



## *St. Francis Hospice Dublin*

### **JOB DESCRIPTION**

**STAFF GRADE PHYSIOTHERAPIST**

**FIXED TERM CONTRACT – 1 YEAR**

**35 HOURS PER WEEK**

**1 WTE (BLANCHARDSTOWN/RAHENY)**

**Job Reference: 2023 – 029**

**Issue Date: June 2023**

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**1. JOB PURPOSE**

The Staff Grade Physiotherapist will be responsible for the provision of an evidence-based specialist palliative care Physiotherapy Service to St. Francis Hospice Dublin and will carry out clinical and educational duties as assigned by the Physiotherapist Manager under the supervision of a Senior Physiotherapist.

The Staff Grade Physiotherapist will work in conjunction with the Physiotherapist Manager, Clinical Specialist and Senior Physiotherapists to ensure the coordination, development and delivery of a quality, person-centred Physiotherapy Service to meet the needs of the service users and the objectives of the organisation. The successful candidate will work as part of a multi-disciplinary team.

**2. ACCOUNTABILITY**

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

**3. OPERATING ENVIRONMENT**

**Contractual Hours:** 35 hours per week

**Hours of work:** Detailed of starting and finishing times, which may vary in accordance with Hospice needs will be notified by your line manager. The standard working week is Monday to Friday 9.00-16.30. There will be times when you will be required to work outside of normal office hours.

**Location:** The role of Staff Grade Physiotherapist may necessitate rotating through all the service areas within the Hospice i.e. The Inpatient Unit, Outpatients and Day service, and the Community Palliative Care Service. This includes change of site, Raheny or Blanchardstown, depending on the needs of the service. The Physiotherapist 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.

**4. SALARY SCALES & ANNUAL LEAVE**

**Salary Scale:** Department of Health & Children Consolidated Salary Scale (1<sup>st</sup> March 2023)  
Staff Grade Physiotherapist - €

40,325.00	42,651.00	44,565.00	45,957.00	47,135.00	48,356.00	49,562.00	50,800.00	52,035.00	53,279.00	54,591.00	55,983.00	57,371.00	58,483.00	LSI
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**Annual Leave:** 27 days annual leave

**Pension Scheme:** SFHD will contribute 7% of the successful candidate's basic annual salary.

## 5. QUALIFICATIONS, EXPERIENCE & COMPETENCIES

	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	<p>Be registered on the Physiotherapists Register maintained by CORU.</p> <p>Relevant third level qualification in Physiotherapy</p>	<p>Membership of Irish Society of Chartered Physiotherapists</p>
<b>Experience</b>	<p>Have proven clinical, organisational, communication and leadership skills</p> <p>Have excellent interpersonal skills and proven written and verbal communication abilities.</p> <p>Evidence of continued professional development</p> <p>Have proven organisational skills with the ability to work on own initiative, prioritise and manage a number of issues simultaneously and demonstrate attention to detail.</p> <p>Be able to identify potential difficulties and formulate solutions.</p> <p>Competent and proficient IT skills</p>	<p>Clinical Experience with oncology and/ or palliative care patients</p> <p>Membership of appropriate clinical interest groups</p>

### CORE COMPETENCIES

#### **Quality Service**

- Adopts a patient/family centred approach at all times.
- Seeks opportunities and leads initiatives for improving services.
- Demonstrate a commitment to assuring high quality standards of service delivery.
- Demonstrate an understanding of the impact and implication of current wider healthcare developments and changes on the delivery of services within the organisation.
- Demonstrate an understanding of the application of the core values of St. Francis Hospice Dublin.

#### **Continuous Learning and Development**

- Engage in continuous improvement and learning.
- Provides and supports learning opportunities for staff.
- Utilise information provided from professional bodies to improve knowledge and resources available to staff and other colleagues.
- Demonstrate self- awareness of own strengths and areas for development.

#### **Professional Knowledge & Skills**

- Demonstrates a high level of Physiotherapy Knowledge and evidence based clinical practice to carry out the duties and responsibilities for the role.
- Demonstrates a willingness to further develop skills relevant to the role.
- Demonstrates and encourages a strong work ethic.

- Acts as an advocate for the organisation by projecting a professional image and making respectful representations.
- Acts as a role-model for others
- Has an open and transparent approach to work
- Adheres to organisational standards and professional codes of practice.

### **Planning & Organisation**

- Demonstrate the ability to plan and deliver care in an effective and resourceful manner within a model of person-centred care.
- Demonstrate an ability to manage and develop self, in a busy working environment.
- Demonstrates the ability to plan, organise and manage time effectively.
- Demonstrate flexibility and the ability to work effectively within a changing healthcare environment.

### **Communication**

- Demonstrate sufficient verbal and written communication to effectively carry out the duties and responsibilities of the role.
- Demonstrate the ability to use a variety of strategies to engage in skilled, compassionate, individualised and timely communication with individuals with life limiting conditions, families, carers and members of the multidisciplinary team.
- Display awareness and appreciation of the service users and the ability to empathise with and treat others with dignity and respect.
- Demonstrate ability to utilise supervision effectively.

