



**Senior Physiotherapist – Musculoskeletal
Specified Purpose
Children's Health Ireland
Job Specification and Terms & Conditions**

Job Title & Grade	Senior Physiotherapist, with a special interest in Musculoskeletal Physiotherapy.
Campaign Reference	144780
Closing Date	Friday 18 th September 2020 at 5.00pm
Duration of Post	Specified Purpose
Location of Post	<p>Children's Health Ireland (CHI), comprises of the three children's hospitals at CHI at Crumlin, Dublin 12, CHI at Temple Street, Dublin 1 and CHI at Tallaght, Dublin 24 and the Paediatric Outpatients and Urgent Care Centre, CHI at Connolly Hospital, Dublin 15. The new OPD and UCC in Tallaght is due to open in 2020.</p> <p>CHI's Programme Office, CHI Herberton is located in Rialto, Dublin 8 adjacent to the new children's hospital which is on the campus shared with St James's Hospital.</p> <p>This role is based at CHI at Crumlin</p>
Context/ Background	<p>Children's Health Ireland (CHI) operates as a single service across the existing Dublin children's hospitals, Crumlin, Temple Street and Tallaght. Also, the paediatric outpatients and urgent care centres, Connolly which opened in July 2019 and Tallaght which is due to open in 2021. CHI governs and operates local paediatric services for the Greater Dublin Area and all national paediatric specialist services, some of which are on an all-island basis.</p> <ul style="list-style-type: none"> • Just under 25% of our population are children under 18 years of age. It was estimated in 2016 that 16% of our children have a chronic disease, such as, diabetes, allergies and asthma and this was increasing. 2% are acutely ill or have complex and multiple care needs requiring national services • CHI currently has a staff of 4,150 delivering care annually to 334,500 children, young people and their families through 39 clinical specialities and 442 in-patient & day care beds • 2019 activity: In-patients 24,500; Day cases 33,500; Outpatients 147,500; ED 129,000 <p>Ireland will have a world class new children's hospital that is purpose built to deliver the best care and treatments that are available for future generations to come</p>



	<p>The new children’s hospital, which will open in 2023 will bring together the three children’s hospitals into a world class building on a campus shared with St James’s Hospital. This will be a leading campus in healthcare and research in Ireland, a leading adult teaching hospital, a children’s hospital and in time, a new maternity hospital, when the Coombe Women and Infants University Hospital is relocated on the campus.</p> <p>CHI is leading on the clinical and operational transformation on how children’s healthcare will be delivered in the future to deliver better, safer and more sustainable healthcare in the future. The new hospital is planned as the first ‘Digital Hospital’ in the system with the implementation of an Electronic Healthcare Record, as well as, other evidence based standards, such as, 100% single rooms.</p> <p>Children’s Hospital Programme is a major programme of work led by CHI, focused on transformative service change to enhance services for children, young people and their families, to integrate the three existing hospitals, while maintaining existing and new services, ensuring patient safety and quality until transition is complete.</p> <p><i>For further information about CHI, check out our recruitment website WWW.CHI.jobs</i></p>
<p>Reporting Arrangements</p>	<p>This post will report to the Physiotherapy Manager Crumlin</p>
<p>Key Working Relationships</p>	<p>The post holder will work closely with:</p> <ul style="list-style-type: none"> ● Physiotherapy Manager ● Relevant Consultants. ● Physiotherapists in MSK physiotherapy. ● Other Physiotherapy staff ● Other members of the relevant multidisciplinary team. <p><i>Please note that this list is not exhaustive and key working relationships will change as the project moves from service development, construction completion, commissioning & transitioning to steady state.</i></p>
<p>Purpose of the Role</p>	<p>The post holder will discharge the duties of a senior physiotherapist, in particular Musculoskeletal. The post holder will be part of the physiotherapy staff that provide physiotherapy to children and adolescents with Musculoskeletal conditions and to work closely with other staff in the relevant clinical area.</p>

