



JOB DESCRIPTION

Job:	Clinical Specialist Physiotherapist (Postural and Motor Management).
Location:	Dublin and South East.
Base:	Wicklow Children's Disability Network Teams.
Contract Hours:	Part Time Post, 17.5 hours per week.
Contract Type:	Fixed Term Post for 24 months.
Reporting to:	Children's Disability Network Manager, or delegated manager.

Overall Purpose of the Post:

To provide a high standard of Physiotherapy services, including advanced and specialised interventions, to support the therapists, service users and families in CHO6.

The post holder will act as a positive and supportive team leader in their specialism, using clinical reasoning skills to provide specialist support and advice to colleagues to support the development of their knowledge and skills, whilst maintaining a clinical caseload on the Children's Disability Network Team.

The post holder will also participate in ongoing audit and appropriate work-related research/evaluation projects in areas relevant to their clinical field.

Key Duties and Responsibilities:

1. Professional/Clinical:

- Identify and prioritise the requirements of the service within a constantly changing environment.
- Oversee, monitor and uphold the standards of professional practice through clinical audit, supervision and training.
- Operate within the scope of Physiotherapy practice as per CORU requirements and in accordance with local guidelines.
- Be responsible for a clinical caseload which is managed and prioritised efficiently and effectively.
- Demonstrates advanced clinical experience, knowledge reasoning and skills in the assessment, planning, implementation, evaluation and modification of treatment programmes in the specialist clinical area.
- Demonstrates knowledge of a range of assessment and intervention approaches relevant to children 0 – 18 years with a range of disabilities.
- To assess, develop and implement physiotherapy treatment for specialist caseload, and to provide advice in specialist field.
- Ensure the privacy and dignity of the service user is respected at all times.
- Keep abreast of research and practice developments in relevant clinical area(s); advise on and introduce improvements/changes to work practices, procedures, techniques or technology in light of new developments.
- Communicate with other Clinical Specialists nationally and internationally to further develop clinical excellence and research.
- Act as an advanced clinical advisor in the specialist clinical area(s) to physiotherapists

and other health care professionals regarding the management of complex cases.

- Keep accurate written and/or electronic records on the assessment, treatment, outcome and other information relevant to service users.
- Ensure the privacy and dignity of the service user is respected at all times.
- Serve on and provide specialist advice to committees/working groups that may be set up relevant to the area of clinical speciality.
- Participate in relevant service and professional meetings.
- To have effective communication with all other centre personnel and with external medical personnel from other agencies/units.
- Support any appropriate research in developing the centres evidence-based practice.
- Use evidence-based practice, audit, and outcome measures and published research to inform, measure and evaluate your own work and current practice.
- Take part in and support any relevant audit and research activity.
- Promote the profile of the speciality and profession locally, nationally and internationally.
- Demonstrate effective planning/preparation for meetings, case conferences, in-services training etc.
- Develop, introduce and promote initiatives that will ensure professional practice.
- Identify service development needs and communicating these needs to all relevant stakeholders.
- Contribute professional expertise to wider organisation initiatives/committees/steering groups at local, national and international levels.
- To carry out vaccination of both service owners and staff as required.

2. Education and Training:

- Participate in mandatory training programmes.
- Maintain standards of practice and levels of professional knowledge by participating in continuous professional development initiatives and attending courses as appropriate.
- Engage in professional clinical physiotherapist supervision and in peer support with Physiotherapist colleagues.
- Ensure newly qualified therapists have adequate induction and clinical supervision, and assist in implementing annual staff development and performance review.
- Be responsible, in partnership with local general management, for the practice education of student therapists through provision of placements and through support for therapists who are practice educators within their departments.
- Critically evaluate relevant literature and the incorporation of this into evidence based practice in all areas e.g. clinical guidelines and standards, assessment, treatment etc.
- Monitor and evaluate effectiveness of interventions and modify accordingly where the evidence base is incomplete.
- Promote and demonstrate best practice at all times.
- Disseminate available evidence based information to influence the clinical practice of all staff within the area of responsibility.
- Facilitate integration of the most up to date research theory into practice.

3. Quality, Health & Safety and Risk:

- 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 Physiotherapy in accordance with legislation.
- Assess and manage risk in their assigned area(s) of responsibility.
- Take the appropriate timely action to manage any incidents or near misses within their assigned area(s).
- Report any deficiency/danger in any aspect of the service to the team or manager as appropriate.

- Develop and promote quality standards of work and co-operate with quality assurance programmes.
- Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.
- Develop and implement service/business plans, quality initiatives audits etc., and report on outcomes in collaboration with line manager and other stakeholders.
- Provide a flexible service that is responsive to service user needs in the context of available resources.
- Understand and promote the role of their service area and their department within the larger organisation.
- Coordinate the collection and analysis of statistical information and participate in service audits as per service guidelines.

