

Role Profile

Role Title	Staff Grade Physiotherapist
Purpose of the Role	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.
Department/Directorate	Physiotherapy Department, SCOPe Directorate
Reports to	Physiotherapist Manager In Charge III
Key Direct Reports	N/A
Grade	Physiotherapist
Salary Scale	€43,122 - €61,916 (LSI x 1)
Job Reference Number	001195
Enquiries To	<p>Ms Avril Fahey, Physiotherapist Manager in Charge III; Phone: 01 416 2486; Email: Avfahey@stjames.ie</p> <p>Or</p> <p>Mr Tom Meredith, Deputy Physiotherapy Manager; Phone: 01 416 6585; Email: tmeredith@stjames.ie</p> <p>Or</p> <p>Ms Sheila Roche, Deputy Physiotherapy Manager; Phone: 01 428 4550; Email: sroche@stjames.ie</p>
Closing Date	Sunday, 21 st April 2025

Key Duties and Responsibilities

Professional/Clinical:

- 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 professional standards of practice
- Maintain quality standards of work and co-operate with quality assurance programmes
- Work within own scope of professional competence in line with principles of best practice, professional conduct and clinical governance
- Seek the advice of relevant personnel when appropriate / as required
- Operate within the scope of practice of the Irish Society of Chartered Physiotherapists

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.
- Engage in performance review processes including personal development planning
- Take part in teaching / training / supervision of staff / students (once sufficient clinical experience has been attained) and attend practice educator courses as relevant to role and needs

Health & Safety:

- 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
- 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
- Participate and cooperate with legislative and regulatory requirements in relation to Health and Safety as outlined in the Safety, Health and Welfare Act 2005 and the Hospital Safety Statement.

Administration:

- 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
- Carry out other duties appropriate to the post as required from time to time by the Physiotherapy Manager

**The above Role Profile 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. This Role Profile will be subject to review in the light of changing circumstances.

Academic/Professional Qualifications and/or relevant Experience

Required:

1. Statutory Registration, Professional Qualifications, Experience, etc

Candidates for appointment must:

- i. Be registered, or be eligible for registration, on the Physiotherapists Register maintained by the Physiotherapists Registration Board at CORU.
And
- ii. 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
- iii. Provide proof of Statutory Registration on the Physiotherapist 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 the Physiotherapist Register maintained by the Physiotherapists Registration Board at CORU
And
- ii. Practitioners must confirm annual registration with CORU to Human Resources, St James's Hospital by way of the annual Patient Safety Assurance Certificate (PSAC)

Technical/Clinical Competencies

Please note for each of the required competencies below, you will be required to provide examples of your current level of knowledge, skill and/or experience for each of these under the ***Application Questions*** section of the application form.

Simply enter each of the below as a heading, and provide your knowledge, skills and experience in the corresponding numbered box under the ***Application Questions*** section of the application form.

Required:

- 1. Carry a clinical caseload appropriate to the post
- 2. Be responsible for client assessment, development and implementation of individualised treatment plans that are client centred and in line with best practice

SJH Behavioural Competencies: *These competencies will be assessed in detail at the Interview stage. You are not required to include written examples of behavioural competencies on application form. However, during the interview, you will be required to provide examples of when you previously demonstrated these competencies.*

