example:** Balances clinical work with other research and educational responsibilities
* Demonstrates effective time management
* Provides flexible interventions to meet the varied needs of individual service users
* Optimises the use of available resources to achieve effective outcomes
* Demonstrates the ability to plan and manage the delivery of an optimum service in an effective and resourceful manner, within a model of person-centred care
* Demonstrates a high level of initiative, flexibility and adaptability in response to workforce demands
* Promotes the delivery of a holistic, user-focused approach, which encompasses a multi-professional and inter-professional perspective

**Managing and Developing (Self and Others)***For example:** Demonstrates advanced leadership and team skills including the ability to lead by example
* Demonstrates a commitment to manage and develop self and others in a busy working environment
* Deals positively and constructively with obstacles and conflict within teams
* Demonstrates commitment to continuing professional development (CPD) and facilitates staff development by providing support such as; supervising, mentoring, coaching and formal development planning. Develops and/or implements systems to support a CPD culture within the service

**Commitment to providing a Quality Service***For example:** Demonstrates a commitment to and the ability to lead on the delivery, design and implementation of a high quality, person centred service
* Designs and develops new, innovative and non-traditional service delivery models which aim to promote a comprehensive and integrated quality service within evolving healthcare structures, overcoming any resource limitations
* Demonstrates and promotes collaborate working relationships as well as having the ability to work independently and exercise a high degree of professional autonomy
* Displays awareness and appreciation of service users and the ability to empathise with and treat others with dignity and respect

**Evaluating Information and Judging Situations** *For example:** Exercises a high degree of professional autonomy in the analysis of highly complex facts or situations that contribute to the implementation of a treatment or management strategy for the service user.
* Demonstrates the ability to effectively analyse and critically evaluate complex information and make appropriate decisions.
* Explains the rationale behind decisions confidently when faced with opposing or competing demands. Is objective but also aware of sensitivities in their approach.
* Regularly quantifies and evaluates activities against service plans and takes timely action to correct potential difficulties and/or to respond to changing needs. Recognises how service constraints impact on service delivery.
* Demonstrate evidence based practice through the process of clinical reasoning and decision making, allowing knowledge to be applied to complex/different situations.

**Communications and Interpersonal Skills***For example:** Displays effective communication skills (written and verbal) e.g. presents written information in a clear, concise and well-structured manner / communicates complex information by tailoring the communication method and the message to match the needs of the audience.
* Demonstrates sound interpersonal skills including the ability to collaborate effectively with a wide range of people, colleagues, families, carers etc.
* Demonstrates sensitivity, diplomacy and tact when dealing with others and is patient and tolerant when dealing with conflict or negative attitudes from others.
* Demonstrates strong negotiation skills, remains firm but flexible when putting forward a point of view
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