

**Physiotherapist, Senior**

**Children’s Disability Network Team**

**Donegal**

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| **Job Title and Grade** | **Physiotherapist, Senior – Children’s Disability Network Teams (Supplementary)****Fisiteiripeoir, Sinsearach - CDNT***(Grade Code: 3158)* |
| **Campaign Reference** | SC.027.2023 |
| **Closing Date** | Rolling Campaign |
| **Proposed Interview Date (s)** | TBC |
| **Taking up Appointment** | A start date will be indicated at job offer stage. |
| **Location of Post** | If you apply and are successful at interview you will be placed on a panel. Once you are on the panel, you decide which post you would like to work in and where. You will be informed about all Senior Physiotherapist posts within the CDNT Service in the following areas:* Donegal North
* Donegal East & Inishowen
* Donegal South West

A supplementary panel is being formed as a result of this campaign from which current and future, permanent and specified purpose vacancies of full or part-time duration may be filled in CHO1 Donegal. Once formed, the panel will remain in existence for 12 months. |
| **Informal Enquiries** | Gerard Gallagher, Children’s Disability Network Manager, Donegal South West,Mobile: 0874095164 Email: Gerard.gallagher3@hse.ie Alvin Doherty, Children’s Disability Network Manager, Donegal East & Inishowen,Mobile: 0871305824 Email: Alvin.doherty@hse.ie Siobhan Taylor, Children’s Disability Network Manager, Donegal North,Mobile: 0877374184 Email: siobhan.taylor@hse.ie  |
| **Details of Service** | **Disability Services**Children’s Disability Network Teams (CDNT) in Donegal provide services to children from 0-18 with complex development needs which include physical, sensory, intellectual disabilities and autism. There are 3 CDNT’s in Donegal.CDNT’s Disability Network Teams are interdisciplinary teams who work within a Family Centred Practice model and work collaboratively with service users, families and other stakeholders to meet goals identified by the family.The post holder will be responsible for assessing and delivering intervention to children and young persons in clinic, school, home and community settings depending on their presentation. |
| **Reporting Relationship** | Your professional reporting relationship will be to the local Children Disability Network Manager and clinical supervision arrangements will be agreed at Job Offer stage. |
| **Key Working Relationships** | The post holder will work within an interdisciplinary team of other disciplines including nursing, OT, SLT, psychology, social work, Autism Therapists and Community Facilitators. You will also be required to link with external stakeholders such as schools, community group, voluntary organisations and specialist services e.g. acute service, Central Remedial Clinic (CRC). |
| **Purpose of the Post**  | * 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 CDNM 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, supervision and educational duties as required
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| **Principal Duties and Responsibilities****Step difference** | *The Physiotherapist, Senior will:***Professional / Clinical*** Communicate and work in co-operation with the CDNM 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.
* Act as Key Contact for service users and act as a liaison between the team and family and help families identify goals as part on the Individualised Family Service Plan (IFSP).
* Communicate effectively with and provide instruction, guidance and support to, staff clients, family, carers etc.
* 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, school, 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 personal development planning and performance review for self and others as required.

**Quality, Health & 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.
* Assess and manage risk in their assigned area(s) 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 CDNM 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.

**Administrative*** Contribute to the service planning process.
* Assist the CDNM 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 CDNM 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 CDNM.
* 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 him/her from time to time and to contribute to the development of the post while in office.**  |
| **Eligibility Criteria****Qualifications and/ or experience** |  **Candidates must have at the latest date of application:****1. Statutory Registration, Professional Qualifications, Experience, etc**(a) Candidates for appointment must: (i) Be registered, or be eligible for registration, on the Physiotherapists Register maintained by the Physiotherapist Registration Board at CORU **AND**(ii) Have three years full time (or an aggregrate of three years full time) post qualification clinical experience**AND**(iii) Have the requisite knowledge and ability (including a high standard of suitability and professional ability) for the proper discharge of the duties of the office.**AND**(iv) Provide proof of Statutory Registration on the Physiotherapists Register maintained by the Physiotherapists Registration Board at CORU **before a contract of employment can be issued.** **2. Annual registration** (i) On appointment, practitioners must maintain annual registration on Physiotherapists Register maintained by the Physiotherapists Registration Board at CORU **AND**(ii) Practitioners must confirm annual registration with CORU to the HSE by way of the annual Patient Safety Assurance Certificate (PSAC).**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. **Character**Each candidate for and any person holding the office must be of good character. |
| **Post specific Requirements** | * Candidates must demonstrate a high level of clinical knowledge and evidence based practice to carry out the duties and responsibilities of the role.
* Must have a working knowledge of 24hour postural management and how to plan and implement intervention plans in conjunction with other relevant stakeholders.
* Must have a good knowledge of aids and appliances which may be recommended as part of their clinical practice.
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| **Other requirements specific to the post** | * Access to appropriate transport in order to fulfil the requirements of the role
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| **Skills, competencies and/or knowledge** | **Professional Knowledge & 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 & 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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| **Campaign Specific Selection Process****Ranking/Shortlisting / Interview** | 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. Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process. 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.The HSE is an equal opportunities employer. |
| **Code of Practice** | 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 CPSA is responsible for establishing the principles that should be followed when making an appointment. These are set out in the CPSA Code of Practice. The Code outlines the standards that should be adhered to at each stage of the selection process and sets out the review and appeal mechanisms open to candidates should they be unhappy with a selection process.The CPSA Code of Practice can be accessed via <https://www.cpsa.ie/>. |
| The reform programme outlined for the Health Services may impact on this role and as structures change the Job Specification may be reviewed.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. |



