# Role Profile

<table>
<thead>
<tr>
<th>Role Title</th>
<th>Senior Physiotherapist – Medical Respiratory Care</th>
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<tbody>
<tr>
<td><strong>Purpose of the Role</strong></td>
<td>To be responsible for the management, co-ordination and provision of the medical respiratory physiotherapy service to Houston respiratory ward, the St James’s Pulmonary Rehabilitation service and respiratory outpatients referred to physiotherapy.</td>
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<tr>
<td><strong>Department/Directorate</strong></td>
<td>Physiotherapy Department, SCOPe Directorate.</td>
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<tr>
<td><strong>Reports to:</strong></td>
<td>Clinical Specialist Cardiorespiratory Care and Physiotherapy Manager</td>
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<td><strong>Key Direct Reports</strong></td>
<td>Staff Grades and a shared 0.5 Physiotherapy Assistant</td>
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<tr>
<td><strong>Grade</strong></td>
<td>Senior Physiotherapist</td>
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<tr>
<td><strong>Salary Scale</strong></td>
<td>€50,134 - €59,208 (pro rata per contractual hours worked)</td>
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<td><strong>Job Reference Number:</strong></td>
<td>28257/15</td>
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<td><strong>Enquiries To:</strong></td>
<td>Niamh Murphy, Physiotherapy Manager, Physiotherapy Department Ext: 2486 or Email: <a href="mailto:nimurphy@stjames.ie">nimurphy@stjames.ie</a></td>
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<td><strong>Closing Date:</strong></td>
<td>Friday, 13th March 2015</td>
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## Key Duties and Responsibilities

**Professional / Clinical**

The Physiotherapist will:

- Carry a clinical caseload appropriate to the post.
- Day to day responsibility for the physiotherapy service to Houston Ward and patients in other assigned clinical area, co-ordinating the work load of a rotational physiotherapists and 0.5 Physiotherapy assistant with the other clinical specialist and senior physiotherapists.
- Co-ordinate, provide and audit the St James’s pulmonary rehabilitation Service with the Respiratory Assessment Unit.
- Be responsible for patient assessment, development and implementation of individualised treatment plans that are patient centred and in line with best practice
- Be responsible for goal setting in partnership with patient, 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 patient 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
• Adapt and develop cardiac services in response to demand and current clinical evidence.
• Supervise, initiate and participate in evidence-based projects and be responsible for implementing change within the area and setting and monitoring standards of practice.
• Operate within the scope of practice of the Irish Society of Chartered Physiotherapists

Education & Training
The Physiotherapist will:
• 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 management and personal development
• Take part in teaching/training/supervision of staff/students as and where appropriate and attend practice educator courses as relevant to role and needs

Health & Safety
The Physiotherapist will:
• 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 Physiotherapy Manager

Administrative
The Physiotherapist will:
• Actively participate in the improvement and development of Physiotherapy services by liaising with the Physiotherapy Manager
• Gather and analyse statistics 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 IT
• 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

Perform such other duties as may be assigned to him/her by the physiotherapy Manager /Hospital Board

**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:**
- Graduate of a School of Physiotherapy accredited by the Irish Society of Chartered Physiotherapists.
- Graduates other than those from a School of Physiotherapy that has been accredited by the ISCP require ISCP validation. To be eligible for membership, you need to have your physiotherapy qualifications recognised by the ISCP. Proof of ISCP eligibly is REQUIRED.
- At least three years satisfactory post qualification physiotherapy experience with one full year in respiratory physiotherapy to include medical respiratory physiotherapy
- Experience working of Pulmonary Rehabilitation.

**Desirable:**
N/A

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**Technical/Clinical Competencies**

**Required:**
- Experience of student supervision
- Experience managing staff
- Evidence of post qualification CPD in medical cardio-respiratory care

**Desirable:**
N/A

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**SJH Behavioural Competencies (From the Competency Framework, please list the relevant behavioural competency, the level required (level 1, 2 or 3) and the descriptors that are most relevant for the role)**

<table>
<thead>
<tr>
<th>Competency Required</th>
<th>Level Required</th>
<th>The following “Descriptors” are a further clarification of the behaviours required. Candidates should use these descriptors as a “guide” when assessing their suitability for this role and also when preparing an example of where they have demonstrated this competency in the past for inclusion in the required Application Form.</th>
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</table>
| Continuous Learning and Development | 3 | • Has appropriate specialist knowledge and qualifications  
• Is known as a clinical resource for others |
| | 3 |  |
| Quality Service | 2 | • Is a self starter who shows initiative, assumes responsibility for results  
• Utilises research and evidenced based practices when providing services  
• Is alert to opportunities for improving the quality of the service  
• Champions initiatives to improve quality of services |
| | 2 |  |
| | 2 |  |
| | 3 |  |
| | 3 |  |
| Planning and Organisation | 1 | • Anticipates problems and issues and puts steps in place to address these  
• Manages competing and changing priorities  
• Works flexibly to balance team and individual priorities |
| | 2 |  |
| | 1 |  |
| Communication | 3 | • Skilfully mediates conflict situations creating win-win scenarios |
| Team Player    | 2 | • Encourages input from all team members |
| People Management | 2 | • Monitors individuals’ progress and performance against objectives  
• Empowers staff to carry out their responsibilities in their preferred way |

**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 permanent part-time and pensionable.
2. Annual Leave allowance is 26 (pro rata to contractual hours)
3. The person appointed must not give less than one month’s in writing, of intention to resign.
4. Normal working hours will be 18.5 hours
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.

**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 attend fire lectures annually.
3. All accidents within the department must be reported immediately.
4. In accordance with the “Safety, Health and Welfare at work act 1989”, all staff must comply with all safety regulations.
5. In line with the Tobacco Regulations Act 1990 **Smoking** within the hospital buildings is **Not Permitted.**

**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.

**Recruitment Process**

- Approval to Hire (VAF process)
- Hiring Manager – Role Profile
- Advertising
- Application Process (Standard Application Form)
- Shortlisting of Candidates will be based on information provided in Standard 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 candidates who take up appointment will be required to attend a 1 week Mandatory Induction Programme.

**For External Applicants:**

Application Form available under **Allied Health Care Professionals Posts** section of Careers webpage. Alternatively, please contact the Human Resources Directorate for an application form, Ph: 01 4162559 or Email: humanresources@stjames.ie no later than **Friday, 13th March 2015**.

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

*St. James’ Hospital is an Equal Opportunities Employer*