

## **Job Description and Person Specification**

### **Clinical Specialist Physiotherapist – Critical Care and Surgical Rehabilitation**

**Permanent Vacancy**

**Reference: HR24E080**

**Closing Date for Applications: Monday, 26<sup>th</sup> February 2024**

**Interview Date: Thursday 7<sup>th</sup> March 2024**

HR Business Services,  
St Vincent's University Hospital,  
Elm Park,  
Dublin 4.

Contact: +353 (1) 221 6062 or [recruitment@svuh.ie](mailto:recruitment@svuh.ie)

## **Accountability and Working Relationships**

**Title:** Clinical Specialist Physiotherapist – Critical Care and Surgical Rehabilitation

**Reports to:** Physiotherapist Manager In-Charge III

### **Role Summary:**

- To provide an advanced physiotherapy service within the ITU and associated surgical areas
- To work with the surgical physiotherapy team, service planners and consultants to maximise patient outcomes following critical care
- To contribute to the improved pathway of care between primary care and acute services through piloting of multidisciplinary pre-theatre clinics
- The service is provided within the greater cardiorespiratory team within the physiotherapy department

## **Key Duties and Responsibilities**

### **Professional Practice**

*Clinical Specialist Physiotherapist in Critical Care and Rehabilitation will:*

- Assess and provide evidence based physiotherapy to critical care and surgical patients with the full MDT.
- Work at the most advanced level of physiotherapy practice in line with competency level, assessing and managing patients with diverse presentations and highly complex physical and psychological conditions.
- Provide and share leadership roles within the cardiorespiratory senior team in planning and implementing the critical care and surgical cardiorespiratory services.
- Analyse work processes and service targets to achieve best service possible within WTE and technological resources
- Develop advanced physiotherapy practice within the critical care physiotherapy area
- Assess requirements for pre theatre assessment clinics; be involved in MDT pre theatre service planning and pilots
- Provide weekend and on call service where it is a requirement of the post
- Communicate with patients, families and the team in terms of the WHO International Classification of Function – impairment, function, participation

### **Quality, Safety and Risk Management**

*Clinical Specialist Physiotherapist in Critical Care and Rehabilitation will:*

- Comply with professional standards in the assessment, treatment and management of patients within the assigned area in line with international best practice guidelines

- Contribute to the development of and comply with the policies, procedures and guidelines in the relevant clinical areas
- Lead, promote and ensure clinical effectiveness of physiotherapy through performance management, education, audit and research
- Develop an advanced physiotherapy service in line with requirements for developing roles
- Advise and support changes in work practices and procedures in the light of best practice developments in the fields of Critical Care physiotherapy and rehabilitation
- Advise the Physiotherapist Managers, Consultants and Business Managers on service needs
- Contribute to forward planning and development of Clinical Pathways
- Work in line with agreed competency level in terms of advancing physiotherapy practice
- Identify, assess and report any risk and contribute to the management and review of all risks
- Participate as required in Occupational Health and Safety training
- Document all accidents, incidents and potential hazards to patients or staff immediately and report them to the Physiotherapist Managers and other stakeholders
- Be familiar with and update the policies, procedures and guideline documents
- Be aware of and adhere to relevant standards, policies and legislation, e.g. Health and Safety, Freedom of Information Act 1997, Childcare Act, HIQA standards, HSE Risk Management and Professional Code of Conduct, as they apply to the role

### **Planning, Organisation and Performance**

*Clinical Specialist Physiotherapist in Critical Care and Rehabilitation will:*

- Work as part of the multidisciplinary team in the design, planning, organisation and delivery of physiotherapy services
- Deliver on key performance indicators in line with targets
- Keep accurate written and/or electronic records on the assessment, treatment, outcome and other information relevant to patients
- Record, collate and submit statistics including key performance indicators within agreed timeframes
- Provide performance statistics and communicate these in line with timelines for performance review
- Participate in relevant service and professional meetings
- Participate in relevant recruitment and selection, induction, staff development, staff performance and review within the service
- Consider and report on regional needs in line with service provision to the HSE Network and Region

### **Communication, Leadership and Team work**

*Clinical Specialist Physiotherapist in Critical Care and Rehabilitation will:*

- Work as part of the multidisciplinary team
- Attend and contribute to multi-disciplinary meetings
- Lead and develop strong links with Consultants and referrers
- Negotiate evidence based changes in clinical practice to deliver improved clinical pathways.

