



*St. Francis Hospice Dublin*

## **JOB DESCRIPTION**

### **SENIOR PHYSIOTHERAPIST**

**FIXED TERM CONTRACT – 22 MONTHS**

**28 HOURS PER WEEK**

**0.8 WTE**

**Job Reference: Ref 2024-002**

**Issue Date:  
January 2024**

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### **1. JOB PURPOSE**

The Senior Physiotherapist will provide physiotherapy in assigned areas across St. Francis Hospice Dublin (SFHD) ensuring the delivery of a high-quality patient centred service.

### **2. ACCOUNTABILITY**

The position reports to and is accountable to the Physiotherapy Manager or other designated officer in all matters relating to the job.

### **3. KEY DIMENSIONS**

Direct reporting to the Physiotherapy Manager.

Key relationships that will influence the success of the role: Multidisciplinary Team Members and Physiotherapy Department Team members.

### **4. OPERATING ENVIRONMENT**

**Contractual Hours: 28 hours per week**

**Hours of work:** The post holder will be working 28 hours per week, between the hours of 8.30 to 4:30pm. Starting and finishing times, which may vary in accordance with Hospice needs will be notified by your line manager. There will be times when you will be required to work outside of the normal office hours.

**Location:** This position is based in SFHD; however, SFHD operates across two sites: Raheny & Blanchardstown. In the interest of patient care and changing needs, candidates are required to be flexible and are obliged to carry out duties in any department or location of the Hospice or associated locations when required to do so by the Chief Executive Officer.

The role of Senior Physiotherapist may necessitate rotating through all the service areas within the Hospice i.e. Hospice Day Care, Out Patients, the Inpatient Unit and community. This includes change of site, Raheny or Blanchardstown, depending on the needs of the service. The Physiotherapy Manager manages and directs the rotation, flexibility is expected.

As St. Francis Hospice Dublin is an expanding service the demands for services can change and it will be necessary to meet these changes through the organisation. In such circumstances it may be necessary to review the work location for this post and, on behalf of the Board of Directors, the Leadership Team reserves the right to change the terms and conditions as necessary. However, notification will be given of any such changes.

**Garda Vetting:** The successful candidate will be required to satisfactorily complete the Garda Vetting process prior to a formal job offer being made.

**5. SALARY SCALES, ANNUAL LEAVE & PENSION SCHEME**

**Salary Scale:** Department of Health - Consolidated Salary Scale (1<sup>st</sup> October 2023) – **3158 Senior Physiotherapist Scale**

59,478	60,747	62,054	63,350	64,646	66,012	67,449	68,883	70,033
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**Annual Leave:** 29 days per annum pro rata

**Pension Scheme:**

SFHD will contribute 7% of the successful candidate's basic annual salary

## 6. THE PERSON: QUALIFICATIONS, EXPERIENCE, KNOWLEDGE & COMPETENCIES

Factors	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Be registered with CORÚ under the physiotherapy register.</li> <li>Relevant 3rd Level qualification <i><b>Note:</b> Under EU Regulations, qualifications obtained outside the Republic of Ireland must be validated by the Irish Society of Chartered Physiotherapists.</i></li> </ul>	<ul style="list-style-type: none"> <li>Relevant Post Graduate qualifications.</li> <li>Be a member of, or be eligible for membership of The Irish Society of Chartered Physiotherapists</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>A minimum of 3 years full time (or equivalent) post graduate experience, 1 of which must have been in the acute hospital setting.</li> <li>Post qualification experience with palliative care patients</li> <li>Candidates must demonstrate excellent organisational and communication skills together with evidence of leadership in significant internal or external service development.</li> <li>Candidates must demonstrate evidence of continuing professional development, with skills relevant to Specialist Palliative Care in the form of post-graduate qualifications or relevant courses.</li> </ul>	<ul style="list-style-type: none"> <li>Candidates with experience in delivering high-quality rehabilitation to a wide cohort of patients including neurodisability, frailty, or cancer.</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>Full driving license.</li> </ul>	

### CORE COMPETENCIES

#### Quality Service

- Strong use of initiative.
- Demonstrates an ability to evaluate, audit and review practice.
- Provides a flexible service that is responsive to the need of the patient.
- Identifies and prioritises the requirements of change within own service area, bearing in mind the departmental impact.
- Utilises research and best practice to work.