<p>Principal Duties and Responsibilities</p>	<p>Professional Duties and Responsibilities:</p> <p>Principal Duties:</p> <ol style="list-style-type: none"> 1. Be professionally responsible for all aspects of the post-holders own work. 2. To undertake the assessment and appropriate physiotherapy management and/or treatment of patients. 3. To keep abreast in understanding and knowledge of all new developments which are applicable to the general physiotherapy treatments. 4. To maintain accurate clinical records as required. 5. To attend ward rounds, meetings and case conferences as required. 6. To participate in any research studies, research or audits as required. 7. To be conversant with relevant Health & Safety Legislation. 8. To participate in overtime emergency services and weekend duties as required. <p>Specific Duties:</p> <ul style="list-style-type: none"> • To be professionally responsible for all aspects of the post-holders own work • To be responsible for the assessment, diagnosis, formulation of a problem list and treatment plan and discharge planning for each patient in the clinical caseload carried • To carry out the appropriate physiotherapy treatment of each patient under his/her care with due regard for the CORU Code of Professional Conduct and Ethics for Physiotherapists • To maintain accurate clinical records as required • To attend ward rounds, meetings and case conferences, as required • To participate in any research studies, research or audits, as required • To participate in the training and supervision of Physiotherapy staff & students as may be required • To participate in Ward Staff training as required • To participate in overtime, emergency service and weekend duties as required • To maintain own professional development and competency

	<p><i>The above 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.</i></p>
<p>Eligibility criteria, qualifications and experience</p>	<p><u>Essential Criteria:</u></p> <p>a) Candidates for appointment must:</p> <p>(i) Hold a Physiotherapy qualification recognised by the Physiotherapists Registration Board at CORU. Please see list of acceptable Physiotherapy qualifications: https://coru.ie/files-registration/hse-list-of-physiotherapistqualifications.pdf.</p> <p>AND</p> <p>(ii) Be registered on the Physiotherapists Register maintained by the Physiotherapists Registration Board at CORU.</p> <p>OR</p> <p>(iii) Applicants who satisfy the conditions set out in Section 91 of the Health and Social Care Professionals Act 2005, (see note 1 below*), 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 application for registration as a Section 91 applicant.</p> <p>AND</p> <p>(iv) Candidates must have three years full time (or an aggregate of three years full time) post qualification clinical experience.</p> <p>AND</p> <p>(b) Have the requisite knowledge and ability (including a high standard of suitability and professional ability) for the proper discharge of the duties of the office.</p> <p><u>Desirable Criteria:</u></p> <ul style="list-style-type: none"> • Recent Paediatric acute hospital experience; including participation in on call and weekend physiotherapy service. • Significant prior experience in Paediatric MSK physiotherapy
<p>Internal Applications</p>	<p>Children's Health Ireland employees, who hold a permanent contract, are eligible to apply for fixed term and specified purpose competitions across the five Children's Health Ireland sites. Employees who take up specified purpose or fixed term posts will retain their permanent substantive grade.</p>



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<p>Professionalism at CHI</p>		<p><i>“Professionalism” at CHI involves forming values and developing behaviours and attitudes which foster professional relationships, promote public trust and enhance patient safety.</i></p> <p><i>Staff at CHI should be committed to compassion, effective communication, integrity and honesty, working in partnership with the wider healthcare team/s to promote continuous improvement. Evidence based practice, cultural sensitivity and self-care, all culminating in improved child/patient centred service.</i></p> <p><i>These commitments aspire to excellence, professional identity formation and leadership.”</i></p>
<p>CHI Competencies</p>	<p>Specialist Knowledge, Expertise, Personal Commitment and Motivation</p> <ul style="list-style-type: none"> • Is personally committed and motivated for this complex role. • Be an outstanding communicator. An individual who possesses excellent written/oral communications skills, as well as the ability to present his/her views in a clear and compelling manner. • Demonstrates the required knowledge for the specialist role applied for. • Demonstrates strong experience in their specialist area; specifically highlighting their experience relevant to the role applied for. • Demonstrates a strong willingness and ability to operate in the flexible manner that is essential for the effective delivery of the role. • Demonstrates a commitment to further education in health services management. <p>Leadership & Direction</p> <ul style="list-style-type: none"> • Develops networks and communications systems to ensure that they are fully informed in a dynamic and challenging environment. • Is an effective leader and a positive driver for change; transforms the vision into a framework and structures for moving forward. • Understands the challenges of leading complex systems change. • Balances change with continuity – continually strives to improve service delivery, to create a work environment that encourages creative thinking and to maintain focus, intensity and persistence even under increasingly complex and demanding conditions. 	



