Mater Misericordiae University Hospital
Dublin

Clinical Specialist Physiotherapist
Critical Care

Job Description & Person Specification

Job Title / Grade:

Clinical Specialist Physiotherapist Critical Care (ICU and HDU)

Department / Directorate:

Physiotherapy / HSCD

Location:

MMUH *(May be required to work in other areas/sites)*

Reporting Relationship:

Physiotherapist Manager in charge III

Responsible to:

Physiotherapist Manager III and Physiotherapy Operations Manager (in charge1)

JOB DESCRIPTION

Job Purpose

1. To co-lead the physiotherapy service to critical care and work as part of an interdisciplinary team to lead, organise, coordinate and progress the Mater Misericordiae University Hospital (MMUH) critical care service in line with strategic hospital priorities.
2. To be a key member of the interdisciplinary team acting as senior decision-maker to strategically coordinate and manage patient care in conjunction with the Physiotherapy managers and other key stakeholders and in accordance with the mission, values and strategic plan of the organisation.
3. To lead, manage and co-ordinate a high quality, evidence-based Physiotherapy critical care system of care, inclusive of inpatient and outpatient services, as part of an interdisciplinary HSCP, medical and nursing team based on patient care needs.
4. To provide Physiotherapy leadership to the critical care and wider surgical team and to the Physiotherapy Department and to work in an advisory capacity and as a central resource to HSCP, medical directorates, regional or national agencies as required.
5. To continually analyse service demand in the MMUH and coordinate with the interdisciplinary team to respond accordingly in order to maintain the highest quality service at all times in line with national and international best practice guidelines.
6. To undertake and facilitate relevant research in the clinical area in line with hospital policies and to present and publish research outcomes.
7. To provide oversight of service requirements and functioning on a 24 hour/seven day week basis.

KEY RESPONSIBILITIES

Clinical

Patient care

1. To provide timely assessment and treatment for patients in critical care, in liaison with the interdisciplinary team, with provision of high quality, appropriate Physiotherapy input in the assessment, clinical diagnosis and management of critically unwell patients.
2. To co-lead post ICU clinic physiotherapy service and other future services
3. To interpret and analyse clinical presentations to form accurate diagnoses and prognoses in a wide variety of complex conditions to recommend the best course of intervention and develop comprehensive management and onward therapy plans.
4. To ensure that a high standard of clinical practice is maintained and developed for the Physiotherapy team, through education, ongoing competency assessment and evaluation of treatment outcomes.
5. To manage clinical risk within own caseload and that of designated team at all times.
6. To demonstrate sound understanding of national and international best practice guidelines for the management of critically unwell patients, clinical governance and to demonstrate the use of treatment plans with evidence-based links.

7. To use specialist knowledge in referral to other health professionals as appropriate.
8. To ensure, as far as possible, the health, safety and welfare of patients, staff and self under the terms of current Health and Safety legislation.

Service development

1. To work as part of an interdisciplinary team, to provide an innovative critical care service at the MMUH.
2. To develop and administer the highest quality of service for critical care patients by identifying, implementing and enhancing operational procedures in line with best-practice guidelines
3. To co-lead implementation of outreach or other appropriate models in support of patient egress from critical care and enhancing seamless transition of care with other physiotherapy service leads
4. To keep abreast with new developments, skills and technology to ensure continuing competence in the post.
5. To enhance own skills in order to initiate and respond to changes in the work environment as additional roles may be demanded e.g. data analysis, clinical audit, risk assessment and research and In turn facilitate physiotherapy team development of these skills
6. Develop strategic and service goals for the critical care service, in collaboration with the other critical care physiotherapists and wider MDT
7. To advise on and implement future models of care, exploring advanced practice working models and alternative working patterns in line with service need, participating in any new model as required.
8. To take responsibility for the development and implementation of policies, guidelines and protocols within the area of clinical practice, including both local and national policies and guidelines, where applicable.
9. To be responsible for the maintenance and provision of up to date clinical records, reports and statistics as required (e.g. annual report, service plan) and contribute relevant data to the National Critical Care Programme as appropriate.
10. Be familiar with service data using relevant platforms e.g. Diveport, Dendrite etc
11. To work with the physiotherapy managers and wider physiotherapy team to promote and enhance critical care knowledge and skill within the wider physiotherapy department.

Management

Physical resources

1. To co-operate with the Physiotherapy manager in the control of expenditure and the management of departmental budgets, including a planned programme for replacing capital equipment.
2. To ensure competent use of all equipment used in the clinical area, ensuring designated staff gain competency prior to use.
3. Ensure that faulty equipment is immediately removed from the treatment area and restored to safe use as promptly as possible.
4. To ensure that all complaints, accidents and near misses are reported to the Physiotherapy manager as soon as possible and documented accordingly.
5. To attend, and to ensure designated staff attend mandatory training.