- Ensure timely communication and collaboration with patients and their carers, the Multidisciplinary Team, and Physiotherapist Managers
- Build and maintain good relationships with relevant stakeholders
- Work collaboratively within the designated region
- Serve on and advise such committees as appropriate

### **Research, Education and development**

*Clinical Specialist Physiotherapist in Critical Care and Rehabilitation will:*

- Initiate and participate in own continuous professional development and performance management with the Physiotherapist Managers and MDT
- Actively participate in research in the clinical area
- Critically appraise the evidence base for physiotherapy intervention and apply it to support changes in practice as required
- Publish within the clinical field in peer-reviewed journals
- Demonstrate leadership and advise as required on research methodology
- Contribute to the department's and the organisation's continuing professional development programmes
- Co-operate in the provision of safe and productive clinical placements in accordance with the department's commitment to clinical training programmes
- Serve as a resource to other staff in this area of clinical speciality at regional level

**The above Job Description 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 document must be regarded as an outline of the major areas of accountability at the present time, which will be reviewed and assessed on an on-going basis.**

**The Hospital Structure is currently under review and therefore, reporting relationships may change.**

**Informal or Role Specific Enquiries:** Ms. Martina Fitzpatrick Physiotherapist Manager in Charge-III,  
Tel: 01 221 4592 or email: [martina.fitzpatrick@svuh.ie](mailto:martina.fitzpatrick@svuh.ie)  
Ms Orla Daly, Physiotherapist Manager, Tel. 01 221 3235 or email [odaly@svhg.ie](mailto:odaly@svhg.ie)

### Person Specification

Factors	Essential	Desirable
<b>Qualifications</b>	<p><b><u>1. Statutory Registration, Professional Qualifications, Experience, etc.</u></b></p> <p>(a) Candidates for appointment must:</p> <p>(i) Be registered, or be eligible for registration, on the Physiotherapists Register maintained by the Physiotherapists Registration Board at CORU.</p> <p style="text-align: center;"><b>AND</b></p> <p>(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.</p> <p style="text-align: center;"><b>AND</b></p> <p>(iii) Provide proof of Statutory Registration on the Physiotherapists Register maintained by the Physiotherapists Register Registration Board at CORU before a contract of employment can be issued.</p>	<p>Evidence of continuing professional development relevant to the required area of specialism, in the form of post-graduate qualifications or relevant courses.</p>
<b>Experience (length and type)</b>	<p><b><u>Candidate for appointment must:</u></b></p> <p>(i) Have five years have 5 years full time (or equivalent) years post qualification clinical experience of which four years full time (or equivalent) must be consecutive in the required area of specialism.</p> <p style="text-align: center;"><b>AND</b></p> <p>(ii) Demonstrate a proven record of clinical excellence in the specialism.</p>	<p>Experience in:</p> <ul style="list-style-type: none"> <li>Clinical audit</li> <li>Quality improvement initiatives</li> <li>Practice development</li> <li>Teaching and research</li> </ul>

	<p><b><u>Professional Development and Practice</u></b></p> <p>Candidates must demonstrate evidence of continuing professional development relevant to the required area of specialism, in the form of post-graduate qualifications or relevant courses.</p> <p style="text-align: center;"><b>AND</b></p> <p>Candidates must demonstrate achievement in the areas of clinical audit, quality improvement initiatives, practice development, teaching and research.</p>	
<b>Core Competencies</b>	<p>The successful candidate will be required to demonstrate competency in line with the Therapy Projects Office Competency Framework for Clinical Specialist 2008 including specifically:</p> <ul style="list-style-type: none"> <li>• Professional Practice</li> <li>• Providing a Quality Service</li> <li>• Education and Development</li> </ul>	
<b>Health</b>	<p>Candidates 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.</p>	
<b>Character</b>	<p>Candidates for and any person holding the office must be of good character.</p>	

**Particulars of Office:**

**The appointment is:** Whole-time, Permanent, and Pensionable

**Panel:** A panel may be formed to fill upcoming permanent, whole time vacancies over the next 6 months.

**Annual Salary:** as at 01/10/2023 pro rata

€65,793 - €67,062 - €68,367 - €69,666 - €70,961 - €72,326 - €73,763 - €75,197 - €76,348

These particulars are subject to change in line with overall public pay policy.

