

## **Job Description**

### **Senior Musculoskeletal Outpatients Physiotherapist**

#### **Philosophy, Mission and Values of the Hospital**

##### **Philosophy**

The philosophy of St Vincent's Healthcare Group is based on that of the Religious Sisters of Charity. The principles are observed in the treatment and care of patients, in dealings with staff and are based on the core values.

##### **Mission**

We strive for excellence in meeting the holistic needs of our patients in a caring and healing environment in which the essential contribution of each member of staff is valued.

The values of human dignity, compassion, justice, quality and advocacy rooted in the mission and philosophy of the Religious Sisters of Charity guide us in our work.

We will, within the foregoing context, make every effort to maintain excellence in clinical care, teaching and research.

*Comh mheas, comh bhá, comh pháirtíocht agus  
comh oibre bunsraith ár gcuid saothar uile.*

##### **Core Values**

*Human Dignity*

*Compassion*

*Justice*

*Quality*

*Advocacy*

#### **Accountability and Working Relationships**

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| <b>Job title:</b>     | <b>Musculoskeletal Outpatients Physiotherapist</b> |
| <b>Grade:</b>         | <b>Senior</b>                                      |
| <b>Reports to:</b>    | <b>Physiotherapy Manager</b>                       |
| <b>Working Hours:</b> | <b>35 hour week for full time employee.</b>        |

### **Role Summary:**

The person appointed to this post will work in the adult musculoskeletal physiotherapy outpatient department. Referrals sources will primarily be from GP's and also the Orthopaedic/ED service. The caseload will entail management of a variety acute to chronic musculoskeletal complaints.

This role demands knowledge, expertise and competence to deliver care as an autonomous practitioner. The aim is to deliver evidence based client care while liaising with the appropriate members of the multidisciplinary team as required.

### **Key Duties and Responsibilities:**

#### **1. Professional / Clinical Responsibilities**

The Senior Physiotherapist will:

- Prioritise and effectively manage a clinical caseload in the orthopaedic and GP outpatient service. GP service – 3.5 - 4 days per week (ratio of GMS:non GMS should be 5:1). Orthopaedic Outpatients – 1 – 1.5 days per week
- Comprehensively assess, plan, implement and evaluate the care of each individual client.
- Be responsible for goal setting in partnership with patients with musculoskeletal conditions.
- Demonstrate a high level of clinical reasoning required to address complex clinical issues.
- Anticipate the potential for the varied care needs of this patient cohort.
- Be involved in professional networks and clinical interest groups
- Patients will be referred back to the relevant GP, orthopaedic team or ED staff as required where it is felt that further specific investigations or further medical consultation is indicated
- Attend GP meetings as required.
- Read and act upon all issued staff policies
- Ensure a safe working environment for patients and staff at all times.
- Adhere to hospital policy on the reporting procedure in the event of an accident/incident involving staff or patient
- Develop and promote professional standards of practice for physiotherapy

- Work within own scope of professional competence in line with principles of best practice, professional conduct and clinical governance
- Seek advice of relevant personnel when appropriate / as required.
- Operate within the scope of practice of the Irish Society of Chartered Physiotherapists and also the European Core Standards for Physiotherapists.
- Attend all mandatory training set out by St. Michael's Hospital
- To comply with all Health and Safety Legislation and all Hospital and Departmental policies and procedures
- To adopt a flexible and responsible approach to all aspects of work.

## **2. Education & Training**

- Be responsible for the induction and clinical supervision of basic grade staff in the musculoskeletal outpatient service including objective setting for the each OPD rotation.
- To participate in the physiotherapy In-Service Training and Journal Club
- Provide education where required for physiotherapy colleagues or other members of the multidisciplinary team.
- Co-ordinate and deliver clinical placements in partnership with universities and clinical educators. Facilitation of clinical placements will be agreed with the physiotherapy manager subject to the demands of the service.
- Manage, participate and play a key role in the practice education of student therapists. Take part in teaching / training / supervision / evaluation of staff / students and attend practice educator courses as relevant to role and needed.
- Engage in personal development planning and performance review for self and others as required
- Develop literature to support patient information and education

## **3. Audit and research**

- Regularly audit clinical practice and initiate collaborative change that will improve standards of care and health outcomes to patients
- Evaluate research findings and lead evidence-based practice
- To lead or delegate collaborative research projects within the clinical setting that improves the quality of care and health outcomes. Such projects will be agreed with the physiotherapy manager. Protected time will be negotiated in the context of current service demands.

## **4. General**

- Participate in the development of a strategic plan for the musculoskeletal outpatient service, focusing on patient centered evidence-based care.
- Engage in continuous quality improvement programmes.

## **5. Administrative**

The Senior Physiotherapist will:

- Assist the Physiotherapy Manager and relevant others in service development encompassing policy development and implementation

- Review and evaluate the outpatient service regularly, identifying changing needs and opportunities to improve services
- Collect and evaluate data about the service area as identified in service plans and demonstrate the achievement of the objectives of the service
- Maintain accurate and comprehensive records in line with best practice.
- Collate monthly statistics demonstrating activity levels to the physiotherapy manager on template provided.
- To use and record outcome measures for each individual patient
- Participate in department / team at meetings and conferences as appropriate
- Inform the Physiotherapy Manager of staff issues (needs, interests, views) as appropriate
- Promote a culture that values diversity and respect in the workplace
- Participate in the control and ordering of Physiotherapy stock and equipment in conjunction with the Physiotherapy Manager
- Keep up to date with organisational developments within the Irish Health Service
- Engage in IT developments as they apply to clients and service administration
- Perform such other duties appropriate to the role as may be assigned by the Physiotherapy Manager

## 6. Liaison and Communication

Ensure fluent communication channels are maintained throughout the episode of care of clients both within the hospital and the community with all members of the multidisciplinary team.

