



JOB DESCRIPTION & PERSON SPECIFICATION

**Permanent 1 WTE
Senior Physiotherapist
(Pelvic Health)**

PERSON SPECIFICATION**Job Title: Permanent 1 WTE Senior Physiotherapist (Pelvic Health)****Department: Physiotherapy****Report to: Physiotherapy Manager**

FACTOR	ESSENTIAL	DESIRABLE
Qualifications	Each candidate must, on the latest date for receiving completed application forms for the office: • The B. SC (Honours) degree in Physiotherapy from the University of Dublin or • (The Bachelor of Science in Physiotherapy from the Royal College of Surgeons in Ireland or • The Bachelor in Physiotherapy (Honours) Degree from the National University of Ireland or • (The Diploma in Physiotherapy of the University of Dublin or the National University of Dublin or • (Possess the BSc (hons) Degree in Physiotherapy from the University of Limerick or • A physiotherapy qualification validated by the Irish Society of Chartered Physiotherapists And • Be registered with CORU (the physiotherapists registration board). And • Have the clinical and administrative capacity to fulfil the functions of the role. And • A minimum of three years satisfactory post qualification clinical experience. Applicants for this post should have a proven interest in the broad spectrum of pelvic health, ideally with a minimum of 1 year's proven experience in all areas of women's health, preferably at senior level.	Applicants should also ideally have experience in the treatment of new born infants.

Experience (Duration & Type)	• The full range of physiotherapy clinical assessments and interventions. • Participation in a multidisciplinary team. • Knowledge/experience of staff management (i.e. staff physiotherapists, students and attendants, and in the education of colleagues) • Participation in case conferences, ward rounds, meetings etc. • Planning and organising work • Patient record management • Collation of statistical information • Education and training of physiotherapy students. • Health and Safety regulations. • Continuing Professional Development (CPD)	• Hospital or health service experience. • Experience in a similar post. • Experience in an organisation of comparable size to The Coombe Hospital.
Skills/Abilities	• Good communication skills - verbal and written. • Good interpersonal skills. • Motivation. • Initiative. • Resilience. • Flexibility. • Ability to work within a team. • Customer focused i.e.: actively takes responsibility for meeting internal 'customers' and external 'customers' requirements to their satisfaction. Example of internal customers: other physiotherapists within the hospital, referring clinicians and other hospital staff. Example of external customers: patients, General Practitioners, Public Health Nurses, carers, relatives etc. • Good people management skills. • Well-developed problem analysis and problem-solving skills. • Action orientated i.e. demonstrates a readiness to make decisions and follow through on work objectives/plans. • Ability to deal with problems appropriately.	

Knowledge & Understanding	The successful candidate will: 1. Professional • Manage the full clinical caseload assigned by the physiotherapy manager. This may be in a clearly defined specialist area or of a more general nature. • Carry out an assessment, formulate a problem list for each patient and provide a prompt an effective intervention. • Carry out an appropriate physiotherapy treatment for each patient with due regard for the physiotherapy code of professional conduct. • Evaluate each physiotherapy intervention. • Maintain comprehensive and accurate physiotherapy notes and records in accordance with departmental policy, and to ensure the safekeeping and confidentiality of these records. • Liaise with other staff for maximum effectiveness of treatment, discharge and follow-up. • Liaise with families and carers of patients as appropriate. • Provide a high-standard contribution to the multidisciplinary care of patients by attending ward rounds, case conferences and other meetings as appropriate. • Establish good working relationships with physiotherapy colleagues and staff of other disciplines and to ensure that effective communication and reporting takes place at all times. • Keep up to date professionally by attending post-graduate courses and seminars, reviewing published articles and participating in in-service training. The postholder should demonstrate proven interest in the area of women's health and continence, ideally with a minimum of 1 years' experience, preferably at senior level. • Consult when necessary with the physiotherapy manager regarding particular problems. • Maintain a professional appearance and manner at all times in keeping with departmental guidelines.	
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	2. Administration • Keep comprehensive statistical records of activities in accordance with local and national requirements • Attend physiotherapy staff meetings and other meetings as required. • Undertake delegated duties and to assist with the physiotherapy staff and other staff in the maintenance and smooth running of the physiotherapy department. • Assist in the forward planning and development of the department. 3. Training and Education • Participate in the departmental in-service training programme. • Attend relevant courses regularly. These will include CPD and other courses such as Corporate Induction, Health and Safety, Infection Control etc. • Contribute to the education of physiotherapy students, colleagues and other health professionals. • Supervise junior staff and students. • Improve senior skills by attendance at personal development courses or other approved courses. 4. General • Undertake any other duties as requested by the physiotherapy manager. • Ensure a safe working environment for patients, staff, students and visitors at all times and reporting any accident or incident including faulty equipment in accordance with local safety policies. • Carry out the above duties with due regard to the Coombe Hospital Employee Information Pack, the Health and Safety at Work Act and all other relevant policies and procedures.	
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JOB TITLE: Permanent 1 WTE Senior Physiotherapist (Pelvic Health)

ABOUT THE COOMBE HOSPITAL

The Coombe Hospital is a voluntary teaching hospital with national regional and area responsibilities for ensuring the optimal health of mothers, women and infants (up to 10,000 pregnant women per annum).