Human resources

1. To lead by example a professional, dedicated and punctual team.
2. To have oversight for daily management, supervision and co-ordination of designated team, including staff appraisal, performance management, informal grievance and act as a panel member in staff recruitment.
3. To facilitate and support arrangements in the area for educating and supervising undergraduate and postgraduate students.
4. To identify the clinical training needs of, and to provide CPD and specialist training to peers, senior, staff grade and assistant staff working within the service.
5. To participate in the development and delivery of relevant interdisciplinary training and education.
6. To participate in the annual staff development and review system.

Planning and Organisation

1. To plan and organise own time and lead on organisation of team caseload to include patient care, meetings, supervision and training.
2. To provide oversight for the day to day operational management of the Physiotherapy service to patients in the clinical area, working alongside other established inpatient teams.
3. To achieve the effective daily management of a patient caseload including responding to urgent referral, prioritising clinical work and balancing other patient related and professional activities in accordance with departmental standards.
4. To ensure that the agreed quality standards of service, based on professional guidelines and standards and national guidelines are maintained.
5. Lead business continuity planning for the critical care service and change management programme for service, inclusive of new ways of working, incorporating weekend and evening working as appropriate.

Research and Clinical Audit

1. To identify relevant research topics related to the physiotherapy management of critical care patients and to undertake and facilitate relevant research in the clinical area in line with hospital policies and to present and publish research outcomes.
2. To lead on service activity analysis & on-going audit for the clinical area.
3. To critically appraise and disseminate recent literature and modify clinical practice where appropriate.
4. To participate in work related research projects and in clinical trials as required.
5. To work in an advisory capacity to HSCP/clinical directorates/regional or national agencies as required.
6. To monitor and improve standards of care and develop practice research by active involvement in advance clinical practice, undertaking audits and conducting research
7. To act as peer reviewer of publications by other authors in the clinical area.

Education & Teaching

1. To identify own learning and development needs and establish a plan to address same. To apply this learning in the clinical environment.
2. To provide oversight, strategic -direction and analysis for the educational and training programme required to ensure training and maintenance of competency for out of hours working, collaborating with other service leads as required (e.g. transplant, spinal etc.).
3. To keep abreast of innovative and upcoming teaching methodologies and implement as appropriate; to evaluate and support the development of the physiotherapy clinical facilitator role within the physiotherapy department.
4. To encourage professional development of team members at undergraduate, graduate, and postgraduate level, through promotion of self-learning, formal courses and in-service training.
5. Participate in training and in-service educational modules for the critical care interdisciplinary team, physiotherapy staff, undergraduate and post-graduate students and other HSCP, medical and nursing students.
6. To keep abreast of and facilitate members of team to keep abreast of, evidence-based practice, by use of relevant reading, attendance at in-services, external courses and database searches.
7. To act as an expert clinical resource and advisor to physiotherapy colleagues, students and other team members.
8. To identify research needs within the speciality and where possible to facilitate / participate in relevant work-related research projects and in clinical trials as required.
9. To attend PDP meeting annually with manager.
10. To act as mentor to other staff for development and succession planning.

Collaborative Working

1. To participate in the management of the Physiotherapy service as a member of the senior Physiotherapy management team in co-operation with the Physiotherapy managers.
2. Ensure collaborative working with the interdisciplinary team and develop and maintain close links with community partners and relevant stakeholders.
3. To ensure internal and external consultation as part of the contribution to promote improved patient management.
4. Act as a patient advocate through communication, negotiation and representation of the patients' values and decisions in collaboration with other professionals and community resource providers
5. Develop close links with colleagues nationally and internationally to ensure best practice.
6. To function as a source of clinical expertise, advice and guidance on the Physiotherapy management of critically unwell patients for other Physiotherapy colleagues working within the service and other members of the interdisciplinary team, particularly in relation to the management of complex cases.

Communication and Information

1. To create and promote good working relationships through open communication.
2. To be responsible for accurate and contemporaneous record keeping for self and Physiotherapy team, using assessment proformas, outcome measures, comprehensive progress records and discharge reports and comply with data requirements for the ICT system. Record keeping should be interdisciplinary wherever possible.
3. Maintain appropriate records and data sufficient for organisational and legal purposes to include work related injuries/incidents.
4. Ensure all documentation, both written and electronic, complies with relevant standards and protocols.
5. In association with the Information Technology Department, to comply with the computer-integrated patient management system for the Physiotherapy Department for patient scheduling, activity and reporting analysis and and use other technologies as appropriate (e.g. e-health).
6. To collect, interpret, and present data and information through audit of service activity, clinical standards, and outcome measures.
7. To attend relevant ward huddles, ward rounds and interdisciplinary team meetings to ensure high levels of team planning, communication and information sharing.
8. To ensure excellent communication by all Physiotherapy team members to patients, families and other members of the interdisciplinary team.