## **Continuous Learning and Development**

- Seeks to expand duties and responsibilities for the purposes of progression.
- Active participation in departmental CPD activities.
- Seeks learning opportunities based on their own identified learning needs.
- Maintains up to date knowledge of organisational policies and procedures.
- Provides constructive feedback to staff.
- Mentor staff/students as appropriate.

## **Organisational Knowledge**

- Informed on health service trends both nationally and internationally.
- Can identify the services that differentiate SFHD from other healthcare facilities.
- Understands the function of the different departments and promotes a multidisciplinary approach.
- Awareness of national health strategies relevant to one's job and grade.
- Proficient in the use of IT systems to access organisational systems.
- To utilise developments in information technology for both patient care and administrative support in line with the overall service.

## **Planning and Organising**

- Demonstrates an ability to manage and develop self and others in a busy working environment.
- Anticipates problems and issues and take preventative action to address these.
- Delegates effectively to ensure objectives are achieved.
- Sets realistic timeframes.
- Prepares by ensuring adequate resources are available.
- Ensures resources are utilised in an effective and efficient manner.

## **Professionalism**

- Demonstrates the ability to work with multiple stakeholders across clinical and non-clinical services.
- Demonstrates the ability to work under pressure.
- Awareness of one's own strengths and weakness.
- Demonstrates resilience by not taking things personally and striving for a successful outcome.
- Demonstrates flexibility and openness to change.
- Integrity.

## **Communication**

- Demonstrate sufficient command of the English language (both verbal and written) to effectively carry out the duties and responsibilities of the role.
- Expresses ideas clearly and logically, supported by the appropriate evidence to persuade others.
- Information sharing in an open and timely manner ensuring to keep relevant people informed.
- Delivers presentations to groups with confidence and credibility.
- Ability to facilitate two way communication between conflicting parties.
- Effectively communicates new initiatives and ideas to ensure successful implementation.

## **Innovation**

- Embraces change by being flexible and enthusiastic to new ideas.
- Strives to continually improve own processes and service area.
- Puts forward proposals and develops strategic implementation plans to introduce new and improved ways of operating.

### **Team Player**

- Proactively develops and nurtures workplace relationships.
- Establishes teams and manages the process.
- Understands and tolerates different needs and viewpoints.
- Utilises team strengths and attributes in achieving goals.
- Engages input from all team members.
- Facilitates and manages team meetings to ensure to establish a shared sense of purpose and unity.
- Involves the team in decisions that may affect them.
- Ensures everyone is aware of each other's role on the team.

### **Leadership**

- Embraces organisational change initiatives.
- Ability to encourage, inspire and support others to deliver.
- Approachable and available for advice and support.

### **Problem Solving and Decision Making**

- Acts quickly to address urgent matters.
- Anticipates problems and issue and takes preventative action to address them.
- Ability to make decisions in challenging situations.
- Accurately anticipates likely consequences of actions and decisions.

## **7. OUTLINE OF JOB DUTIES AND RESPONSIBILITIES**

The role of Senior Physiotherapist includes but is not limited to:

The clinical areas in St. Francis Hospice Dublin include the Inpatient Units, Outpatient & Day Service and Community Palliative Care service. The Senior Physiotherapist will rotate through each area as directed by the Physiotherapy Manager.

The Senior Physiotherapist is an experienced and competent professional with sound clinical and academic ability, good organisational skills and a strong interest in developing the Physiotherapy service in St. Francis Hospice Dublin.

The Senior Physiotherapist will work as a member of the Physiotherapy and Multi-Disciplinary teams, providing a high quality Physiotherapy service to patients in assigned areas in accordance with professional standards of practice.

The Senior Physiotherapist will be adaptable and proactively respond to service demands across both SFHD sites under the direction of the Physiotherapy Manager.

