***Physiotherapist, Senior***

***A note – Revised Guidance re Care Groups***

*The guidance re Senior Physiotherapist Care Groups was recently revised to support the alignment of recruitment with evolving changes to service delivery models. The revised care groups were agreed by a representative group of Physiotherapy Managers in conjunction with CHO, Acute and National HR personnel. Senior Physiotherapist recruitment should now be guided by these revised care groups.*

*Why are these care groups relevant?*

*The revised care groups were designed to support the development of recruitment panels that will be in alignment with upcoming organisational changes to service provision, especially in relation to Slaintecare and the establishment of the Regional Health Authorities (RHAs).*

*What do I need to do as a Recruiter?*

*The first step is to agree the campaign design with the Discipline Manager - deciding if the recruitment campaign will be for all care groups, or some of the care groups[[1]](#footnote-1) (see Care Groups below). The care group(s) to be recruited for will depend on current and future vacancies and any existing panels in place. Once it is agreed what care group(s) are being recruited, the Recruiter can then design the recruitment campaign and associated documentation to reflect them i.e. reflecting the care group(s) in the Job Specification, application form, short listing and interview content; interview board composition / care group expertise, and formation of care group panels.*

*The proposed care group areas are presented below along with a description of the services within each care group area. They serve as guidelines for local recruiters - variances may exist at local level dependent on the unique services within that geographical area.*

**Physiotherapist Senior Care Groups (Guidelines Agreed June 2022)**

**Community:**

* **Care Group Area 1: Primary Care (may include 2 or a combo of up to 3 of the following: neuro/ gerontology/ MSK /Ortho/ Rheum/ resp / paeds).**
* **Care Group Area 2: MSK/Ortho/ Rheum**
* **Care Group Area 3: Respiratory (RIC/Pulmonary rehab)**
* **Care Group Area 4: Paeds (primary care and/ or disability)**
* **Care Group Area 5: Neurology/gerontology/ rehab**

It is recognised that a small number of bespoke campaigns may be required for specialised settings:

* **Bespoke: Pelvic health & continence**
* **Bespoke: Oncology and lymphoedema**
* **Bespoke: Cardiology**

**Acute:**

* **Care Group Area 6: MSK/Ortho/Rheum**
* **Care Group Area 7: Orthopaedic Wards**
* **Care Group Area 8: Acute Wards (med/surg/neuro/geron)**
* **Care Group Area 9: Respiratory (critical care/ICU)**
* **Care Group Area 10: Neurology/gerontology/ rehab**
* **Care Group Area 11: Cancer Services and/or lymphoedema (if relevant per volume of appointments)**

It is recognised that a small number of bespoke campaigns may be required for specialised settings:

* **Bespoke: Pelvic health & continence**
* **Bespoke: Any other very specialist posts e.g. plastics**
* **Bespoke: Cardiology**

**If a particularly specialised post arises the care groups above may be modified, recording the rationale for this modification for audit purposes.**

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| **Job Specification; Sample Content****Physiotherapist, Senior (3158)** |
| **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.** |
| **Reporting Relationship** | ***For Example:*** 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**  | ***For Example:*** * To be responsible for the provision of a high quality Physiotherapy service in accordance with standards of professional practice
* To work in conjunction with other team members in co-ordinating and developing the service to meet the needs of the population it serves in line with the objectives of the organisation
* To work with the Physiotherapy Manager in ensuring the co-ordination, development and delivery of a quality, client centred physiotherapy service across and between networks in the geographical area
* To carry out clinical and educational duties as required
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| **Principal Duties and Responsibilities** | ***For Example:*** *The Physiotherapist, Senior will:***Professional / Clinical*** Communicate and work in co-operation with the Physiotherapy Manager and other team members in providing an integrated quality service taking the lead role as required.
* Be responsible for the co-ordination and delivery of a quality service in line with best practice and professional standards.
* Be a lead clinician in assigned, allocated clinical areas of responsibility and carry a clinical caseload appropriate to the post.
* Lead a team of Staff Grade Physiotherapists, as appropriate to the role.
* 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 client, family and other team members as appropriate.
* Communicate effectively with and provide instruction, guidance and support to, staff clients, family, carers etc.
* Work as a key worker for particular cases, if required.
* Be responsible for standards of professional and clinical practice of self and staff appointed to clinical / designated area(s) in line with the Scope of Practice of CORU and Health Service Executive (HSE) guidelines, policies, protocols and legislation.
* Be a clinical resource for other Physiotherapists.
* Plan and manage resources efficiently in assigned areas of responsibility.
* Document client records in accordance with professional standards and departmental policies.
* Provide a service in varied locations in line with local policy and within appropriate time allocation (e.g. clinic, home visits).
* Apply health promotion as an ethos across the clinical area to promote health and wellbeing.
* Participate and be a lead clinician as appropriate in review meetings, case conferences etc.
* Seek advice of relevant personnel when appropriate / as required.