The Hospital is a national tertiary referral centre for specialised services including maternal and fetal medicine, neonatology, gynaecology and anaesthesia.

The Hospital has a substantial academic portfolio in terms of multidisciplinary education, research and training.

The Hospital hosts two University Departments of Obstetrics and Gynaecology, the National Cervical Cytology Training Centre and the Hub Centre for continuing Midwifery education in the Greater Dublin area. The Research Laboratory in the Hospital campus is a leading European Centre for molecular biology research.

OUR PURPOSE

We provide specialist care for women and new-borns putting their needs at the heart of everything we do.

VISION

To be a nationally and internationally recognised leader in healthcare for women, new-borns and their families.

VALUES

- Empathy for all
- Teamwork
- Dignity & Respect
- People at the heart of everything we
- Always striving to be at our best

Delivering expectations

Confidentiality

In the course of the Physiotherapist's employment with The Coombe Hospital, the post holder 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.

Role Profile and need for adaptability

The extent and speed of change in the delivery of health care is such that adaptability is essential at this level of position. The job description therefore, must be regarded as an outline of the major areas of responsibility at the present time and will be reviewed and assessed on an ongoing basis to meet the ever-changing needs of the Hospital service.

- Please note that the post holder has personal responsibility for their Health, Safety and Welfare at Work.

Age Restrictions in Relation to Applications

Age restriction shall only apply to a candidate where he/she is not classified as a new entrant (within the meaning of the Public Service Superannuation (Miscellaneous Provisions) Act, 2004). A candidate who is not classified as a new entrant must be under 65 years of age on the first day of the month in which the latest date for receiving completed applications for the office occurs.

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 as would indicate a reasonable prospect of ability to render regular and efficient service.”

Be of good character.

Garda Vetting

Garda Vetting is sought for all employees and prospective employees of Coombe Women and Infants University Hospital. Given the specialised nature of the services provided, your appointment will be subject to satisfactory Garda Vetting and re-vetting in circumstances where the Hospital deems it appropriate. The Hospital will then process the necessary documentation to endeavour to obtain satisfactory Garda clearance for you. You are obliged to disclose previous and any criminal convictions acquired during the course of your employment. Should the Hospital obtain information from the Garda Vetting Unit to indicate that your Garda clearance report is not satisfactory and / or if you have supplied the hospital with false or misleading information in relation to your Garda clearance status, the Hospital reserves the right to withdraw or terminate this contract in accordance with the Hospital Garda Vetting policy.

Particulars of Office

The appointment is permanent, full-time and pensionable.

Duties

The responsibilities of this post will evolve and may include other relevant duties, not currently documented in this job description which the post holder would be required to undertake in line with service requirements, following consultation. The responsibilities and reporting structures for this position, as outlined, may be subject to change in the future, within the context of the reconfiguration of management structures in the hospital and the managed clinical network.

Hours of work

Normal working hours are 35 hours per week worked over 5 days Monday-Friday. Your contracted hours of work are liable to change between the hours of 8 am to 8 pm over 7 days to meet the requirements for extended day services in accordance with the terms of the Framework Agreement.

Remuneration

Remuneration is in accordance with the salary scale approved by the Department of Health & Children effective from 1st June 2026. Current remuneration as follows:

Senior: €65,197 - €76,767 pro rata per annum

Probation

The successful candidate will be appointed initially for a probationary period of six months. During the probationary period progress or otherwise will be monitored and at the end of the probationary period the service will (a) be certified as satisfactory and confirmed in writing or (b) if not satisfactory, the probationary period may be extended by 3 months.

Annual Leave

Annual leave entitlement is 30 days per annum plus 10 Bank Holidays per annum as they occur. The annual leave year runs from 1st of April to 31st March each year.

Sick Leave

Payment of salary during illness will be in accordance with arrangements as approved from time to time by the Department of Health and Children.

Termination of Office

The employment may be terminated at any time by two months' notice on either side except where circumstances are dictated by the Minimum Notice and Terms of Employment Act 1973/2001. The Management's right under this paragraph shall not be exercised save in circumstances where the Management is of the opinion that the holder of the office has failed to perform satisfactorily the duties of the post or has misconducted himself/herself in relation to the post or is otherwise unfit to hold the appointment.

Pension arrangements and retirement age

There are three superannuation schemes currently in operation for staff in The Coombe Women & Infants University Hospital:

- (a) Voluntary Hospital Superannuation Scheme (Non-New Entrant)
- (b) Voluntary Hospital Superannuation Scheme (New Entrant)
- (c) Single Public Service Pension Scheme

Please read carefully the summary of the criteria for the three superannuation schemes below. This will assist you in identifying which scheme membership is applicable to your employment circumstances.

- (a) If you have been continually employed in the public service prior to the 1st April 2004 and you have not had a break in service of more than 26 weeks, you will be included

in the Voluntary Hospital Superannuation Scheme (Non-New Entrant) with a Minimum Retirement Age of 60 and a Maximum Retirement Age of 65.