The role of the Senior Physiotherapist includes but is not limited to:

### **Professional / Clinical**

- Be responsible for a patient caseload, including but not limited to complex cases, applying expert clinical knowledge, reasoning and skills in assessment, planning, implementation and evaluation of treatment programmes for patients within SFHD.
- Demonstrate advanced knowledge of contemporary physiotherapy evidence-based practice in this clinical area and promote and demonstrate best practice at all times.

- Demonstrate an ability to read, analyse and interpret medical information and sort through extraneous detail to identify pertinent information to guide clinical reasoning.
- Monitor and evaluate effectiveness of interventions and modify accordingly where the evidence base is incomplete.
- Promote the delivery of a holistic, patient - centred approach, which encompasses a multi-professional perspective.
- Display awareness & appreciation of the service users & the ability to empathise with & treat others with dignity & respect.
- Communicate and work in co-operation with physiotherapy team members in providing an integrated quality Palliative Care service.
- Communicate effectively and coordinate interventions with other members of the physiotherapy service and the multidisciplinary team (MDT) to ensure an optimum service is provided for all patients.
- Communicate oral and written information in a clear, concise and well-structured manner appropriate to the content and the target audience.
- Manage communications in a professional manner.
- Ensure the quality of documentation of all assessments, treatment plans, progress notes, reports and discharge summaries are in accordance with local service and professional standards.
- Seek advice and assistance with any assigned duties in line with principles of evidence based practice and clinical governance, recognising when it is appropriate to refer decisions to a higher level of authority or include colleagues in the decision making process.
- Be able to identify potential difficulties and formulate solutions.
- Adhere to the ethical, legal and professional requirements that inform safe and ethical physiotherapy practice.
- Identify and prioritise the requirements of the Palliative Care physiotherapy service within a constantly changing environment.
- Balance clinical demands with other responsibilities (e.g. departmental and organisational responsibilities, CPD, service development, administration and managerial demands) through effective time management and organisational skills.
- Optimise appropriate resources (e.g. manpower, equipment, physical equipment) within own area to achieve effective outcomes.
- Understand and promote the role of the Palliative Care physiotherapy service and the Physiotherapy Department as a whole within SFHD.
- Promote the profile of palliative care physiotherapy locally, nationally and internationally
- Engage in professional supervision and participate in individual performance management.
- Identify and communicate service development needs and changes in a clear and comprehensive manner to all relevant stakeholders.
- Co-ordinate the collection and analysis of statistical information and participate in service audits as per service guidelines.
- Manage own work life balance.
- Contribute professional expertise to wider organisational initiatives/committees/steering groups at local, national and international levels.
- Develop and promote quality standards of work and co-operate with quality assurance programmes.
- Operate within the scope of practice of the Irish Society of Chartered Physiotherapists and the Framework for Registration Boards Continuing Professional Development Standard and Requirements (CORÚ 2013).
- Carry out any other such duties appropriate to the post as may be assigned by the Physiotherapy Manager in the designated area, including representing the physiotherapy department on SFH committees and initiatives.



### **Management / Leadership / Service Development**

- In collaboration with the physiotherapy team, be responsible for the direct supervision of physiotherapists and students.
- Represent the Physiotherapy department on organisational projects and working groups as required.
- Represent the professional interests of physiotherapy at organisational and national levels as required.
- Act as a positive and supportive team leader with strong leadership skills.
- Drive change and promote and encourage others when implementing change.
- Develop and implement new service initiatives or quality improvements in collaboration with the physiotherapy team and the wider organisation.
- Identify and avail of opportunities to assist/contribute to strategic planning.