4. Leadership and Service Development:

- Identify changing needs and opportunities to improve services in the organisation and wider health care structure.
- Identify and prioritize the requirements of change within their service area, organisation and the wider health care structure.
- Drive change and promote and encourage others when implementing change.
- Challenge the standards of quality and efficiency in service provision and strive to find ways in which standards of care can be improved.
- Develop and implement new service initiatives in collaboration with line manager and other appropriate stakeholders (e.g. MDT, national organisations etc.).
- Promote their area as a centre of excellence in a specific speciality.

5. Research:

- 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 their specialism at a local level.
- Engage with all the relevant stakeholders in respect of research issues (Research Hub, HRB etc).
- Lead the dissemination of the findings both locally and in the wider health care arena at professional and national conferences etc.
- Explore innovative ways for them and/or their team to contribute to research in their clinical area.
- Write up research, case studies, and critical reviews for publication in peer reviewed journals/publications in the clinical field.
- Identify gaps in the evidence base and initiate/facilitate research to enhance evidence based practice locally, nationally and internationally.
- Lead and facilitate research projects relevant to their specialism at a national and international level.

6. Management:

- Be responsible for the co-ordination and delivery of service in designated area(s).
- Review and allocate resources within the designated area, in collaboration with relevant others.
- Develop and implement strategic service and business plans, quality initiatives, audits etc. based on up to date evidence-based practice and report on outcomes.
- Foster and lead a culture and practice of evaluating service outcomes, data collection, and implementation of quality improvement initiatives as appropriate.
- Oversee the upkeep of accurate records in line with best clinical governance, organisational requirements and relevant legislation e.g. FOI, GDPR.
- Record, collate and submit statistics, including key performance indicators, within

agreed timeframes.

- Promote good team working, and a culture that values diversity.
- Work within the multidisciplinary team and liaise with staff to ensure effective communication.
- Liaise with the relevant manager regarding the needs, interests and views of Physiotherapy staff.
- Represent the department/team at meetings and conferences as appropriate.
- Engage in IT developments as they apply to service user and service administration.
- Keep up to date with developments within the Health Service.

7. Additional Duties & Responsibilities:

- The early identification of abnormal movement patterns, and awareness of environmental, sensory and social factors which may impact on long term global development.
- The education of parents, carers and staff in the positioning, handling and care of the baby.
- Providing Enhanced Surveillance Programmes when the baby graduates from NICU. This applies to not just premature babies, but all 'at risk' babies.
- Follow-up clinics for orthopaedic and MSK and review and treatment.
- Assessing and treating other children who present with developmental delay who may need long term intervention. Liaise with the appropriate community based services to plan and deliver care.
- Leading and developing a service to children under the care of paediatric neurologist and neurodevelopmental consultants.

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 from time to time, and to contribute to the development of the post while in office.

To minimise exposure to breaches of GDPR, strict compliance is required in the course of carrying out the duties of this job and working with others. This will include, but is not limited to compliance with Enable Ireland's suite of GDPR Policies & Procedures, attending all GDPR training sessions and ensuring personal responsibility for implementing safeguards and measures as directed.

Terms & Conditions:

Responsible to:	Director of Services, or delegated manager.
Probation:	A probationary period of 6 months applies, wherein three probationary meetings will take place to review your performance and suitability for appointment. The probationary period may be extended or terminated for any reason at Enable Ireland's discretion.
Salary:	The current salary scale for this post is €68,897 to €80,302 pro rata per annum.
Annual leave:	Annual leave entitlement is 33 days pro rata per annum and proportionately less for less than 12 months service.
Pension Scheme:	Enable Ireland operates a contributory pension scheme which all employees may join following start date.
Medical:	The successful candidate will be required to undergo a medical assessment.

Garda Clearance/ Police Clearance:	These will be required for all prospective employees who will undertake relevant work or activities relating to children or vulnerable persons.
Sick Pay: (If applicable)	All periods of sickness exceeding two days must be medically certified. Weekly medical certificates are required thereafter. The Company reserves the right to have you examined by its own Doctor after 3 months continuous sick leave. Upon completion of 6 months continuous service with the Company sick pay will be as follows: Full pay less social welfare for the first 13 weeks of sickness in any 12 month rolling period and half pay less social welfare for a further (13) weeks of sickness absence in the same 12 month rolling period
Redeployment	In exceptional circumstances the organisation reserves the right to redeploy you to an alternative role that is suitable to your skills and experience.