**Candidates should expect to be appointed on the minimum of the salary range and in accordance with the Department of Finance guidelines.**

**Probationary Period:** The appointee shall hold office for a probationary period of six months – The Hospital's Probation and Induction policy will apply.

**Pension Scheme:** The candidate will be entered into one of the Hospital Superannuation Schemes.

**Working Hours:** The person appointed will work a basic 35 hour week. 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 8am – 8pm over seven days to meet the requirements for the extended day services in accordance with the terms of the Framework Agreement. (Reference HSE HR Circular 003/2009). Flexibility on hours of attendance in response to service needs will be a requirement.

**Annual leave entitlement:** 30 days per annum pro rata each year. Annual leave accrued must be taken within the duration of the contract or calendar year and as agreed between the candidate and the Head of Department.

### **Additional Information**

#### **Confidentiality:**

During the course of employment staff may have access to, or hear information concerning the medical or personal affairs of patients, students, staff and / or other health service business. Such records and information are strictly confidential and unless acting on the instruction of an authorised officer, such information must not 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.

#### **Hygiene:**

During the course of employment staff members are required to ensure that the hospital's hygiene and infection control policies are adhered to at all times. All employees have responsibility to prevent transmission of infection by adhering to and implementing optimal hand hygiene and adhering to the Hospital's Hygiene processes. Hygiene is a fundamental component of St Vincent's University Hospital's quality system to ensure the safety and well-being of its patients and staff and plays a role in the prevention and control of healthcare associated infection.

**Policies / Legislation:**

All Hospital policies and procedures form an integral part an employment contract and may be subject to update and revision, from time to time, in consultation with union representatives as appropriate. Employees are required to comply with all hospital policies, procedures (e.g. Dignity at Work, Trust in Care, Computer Usage Policy) and the Hospital's ethical codes of practice.

Employees are required to abide by the hospital's code of behaviour and the code of practice as defined by their relevant professional body.

**Protected Disclosure Policy:**

See link below for more information on our Protected Disclosure Policy as per the Protected Disclosure (Amendment) Act 2022;

[Protected Disclosures - St. Vincent's University Hospital \(stvincents.ie\)](http://www.stvincents.ie)

**Please note the following:**

- The Hospital Board is not responsible for loss or theft of personal belongings
- Fire orders must be observed and staff must attend the fire lectures periodically
- All accidents within the department must be reported immediately.
- In line with the Safety, Health and Welfare at Work Act (2005), smoking within the Hospital Building is not permitted.
- All staff are advised to avail of Hepatitis B Vaccination with Occupational health
- The use of personal mobile phones is prohibited.
- St. Vincent's University Hospital buildings and grounds are **smoke-free**.

**Application Process:** St. Vincent's University Hospital is an equal opportunities employer and is committed to promoting an environment free from discrimination in accordance with the Employment Equality Acts 1998 and 2004. The Hospital values diversity and recognises the benefits of having a workforce that reflects the community we serve. We are committed to equality of access to positions within the Hospital. All recruitment activity and documentation will encourage applications from all potential candidates without discrimination.

Interested candidates should apply for vacancies of interest by visiting the Hospital Careers pages: <http://www.stvincents.ie/Home/Careers.html>

- Note the closing date(s) for the submission of on-line applications are specified on the list of vacancies. St. Vincent's University Hospital are not able to accept late applications.
- It is the applicant's responsibility to ensure that they apply well in advance of the closing date.
- Any applications which are still in progress but have not been submitted after the closing date will not be registered by our Web Recruitment System.
- Applications for St. Vincent's University Hospital job vacancies will only be accepted through our Web Recruitment System.
- St. Vincent's University Hospital may only take into account technical issues raised by an applicant if advised to our Human Resources Department prior to the advertised closing date.