- (b) If you have been continually employed in the public service post the 1st April 2004 and you have not had a break in service of more than 26 weeks, you will be included in the Voluntary Hospital Superannuation Scheme (New Entrant) with a Minimum Retirement Age of 65. There is no Maximum Retirement Age.

The compulsory retirement age of 65 has been removed enabling staff to remain longer in work should they wish, subject to suitability and health requirements.

- (c) If you have commenced employment in the public service as a new entrant or you are a former public servant, returning to the public service after a break of more than 26 weeks, you will be included in the Single Public Service Pension Scheme effective from the 1st January 2013 with a minimum retirement age of 66 (rising to 67 and 68 in line with state pension changes). The maximum retirement age under this scheme will be age 70.

The person appointed will be required to join the relevant Superannuation Scheme and will be required to contribute to the employing authority at the appropriate rate of gross annual superannuable remuneration as determined by the Minister responsible for the Scheme.

Pension benefits made to part-time staff will be on a pro-rata basis.

Pension Arrangements and Retirement Age:

For existing Public Servants (i.e. those who have entered the public service on or before the 31st March 2004) retirement is compulsory on reaching the age of 65 years.

However, candidates should note that changes have been made in the superannuation provisions and retirement ages for public servants who take up duty with effect from 1st April 2004.

In this context, new entrants, within the meaning of the Public Service Superannuation (Miscellaneous Provisions) Act 2004, to the public service should note:

The minimum pension age has been increased to 65 years for most new entrants to the public service. The compulsory retirement age of 65 has been removed

Pension benefits for new entrants will accrue on a standard basis (i.e., one year's credit for one year's service up to a maximum of 40 years' service) while normal abatement of pension provision will apply to all public sector posts.

With effect from 1st January 2013, it is a condition of the appointment of new entrants to the public service* that you be a member of the Single Public Service Pension Scheme. Please see information booklet attached.

*A former public servant returning to the public service after a break of more than 26 weeks is considered a new entrant.

Flexibility

This post requires a high level of flexibility to ensure the delivery of an effective and efficient service. Therefore, the post holder will be required to demonstrate flexibility as and when required, i.e. evenings/weekends.

Health & Safety

- All employees must comply with the Safety, Health and Welfare at Work Act, 2005.
- Comply and enact Health and Safety responsibilities as outlined in Hospital policies, protocols and procedures relevant to your area.
- Take reasonable care to protect your own safety, health and welfare and that of any other person who may be affected by your acts or omissions at work.
- Ensure that personal protective equipment is worn while on duty
- Correct use of equipment

Information Technology

Ensure that you make the most effective and efficient use of developments in technology for both patient care and IT support in a manner, which integrates well with systems throughout the organisation, actively assisting in the integration of new technology and systems.

Hygiene/Infection Control

All employees have responsibility for Hygiene awareness. Hygiene is defined as “The practice that serves to keep people and environments clean and prevent infection.” All employees also have a responsibility under their terms of employment to prevent transmission of infection and to follow the hospital infection control policies and guidelines as outlined in the Infection Control Manual. All employees must be aware that they work in an area where there is potential for transmission of infection. All employees have a responsibility to follow hand hygiene guidelines as this is the single most important intervention to prevent the transmission of infection.

Quality, Safety and Risk Management

Support the delivery of the Quality, Safety and Risk Management Programme, including the appropriate identification and management of risks and incidents throughout the hospital.

Confidentiality

In the course of the post holder’s employment he/she may have access to or have information concerning the personal affairs of staff or other confidential information. Such information is strictly confidential and unless acting on the instruction of an authorised officer, on no account must information concerning staff or other service business be divulged or discussed, except as appropriate in the performance of normal duty. In addition, information, records, files must never be left in such a manner that unauthorised persons can obtain access to them. No records, documents or property of the Hospital may be removed from the premises of the Hospital without prior authorisation. You must return to the Hospital upon request and, in any event, upon the termination of your employment, all documents or other property of the Hospital which are in your possession or under your control.

Trust in Care Policy

The Coombe Women’s Hospital is committed to the principles of the Trust in Care Policy and all employees have a duty to report concerns for the safety and welfare of patients with in the procedures detailed in this policy.

Note: This job description is an outline of current broad areas of responsibility and accountability and should not be regarded as a comprehensive listing. As the role develops in the hospital this job description may be reviewed in light of possible new structures and/or changing needs of the hospital.

The extent and speed of change in the delivery of health care is such that adaptability is essential at this level of appointment. The incumbent will be required to maintain, enhance and develop their knowledge, skills and aptitudes necessary to respond to a changing situation. The Job Description 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.

Short-listing

Applicants will be subject to short listing based on information provided in their application, whereby only those who meet set criteria shall be called to interview.

General

Completed application forms/CVs should be submitted before 5pm Monday 26th October 2026.

Informal enquiries for this post can be made to **Tara Murtagh, Physiotherapy Manager, on +353 (0)1 408 5064.**

All candidates should note that, in order to maintain a timely process, the closing date and time for receipt of applications will be strictly adhered to.