### **Education and Development**

- Participate in mandatory training programmes.
- Take responsibility for, and keep up to date with physiotherapy practice by participating in continuing professional development including in-service training, attending and presenting at conferences/ courses relevant to practice, contributing to research, clinical audit etc., as agreed by the Physiotherapist Manager.
- Tailoring own CPD to match service needs.
- Remain informed of developments and trends in physiotherapy practice by study of current literature, networking with relevant expert groups and colleagues nationally and internationally and sharing this information within the physiotherapy team and developing & enhancing clinical standards within SFHD.
- Monitor and keep up to date with developments in SFHD, the Irish Society of Chartered Physiotherapists (ISCP) and Irish and global healthcare and apply the same to practice as appropriate in order to facilitate advanced professional practice.
- Participate in educational presentations for clients, colleagues, students and external groups as required.
- Collaborate with universities and the physiotherapy team to deliver clinical placements & provide practice education opportunities for students.
- Engage in support /supervision within the physiotherapy service.
- Engage in performance management with the Physiotherapist Manager.
- Plan, deliver and evaluate education, training and health promotion activities to meet service needs within the department and the organisation.
- Deliver effective education, training and support to ensure the successful implementation of new initiatives.

### **Research and Development**

- Understand the principles of research and research methodology which underpin an analytical approach to clinical practice.
- Lead, facilitate and/or participate in research projects relevant to palliative care physiotherapy with the aim of publishing within the field in peer recognised journals / periodicals.
- Lead the dissemination of the findings both locally and in the wider health care arena at professional and national conferences etc.

- Contribute to the development of guidelines and evidence-based practice through research.
- Contribute to the development of the Physiotherapy Department in SFHD through research.
- Contribute to the design and implementation of quality improvement mechanisms at both practice and organisational levels.
- Participate in collaborative interdisciplinary research.

### **Administrative**

- Actively participate in the improvement and development of Physiotherapy services by liaising with the Physiotherapy Manager.
- Accurately record and analyse statistics for organisational and legal purposes.
- Initiate and participate in audits as directed by the 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 ICT.
- Promote a culture that values diversity and respect in the workplace.
- Keep up to date with organisational developments within the Irish Health Service.

### **Health and Safety**

- 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 the Physiotherapy Department in accordance with legislation.
- Assess and manage risk in their assigned area of responsibility.
- Take appropriate timely action to manage any incidents or near misses within their assigned area.
- Report immediately any accidents or incidents involving patients, staff, students or members of the public to the Physiotherapist Manager or nominee.
- Be responsible for the safe and competent use of all treatment and assistive equipment both by clients and staff under their supervision.
- Comply with the Safety, Health and Welfare at Work Act, 2005.
- Comply with relevant Health and Safety responsibilities relevant to their area as outlined in SFHD policies, protocols and procedures.
- Take reasonable care to protect her / his own safety, health and welfare and that of any other person who may be affected by her/ his acts or omissions at work.
- Instruct assigned staff /students in safe working practices.
- To be aware of the policy in relation to fire prevention and the procedure to be followed in the event of a fire in the building.

### **General**

- Comply with the Mission Statement, Ethos and Values of St. Francis Hospice Dublin.
- Ensuring compliance with Health and Safety procedures in relation to all Hospice activities.
- Contribute to and comply fully with the St. Francis Hospice Dublin Safety Statement including safe working practice as laid down by the Safety, Health and Welfare at work Act 2005 and any other relevant legislation.
- Comply with the St. Francis Hospice Dublin policies relating to confidentiality and ensure confidentiality in all matters of information obtained during the course of employment.

- Adhere to the Policies & Procedures of St. Francis Hospice Dublin at all times.
- Actively engage in continuous personal development and learning.
- Present and act in a professional manner at all the times.

Carrying out such duties appropriate to the office as may be assigned by the Physiotherapist Manager or other designated officer in all matters relating to the job.

The successful candidate will be required to update their knowledge and skills to fit the changing requirements of the post. Therefore, this Job Description is an outline of the current broad areas of responsibility and accountability and should not be regarded as a comprehensive listing. It will be reviewed and updated in line with future needs.

The successful candidate will be required to maintain, enhance and develop their knowledge, skills and attitudes necessary to respond to a changing situation.

<b>Signature of Job Holder:</b>	<b>Signature of Line Manager or designated Officer:</b>
<b>Job Title:</b>	<b>Job Title:</b>
<b>Date:</b>	<b>Date:</b>