**Non-European Economic Area Applicants:** While St. Vincent's University Hospital is an equal opportunities employer, in line with current Department of Jobs, Enterprise and Innovation Employment Permit requirements, applications from non-European Economic Area (EEA) will only be considered in the event that an EEA citizen cannot be found to fill the vacancy. Please note that if you are a NON-EEA applicant and are unable to supply documents (listed on [www.djei.ie](http://www.djei.ie)), you are not entitled to participate in this recruitment competition. This is in accordance with the EU Community Preference Rule. Further information is available at [www.djei.ie](http://www.djei.ie).

**Former Public Service employees:** Eligibility to compete may be affected where applicants were formerly employed by the Irish Public Service and previously availed of an Irish Public Service Scheme including:

- Incentivised Scheme for Early Retirement (ISER)
- Department of Health and Children Circular (7/2010)
- Collective Agreement: Redundancy Payments to Public Servants

Applicants should ensure that they are not precluded from re-engagement in the Irish Public Service under the terms of such Schemes. This is a non-exhaustive list and any queries should be directed to an applicant's former Irish Public Service Employer in the first instance.

**Shortlisting:** Shortlisting will be carried out on the basis of information supplied on your curriculum vitae. The criteria for shortlisting are based on the requirements of the post as outlined in the Person Specification. Failure to include information regarding these requirements on your CV may result in you not being called forward to the next state of the recruitment process.

All overseas qualifications must be validated. No candidate can work in the Hospital without validated qualifications. If professional registration is also a requirement, candidates must provide documentation of same.

Canvassing will automatically disqualify.

Please note that you will be contacted mainly by mobile phone and email. It is important that your mobile phone number, postal address and email address are correct. It is your responsibility to ensure that you have access to your mobile voice mails and emails. We recommend that you use an email address that you have regular access to.

Competency based interviews follow the shortlisting stage of the recruitment process. Credit is awarded by the interview panel to candidates who demonstrate at interview that they possess the experience, competencies and skills listed in the person specification. Candidates will normally be given at least one week's notice of interview. All interviews are held remotely unless it is specifically noted otherwise in the Job Description. No subsequent or alternative dates to dates given will be offered to candidates. All posts

are located in St. Vincent's University Hospital, Elm Park, Dublin 4 unless it is specifically noted otherwise in the Job Description.

**Disability:** Please let us know if you need any special assistance at interview, e.g. if you have difficulty in moving up or down stairs or have hearing or speech difficulties.

Candidates are notified of the result of their interview at the earliest possible date after the interview. The recommendation of the interview panel does not constitute a job offer. The process continues after the interview and includes clearance checks such as references, Garda clearance, overseas police clearance (if applicable)\*, occupational health clearance, validation of qualifications and experience. A job offer is made pending satisfactory clearances. SVUH reserves the right to remove candidates from specific recruitment panels and retract job offers if satisfactory clearances cannot be obtained or are deemed unsatisfactory.

*\* If you lived in any country for 6 months or more from the date of your 16<sup>th</sup> birthday other than the Republic of Ireland or Northern Ireland you will be required to provide security clearance for each jurisdiction in which you have resided. Your security clearance must be dated AFTER you left that country and cover the entire period of your residence. Seeking security clearances from other countries are the responsibility of the candidate. It is a process which can take an amount of time. Therefore we would strongly advise that you commence seeking international security clearances now.*

For some recruitment competitions a panel of successful candidates may be formed as a result of the interviews. Candidates who obtain a place on the panel may, (within the life of the panel), be considered for subsequent approved vacancies. Candidates are placed on a panel in order of merit. A panel is typically live for 6 months.

It is normal procedure that candidates be placed on the first point of the relevant salary scale in accordance with the Department of Finance guidelines.

**Declaration:** Please read your application carefully and check for any errors or omissions. False declaration or omission in support of your application will disqualify you from appointment.

**This document must be regarded as an outline of the major areas of accountability at the present time, which will be reviewed and assessed on an on-going basis.**

**January 2024**