**Education & Training*** 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.
* Be responsible for the induction and clinical supervision of staff in the designated area(s).
* Co-ordinate and deliver clinical placements in partnership with universities and clinical educators.
* Manage, participate and play a key role in the practice education of student therapists. Take part in teaching / training / supervision / evaluation of staff / students and attend practice educator courses as relevant to role and needs.
* Engage in the HSE performance achievement process in conjunction with your Line Manager and staff as appropriate.

**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.

**Administrative*** Contribute to the service planning process.
* Assist the Physiotherapy Manager and relevant others in service development encompassing policy development and implementation.
* Review and evaluate the Physiotherapy service regularly, identifying changing needs and opportunities to improve services.
* Collect and evaluate data about the service area as identified in service plans and demonstrate the achievement of the objectives of the service. Collate and maintain accurate statistics and render reports as required.
* Oversee the upkeep of accurate records in line with best practice.
* Represent the department / team at meetings and conferences as appropriate.
* Inform the Physiotherapy Manager of staff issues (needs, interests, views) as appropriate.
* Promote a culture that values diversity and respect in the workplace.
* Participate in the control and ordering of Physiotherapy stock and equipment in conjunction with the Physiotherapy Manager.
* Be accountable for the budget, where relevant.
* Keep up to date with organisational developments within the Irish Health Service.
* Engage in IT developments as they apply to clients and service administration.

**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.**  |
| **Sample****Post Specific Requirements** | ***For Example:*** **Post Specific Requirements****This section may be used to specify that candidates must demonstrate particular experience deemed necessary for safe and effective performance in a particular care group role(s).****Post Specific Requirements are not additional qualifications. It is not possible to include other qualifications in this section, without engaging in having those qualifications recognised as an essential part of the role.** **Depending on the agreed care group(s) being recruited for, specify here the depth and breadth of experience required for each care group area i.e. use text below dependent on the care group(s) being recruited.** **Physiotherapist, Senior Guideline Care Groups (Agreed June 2022)****Community:*** **Care Group Area 1: Primary Care (may include 2 or a combo of up to 3 of the following: neuro/ gerontology/ MSK /Ortho/ Rheum/ resp/ paeds).**
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Bespoke Campaigns: Post specific requirements for bespoke campaigns as relevant to the service area being recruited for: * **Bespoke: Pelvic health & continence**
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**Acute:*** **Care Group Area 6: MSK/Ortho/Rheum**
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| **Skills, competencies and/or knowledge** | ***For Example:*** *The candidate must demonstrate:***Professional Knowledge and Experience** *For example:** Demonstrate 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.
* Demonstrate an appropriate level of understanding of the Physiotherapy process, the underpinning theory and its application to the role.
* Demonstrate evidence of having applied / used appropriate assessment tools and treatments and a knowledge of the implications of outcomes to service users.
* Demonstrates the knowledge, abilities and technical skills required to provide safe, efficient and effective service in the area of practice.
* Demonstrate a willingness to engage and develop IT skills relevant to the role.

**Planning and Managing Resources**  *For example:** Demonstrates the ability to plan activities and co-ordinate resources to ensure value for money and maximum benefit for the organisation.
* Demonstrates ability to prioritise the most important tasks on an ongoing basis.
* Demonstrates flexibility and adaptability in response to workforce demands.
* Demonstrate ability to take initiative and to be appropriately self-directed.

**Managing and Developing (Self and Others)***For example:** Demonstrates ability to lead by example and adapts leadership style to suit the demands of the situation and the people involved.
* Demonstrate an ability to manage and develop self and others in a busy working environment.
* Demonstrate the ability to work independently as well as part of a team, collaborates well with others.
* Demonstrates the ability to react constructively to setbacks and to both give direction / feedback, and take direction / feedback, from others.
* Demonstrate a commitment to continuous professional development and knowledge sharing.

**Commitment to providing a Quality Service***For example:** Demonstrate a commitment to and the ability to lead on the delivery of a high quality, person centred service.
* Demonstrates innovation in the provision of person-centred care and in overcoming resource limitations.
* Ensures that all service users are treated with dignity and respect and ensures that the welfare of the service user is a key consideration at all times.
* Works at an operational level to build alliances and learn how to best position service delivery to meet the needs of its service users.
* Is open to change and supports the implementation of change.

**Evaluating Information and Judging Situations** *For example:** Demonstrate the ability to evaluate information and make effective decisions in relation to service user care.
* 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. Recognises how service constraints impact on service delivery.

**Communications and Interpersonal Skills***For example:** Display effective communication skills (verbal and written).
* Tailors the communication method and the message to match the needs of the audience; demonstrates active listening skills.
* Demonstrates effective interpersonal skills including the ability to collaborate in partnership with others.
* Demonstrates sensitivity, diplomacy and tact when dealing with others; is patient and tolerant when dealing with conflict situations.
* Demonstrates strong negotiation skills; remains firm but flexible when putting forward a point of view.
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1. *Depending on service need, there may be a requirement to recruit for one or more of the care group areas.*  [↑](#footnote-ref-1)