### **Team Player**

- Promotes a culture of diversity and collaboration.
- Demonstrates effective team skills including the ability to work as a member of a multi-disciplinary team.
- Demonstrate a team –based, collaborative and flexible approach.

### **Change Management & Innovation**

- Demonstrate the ability to partake in the on-going development & continuous improvement of Physiotherapy services.
- Demonstrate the ability to bring new ideas/ initiatives to completion.
- Understands and utilises technology to improve work processes

### **Problem Solving & Decision Making**

- Demonstrate the ability to effectively evaluate information and make appropriate decisions.
- Anticipates potential issues and opportunities and reacts to same
- Considers the impact of decisions, both short term and long term
- Makes decisions through weighing up the cost-benefit and risk implications.
- Provides specialist advice to others, as required, to enable them to make decisions

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

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

### **Professional / clinical**

- Carry a clinical caseload appropriate to the post to the areas assigned to you under the supervision of a Senior Physiotherapist in line with local policy/ guidelines e.g. In-patient, Community Palliative Care, Outpatient
- Be responsible for client assessment, planning, implementation and evaluation of individualised treatment/intervention plans that are client centred and in line with best practice.
- Promote the delivery of a holistic, patient - centred approach, which encompasses a multi-professional perspective.
- Seek advice and assistance with any assigned duties in line with principles of evidence-based practice and clinical governance from the Physiotherapist Manager or the appropriate Senior Physiotherapist
- Be responsible for the delivery of a quality service, in line with best practice and in co-operation with other peers e.g. the multi-disciplinary team.
- Attend bed meetings, review meetings, team meetings, case conferences, family meetings etc as designated by the Physiotherapist Manager/ Senior Physiotherapist.
- Collaborate with clients, family, carers and other staff in treatment planning /intervention to ensure that an optimum service is provided for all service users.
- Communicate verbally (clinical meetings/ handover) and document in line with local/professional standards results of assessments, interventions, group programmes and recommendations to the team and relevant others
- Be responsible for the development, planning, implementation and evaluation of group education /therapeutic programmes that are client centred and in line with evidenced based practice.
- To liaise with other members of the multidisciplinary treatment teams as appropriate, including Community Services, Acute Hospitals and Voluntary Agencies.
- Communicate and work in co-operation with other team members in providing an integrated quality service, taking a Lead Physiotherapist role as required.
- Actively engage in effective therapeutic and professional relationships with service users, carers, colleagues and other agencies.
- Participate and take a lead role as appropriate in review meetings, case conferences, ward rounds etc.
- Develop and promote quality standards of practice, participating in quality assurance programmes and clinical audit.
- Work within own scope of professional competence in line with principles of best practice, professional conduct and clinical governance.
- 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 (CORU)

### **Management/Administrative Duties**

- In consultation with the Physiotherapist Manager and Senior Physiotherapist (s) contribute to the service planning process and the achievement of the objectives of the different services.

- Contribute to and oversee the upkeep of accurate records in line with best practice.
- Collate and maintain accurate statistics and render reports as required.
- Take responsibility, in conjunction with the Physiotherapist Manager, for the control and ordering of Physiotherapy equipment and stock and be accountable for budget monitoring (if required and appropriate)
- To take responsibility for the maintenance and replacement of equipment and stock, liaising with the Physiotherapist Manager about costs/resources
- Make the most efficient and effective use of developments in information technology for the Physiotherapist role, in a manner that integrates well with systems throughout the organisation.
- Provide support, mentoring and supervision for students and volunteers ensuring that good working practice and professional standards are maintained

### **Education & Training**

- Actively participate in clinical supervision
- 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.
- Participate in mandatory training programmes.
- To take part, as required, in teaching/training of staff/students
- Continuously develop a knowledge base at an advanced level to improve the quality and standard of therapy outcomes and service delivery in Palliative Care
- Monitor and keep up-to-date with developments in the practice of Physiotherapy and all other relevant healthcare matters to ensure maintenance of knowledge and skill base in order to facilitate contemporary professional practice.
- Co-ordinate and deliver clinical placements in partnership with the senior/clinical specialist physiotherapist, universities and clinical educators.
- Participate in educational presentations for Patients, families, St. Francis Hospice staff and external groups as required e.g. attending conferences etc..

### **Research and Development**

- To initiate and participate in research opportunities relevant to the post

### **Health & Safety**

- To ensure a safe environment and work in a safe manner with due care and attention to the safety of self and others.
- Comply with the policies, procedures and safe professional practice by adhering to relevant legislation, regulations and standards.
- Document appropriately and report any near misses, hazards and accidents and bring them to the attention of the relevant person(s) in line with internal procedures.
- Be aware of risk management issues, identify risks and take appropriate action.

- Comply with department procedures with regard to assessment, recommendation and / or manufacturing of all assistive devices.

**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.
- Contributing to and complying fully with the St. Francis Hospice Safety Statement including safe working practice as laid down by the Health & Safety Act.
- Complying with the St. Francis Hospice policies relating to confidentiality and ensure confidentiality in all matters of information obtained during the course of employment.
- Adhering to the Policies & Procedures of St. Francis Hospice Dublin at all times.
- Present and act in a professional manner at all the times

Undertake such other duties appropriate to the post as may be assigned by the Physiotherapist Manager or designated Officer.

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>