### Confidentiality

In the course of your employment you 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.

### Qualifications / Experience

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| <p><b>Eligibility Criteria<br/>Qualifications and/<br/>or experience</b></p> | <p><b>Candidates must possess, on the closing date:</b></p> <p>(a) a B.SC (Honours) degree in Physiotherapy from the University of Dublin</p> <p style="text-align: center;"><b>or</b></p> <p>(b) the Bachelor of Science in Physiotherapy from the Royal College of Surgeons in Ireland</p> |
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|   | <p style="text-align: center;"><b>or</b></p> <p>(c) the Bachelor in Physiotherapy (Honours) Degree from the National University of Ireland</p> <p style="text-align: center;"><b>or</b></p> <p>(d) the Diploma in Physiotherapy of the University of Dublin or the National University of Dublin</p> <p style="text-align: center;"><b>or</b></p> <p>(e) the BSc (Hons) Degree in Physiotherapy from the University of Limerick</p> <p style="text-align: center;"><b>or</b></p> <p>(f) A physiotherapy qualification validated by the Irish Society of Chartered Physiotherapists</p> <p style="text-align: center;"><b>and</b></p> <p>(g) the clinical, managerial and administrative capacity to fulfil the functions of the role</p> <p style="text-align: center;"><b>and</b></p> <p>(h) a minimum of three years' satisfactory post qualification clinical experience</p> <p><b>Health</b><br/>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.</p> <p><b>Character</b><br/>Each candidate for and any person holding the office must be of good character</p> <p><b>Age</b><br/>Age restrictions shall only apply to a candidate where he/she is not classified as a new entrant (within the meaning of the Public Service Superannuation Act, 2004). A candidate who is not classified as a new entrant must be under 65 years of age.</p> |
| <p><b>Post specific requirements, additional qualifications and / or experience</b></p> | <p>Demonstrated experience in musculoskeletal outpatient physiotherapy<br/>3 years relevant post graduate experience<br/>Experience/demonstrated interested in clinical audit and research<br/>Experience/demonstrated interest in supervision of junior staff<br/>Desired: Musculoskeletal/Manual Therapy Masters</p>  |
| <p><b>Skills/competencies and/or knowledge</b></p>                                      | <ul style="list-style-type: none"> <li>• Demonstrate a high level clinical knowledge and evidence based practice to carry the out duties and responsibilities of the role</li> </ul>  |

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|  | <ul style="list-style-type: none"> <li>• Demonstrate an ability to apply knowledge to best practice</li> <li>• Demonstrate the ability to plan and deliver care in an effective and resourceful manner within a model of person-centred care</li> <li>• Demonstrate an ability to manage and develop self and others in a busy working environment</li> <li>• Demonstrate the ability to effectively evaluate information and make appropriate decisions</li> <li>• Demonstrate a commitment to assuring high standards and strive for a user centred service</li> <li>• Display effective communication and interpersonal skills including the ability to collaborate with colleagues, families, carers, effective report writing skills etc.</li> <li>• Demonstrate effective leadership and team skills</li> <li>• Display awareness and appreciation of the service users and the ability to empathise with and treat others with dignity and respect</li> <li>• Demonstrate initiative, flexibility and openness to change</li> <li>• Demonstrate ability to utilise supervision effectively</li> <li>• Demonstrate a commitment to continuing professional development</li> <li>• Demonstrate a willingness to develop IT skills relevant to the role</li> <li>• Demonstrate ability to effect change in the clinical setting</li> </ul> |
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### **Conditions of Employment:**

- Annual Leave Entitlement: 29 days per annum pro- rata. Annual leave is calculated January to December of each year
- Sick Leave Regulations: Please refer to contract of employment and attendance management policy.
- Probationary Period: The appointee shall hold office for a probationary period of six months
- The terms of the Voluntary Hospitals Superannuation Scheme (VHSS & SPSPS) and the Voluntary Hospitals Spouses and Children's Scheme will apply to this position
- A minimum of one month's notice of termination of employment is required. Notice of termination of employment must be received in writing
- Uniform Policy must be adhered to at all times.

### **Hygiene**

During the course of employment staff 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 Michaels 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 of 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 hospitals ethical codes of practice.

**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.
- Mandatory training must be adhered to and recertified before expiry timeframes occur i.e. Manual Handling, Basic Life support, Intravenous assessment, Hand hygiene education, waste management and Mission effectiveness programme.
- In line with the Safety, Health and Welfare at Work Act (2005), smoking within the Hospital Building and the Hospital Grounds is not permitted.
- All staff are advised to avail of Hepatitis B Vaccination with Occupational health

Benefits of working at St Michaels Hospital

- Defined benefit pension scheme
- Access to learning and development opportunities
- Library facilities
- Subsidised staff restaurant
- Subsidised pharmacy
- Access to subsidised Gym Facilities
- Access to health services credit union
- Group discount for health insurance
- Excellent access to public transport including dart and bus routes.
- Tax saver commuter ticket scheme

**This job description will be subject to review in the light of changing circumstances and may include any other duties and responsibilities as may be determined from time to time.**

**Notes**

The extent and speed of change in the delivery of health care is such that adaptability is essential in this position. The incumbent will be required to maintain and enhance their professional knowledge, skill and aptitudes necessary to respond to a changing environment. The job description must be regarded as an outline of the major areas of accountability, which will be reviewed and amended on an on-going basis.

**Reviewed: October 2018**  
**Next review: October 2020**