General Responsibilities and Accountabilities

Confidentiality

To be aware of the confidential nature of hospital work and in particular, the right of patients to confidentiality. Observe confidentiality requirements: In the course of their employment the post holder will have access to information regarding the personal affairs of patients or staff. Such information is strictly confidential. Unless acting on the instruction of an authorised officer, on no account must information concerning patients, staff or 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. Records must be stored in safe custody when no longer in use.

To comply with GDPR legislative requirements.

Policies & Procedures

To familiarise yourself with and adhere to all policy and procedural documents relevant to your position.

Hygiene Standards

The highest standard of hygiene must be maintained in the Hospital at all times and all staff members are responsible for ensuring compliance with the Hospitals requirements and standards with regard to hygiene. It is the responsibility of all staff to have a fundamental understanding of their individual responsibility in maintaining departmental & site hygiene standards.

Health and Safety

Ensure that effective safety procedures are in place to comply not only with the Safety, Health and Welfare at Work Act 2005 but also within the spirit of the Hospital's mission, vision and values, and they are known and followed by staff. You are required to familiarise yourself with the requirements of employees under the Safety, Health and Welfare at Work Act 2005 and to promote a work environment that is compliant with the Safety, Health and Welfare at Work Act 2005. Each staff member is individually responsible for ensuring that the Hospital remains a safe place to work.

Information Technology

To ensure the most effective and efficient use of developments in information technology for administrative support in a manner, which integrates well with systems throughout the organisation.

Business Continuity Management

Business Continuity Management (BCM) is a holistic management process that identifies potential impacts that threaten an organisation and provides a framework for building resilience and the capability for an effective response that safeguards the interests of its key stakeholders and reputation" (BS 25999) All Staff employed in the MMUH are obliged to:

- make themselves familiar with the Organisational Business Continuity Plan
- attend BCM education sessions provided for them
- make themselves familiar with their individual roles as set out in their departmental business continuity plan if applicable and or the Organisational business continuity plan

Note

These duties and responsibilities are reflection of the present service requirements and may be subject to review and amendment to meet the changing needs of the Hospital. The incumbent clinical specialist physiotherapist for critical care service will be required to maintain, enhance and develop their professional knowledge, skills and aptitudes necessary to respond to a changing climate. 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 ongoing basis.

Personal Specification

Factors	Essential	Desirable
Statutory Registration, Professional Qualifications	Candidates for appointment must: 1. Hold a Physiotherapy qualification recognised by the Physiotherapists Registration Board at CORU – link to list of acceptable Physiotherapy qualifications: https://coru.ie/files-registration/hse-list-ofphysiotherapist-qualifications.pdf. **AND** 2. Be registered on the Physiotherapists Register maintained by the Physiotherapists Registration Board at CORU. **OR** 3. Applicants who satisfy the conditions set out in Section 91 of the Health & Social Care Professionals Act 2005, must hold a physiotherapy qualification approved by Coru in order to be eligible to apply [link above], and must submit proof of application for registration with the Physiotherapists Registration Board at CORU. The acceptable proof is correspondence from the Physiotherapists Registration Board at CORU confirming their	Relevant post graduate education e.g. diploma/ Masters/Doctorate Active membership of relevant special interest groups

	application for registration as a Section 91 applicant. Section 91 applicants are individuals who qualified before 30/09/2018 and have been engaged in the practice of the profession in the Republic of Ireland for a minimum of 2 years fulltime [or aggregate] between 01/10/2016 – 30/09/2018. **AND** Annual registration 1. On appointment practitioners must maintain annual registration on Physiotherapists Register maintained by the Physiotherapists Registration Board at CORU **AND** 2. Practitioners must confirm annual registration with CORU to the MMUH by way of the annual Patient Safety Assurance Certificate (PSAC).	
Experience	All candidates must have 5 years full time (or equivalent) years post qualification clinical experience of which 4 years full time (or equivalent) must be consecutive in critical care AND All candidates must demonstrate a proven record of clinical excellence in the specialism.	Experience working in acute and post-acute care Broad knowledge of other clinical areas Research in a related area Evidence of experience in training/ supervision of junior staff / students /assistants
Organisational Knowledge	Knowledge of the National Clinical Programme for critical care and other relevant integrated care and clinical care programmes Awareness Health Service reform	Background knowledge of the hospital structure, hospital groups and core activities Knowledge of operational

	programmes	procedures in the Physiotherapy Department
Professional Development and Practice	All candidates must demonstrate evidence in the expert management of critically unwell patients AND All 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. AND All candidates must demonstrate achievement in the areas of clinical audit, quality improvement initiatives, practice development, teaching and research.	Evidence of professional development including research and courses Demonstrate ability to use motivational skills Evidence of teaching and mentoring skills
Core Aptitudes	All candidates must have the requisite knowledge and ability (including a high standard of suitability, management, leadership and professional ability) for the proper discharge of the duties of the office.	Presentation skills Human Resource skills I.T. skills Change management skills