<u>Competency Required</u>	Level Required	Appropriate Descriptors
Quality & Safety Service	Level 1	<ul style="list-style-type: none"> • Demonstrates loyalty and commitment to the organisation • Strives to achieve results in quality and safety • Is self-motivated to achieve the goals set. Meets and exceeds targets • Will go the extra mile to get things done • Demonstrates personally high standards. Is intrinsically driven. • Understands the role of multi-disciplinary teams for patient care/customer-service and quality. Seeks input from others where appropriate
Planning & Organisation	Level 1	<ul style="list-style-type: none"> • Does appropriate research when encountering new situations • Deals with issues in a prompt and timely manner • Keeps self and workplace organised and tidy • Utilises established systems and processes for prioritising and delivering on tasks • Works flexibly to balance individual priorities within the wider context of the team agenda
Communication	Level 1	<ul style="list-style-type: none"> • Shows empathy when handling delicate or sensitive issues • Listens openly, using questions to check for understanding/avoid misinterpretation • Is aware of professional boundaries. • Knows when, how, and whom to contact on various issues • Respects confidentiality
Problem Solving & Decision Making	Level 1	<ul style="list-style-type: none"> • Demonstrates a reflective approach when dealing with problems, carefully evaluating different options/solutions • Reasons systematically and logically through issues • Thinks through the implications of own decisions before confirming how to approach a problem / issue • Supports views with sound logic and reasoning • Demonstrates common sense when dealing with everyday issues that arise

Proficiency in the English language

A level of proficiency in the English language, written and spoken, is a requirement of all roles within St. James's Hospital. You will be required to self assess your proficiency level in the Standard Application Form. **In addition, your proficiency in spoken English will be assessed during the interview process appropriate to the role available.**

Particulars of Office

1. The appointment to this post will be **Specified Purpose, Full-time and Pensionable.**
2. Annual Leave allowance is **29 days per annum.**
3. The person appointed must not give less than **one month's notice**, in writing, of intention to resign.
4. Normal working hours will be **35 hours per week.**
5. You will be required to work the agreed roster / on call arrangements advised to you by your line manager. Your contracted hours of work are liable to change between the hours of 8.00am - 8pm over seven days to meet the requirements for extended day services in accordance with the terms of the Framework Agreement.
6. Incremental credit is normally granted on appointment, in respect of previous relevant experience in the Civil Service, local authorities, health service, public service bodies and other agreed relative experience.

General Conditions

1. The Hospital Board will not be responsible for the loss or theft of personal belongings.
2. Fire orders must be observed and staff must complete fire training every 2 years
3. All accidents within the department must be reported immediately.
4. In accordance with the "Safety, Health and Welfare at Work Act 2005", all staff must comply with all safety regulations.
5. St. James's Hospital is a Tobacco Free Campus. The use of Tobacco or Electronic Cigarettes is not permitted within the Hospital Buildings or on the grounds.

Confidentiality

In the course of your employment you may have access to or hear information concerning the medical or personal affairs of patients and/or staff, or other health services business. Such records and information are strictly confidential and unless acting on the instructions of an authorised officer, on no account must information concerning staff, patients or other health service business be divulged or discussed except in the performance of normal duty. In addition records must 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.

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.

Infection Control & Hygiene

It is the responsibility of all staff across the hospital to ensure that infection control and hygiene standards are adhered to and maintained at all times.

Recruitment Process

- Approval to Hire (VAF process)
- Hiring Manager – Role Profile
- Advertising
- Application Process (Online Application Form)
- Shortlisting of Candidates will be based on information provided in their Online Application Form
- Interview Process
- All applicants who move to the 2nd stage of the Selection process (i.e. post interview) will be subject to Reference Checking X 2, Self Declaration, Garda Clearance and Occupational Health Screening (Questionnaire)

- All successful external candidates who take up appointment will be required to attend Mandatory Induction Programme
- In the event that we receive a large number of applications and while you may meet the eligibility requirements of the competition, it may be decided at shortlisting to reduce the numbers being invited to interview. An expert board will examine the application forms against pre-determined criteria based on the requirements of the position. This is not to suggest that other candidates are necessarily unsuitable or incapable of undertaking the job, rather that there are some candidates who, based on their application, appear to be better qualified and/or have more relevant experience. It is therefore in your own interest to provide a detailed and accurate account of your qualifications and experience on the application form.

Application Procedure:

To apply for this position, please complete the online application form in full no later than **Sunday, 21st April 2025.**

A panel may be formed from which future vacancies will be filled

St. James's Hospital is an Equal Opportunities Employer