**Physiotherapist, Senior**

**Terms and Conditions of Employment**

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| **Tenure**  | The vacancies available are **permanent/temporary** and **whole time/part-time.** The posts are pensionable. A supplementary panel may be created from which permanent and specified purpose vacancies of full or part time duration may be filled. The tenure of these posts will be indicated at “expression of interest” stage. Appointment as an employee of the Health Service Executive is governed by the Health Act 2004 and the Public Service Management (Recruitment and Appointments) Act 2004 and Public Service Management (Recruitment and Appointments) Amendment Act 2013. |
| **Remuneration**  | The Salary scale for the post is: (01/10/2023)New appointees to any grade start at the minimum point of the scale. Incremental credit will be applied for recognised relevant service in Ireland and abroad (Department of Health Circular 2/2011). Incremental credit is normally granted on appointment, in respect of previous experience in the Civil Service, Local Authorities, Health Service and other Public Service Bodies and Statutory Agencies. |
| **Working Week** | The standard working week applying to the post is to be confirmed at Job Offer stage. HSE Circular 003-2009 “Matching Working Patterns to Service Needs (Extended Working Day / Week Arrangements); Framework for Implementation of Clause 30.4 of Towards 2016” applies. Under the terms of this circular, all new entrants and staff appointed to promotional posts from Dec 16th, 2008 will be required to work agreed roster / on call arrangements as advised by their line manager. Contracted hours of work are liable to change between the hours of 8am-8pm over seven days to meet the requirements for extended day services in accordance with the terms of the Framework Agreement (Implementation of Clause 30.4 of Towards 2016). |
| **Annual Leave** | The annual leave associated with the post will be confirmed at contracting stage. |
| **Superannuation** | This is a pensionable position with the HSE. The successful candidate will upon appointment become a member of the appropriate pension scheme. Pension scheme membership will be notified within the contract of employment. Members of pre-existing pension schemes who transferred to the HSE on the 01st January 2005 pursuant to Section 60 of the Health Act 2004 are entitled to superannuation benefit terms under the HSE Scheme which are no less favourable to those which they were entitled to at 31st December 2004 |
| **Age** | The Public Service Superannuation (Age of Retirement) Act, 2018\* set 70 years as the compulsory retirement age for public servants.***\* Public Servants not affected by this legislation:***Public servants joining the public service, or re-joining the public service with a 26 week break in service, between 1 April 2004 and 31 December 2012 (new entrants) have no compulsory retirement age.Public servants, joining the public service or re-joining the public service after a 26 week break, after 1 January 2013 are members of the Single Pension Scheme and have a compulsory retirement age of 70. |
| **Probation** | Every appointment of a person who is not already a permanent officer of the Health Service Executive or of a Local Authority shall be subject to a probationary period of 12 months as stipulated in the Department of Health Circular No.10/71. |
| **Protection of Persons Reporting Child Abuse Act 1998** | As this post is one of those designated under the Protection of Persons Reporting Child Abuse Act 1998, appointment to this post appoints one as a designated officer in accordance with Section 2 of the Act.  You will remain a designated officer for the duration of your appointment to your current post or for the duration of your appointment to such other post as is included in the categories specified in the Ministerial Direction. You will receive full information on your responsibilities under the Act on appointment. |
| **Mandated Person Children First Act 2015** | As a mandated person under the Children First Act 2015 you will have a legal obligation:* To report child protection concerns at or above a defined threshold to TUSLA.
* To assist Tusla, if requested, in assessing a concern which has been the subject of a mandated report.

You will remain a mandated person for the duration of your appointment to your current post or for the duration of your appointment to such other post as is included in the categories specified in the Ministerial Direction. You will receive full information on your responsibilities under the Act on appointment. |
| **Infection Control** | Have a working knowledge of 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. |
| **Health & Safety** | It is the responsibility of line managers to ensure that the management of safety, health and welfare is successfully integrated into all activities undertaken within their area of responsibility, so far as is reasonably practicable. Line managers are named and roles and responsibilities detailed in the relevant Site Specific Safety Statement (SSSS). Key responsibilities include:* Developing a SSSS for the department/service[[1]](#footnote-1), as applicable, based on the identification of hazards and the assessment of risks, and reviewing/updating same on a regular basis (at least annually) and in the event of any significant change in the work activity or place of work.
* Ensuring that Occupational Safety and Health (OSH) is integrated into day-to-day business, providing Systems Of Work (SOW) that are planned, organised, performed, maintained and revised as appropriate, and ensuring that all safety related records are maintained and available for inspection.
* Consulting and communicating with staff and safety representatives on OSH matters.
* Ensuring a training needs assessment (TNA) is undertaken for employees, facilitating their attendance at statutory OSH training, and ensuring records are maintained for each employee.
* Ensuring that all incidents occurring within the relevant department/service are appropriately managed and investigated in accordance with HSE procedures[[2]](#footnote-2).
* Seeking advice from health and safety professionals through the National Health and Safety Function Helpdesk as appropriate.
* Reviewing the health and safety performance of the ward/department/service and staff through, respectively, local audit and performance achievement meetings for example.

**Note**: Detailed roles and responsibilities of Line Managers are outlined in local SSSS.  |

1. A template SSSS and guidelines are available on the National Health and Safety Function, here: <https://www.hse.ie/eng/staff/safetywellbeing/about%20us/>

2 See link on health and safety web-pages to latest Incident Management Policy [↑](#footnote-ref-1)
2. [↑](#footnote-ref-2)