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Working With & Through Others - Influencing to Achieve

- Has significant experience in engaging with healthcare organisations.
- Demonstrates the ability to work independently as well as work with a wider multidisciplinary / multi-agency team in a complex and changing environment.
- Is persuasive and effectively sells the vision; commands attention and inspires confidence.
- Sets high standards for the team and puts their work and the work of the organisation into meaningful context.
- Has excellent influencing and negotiation skills.

Managing & Delivering Results

- Places strong emphasis on achieving high standards of excellence.
- Commits a high degree of energy to well directed activities and looks for and seizes opportunities that is beneficial to achieving organisation goals.
- Perseveres and sees tasks through.
- Champions measurement on delivery of results and is willing to take personal responsibility to initiate activities and drive objectives through to a conclusion.

Critical Analysis & Decision Making

- Has the ability to rapidly assimilate and analyse complex information; considers the impact of decisions before taking action; anticipates problems.
- Recognises when to involve other parties at the appropriate time and level.
- Is willing to take calculated risks in the interests of furthering the reform agenda.
- Makes timely decisions and stands by those decisions as required.

Building Relationships / Communication

- Possesses the ability to explain, advocate and express facts and ideas in a convincing manner, and actively liaise with individuals and groups internally and externally.
- Is committed to building a professional network to remain up-to-date with and influence internal and external politics.
- Is committed to working co-operatively with and influencing senior management colleagues to drive forward the reform agenda.
- Has strong results focus and ability to achieve results through collaborative working.



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<p>Quality, Risk & Safety Responsibilities</p>	<p><i>It is the responsibility of all staff to:</i></p> <ul style="list-style-type: none"> • Participate and cooperate with legislative and regulatory requirements with regard to Quality, Risk and Safety. • Participate and cooperate with Children's Health Ireland Quality and Risk and Safety initiatives as required. • Participate and cooperate with internal and external evaluations of hospital structures, services and processes as required, including but not limited to: <ul style="list-style-type: none"> ➤ National Standards for Safer Better Healthcare ➤ National Standards for the Prevention and Control of Healthcare Associated Infections ➤ HSE Standards and Recommended Practices for Healthcare Records Management ➤ HSE Standards and Recommended practices for Decontamination of Reusable Invasive Medical Devices (RIMD) ➤ Safety audits and other audits specified by the HSE or other regulatory authorities. • To initiate, support and implement quality improvement initiatives in their area which are in keeping with the hospitals continuous quality improvement programme. <p><i>It is the responsibility of all managers to ensure compliance with regulatory requirements for Quality, Safety and Risk within their area/department</i></p>
<p>Health & Safety</p>	<p>These duties must be performed in accordance with the hospital health and safety policy. In carrying out these duties the employee must ensure that effective safety procedures are in place to comply with the Health, Safety and Welfare at Work Act. Staff must carry out their duties in a safe and responsible manner in line with the Hospital Policy as set out in the appropriate department's safety statement, which must be read and understood.</p>
<p>Specific Responsibility for Best Practice in Hygiene</p>	<p>Hygiene in healthcare is defined as <i>"the practice that serves to keep people and the environment clean and prevent infection. It involves preserving one's health, preventing the spread of disease and recognizing, evaluating and controlling health hazards."</i></p> <ul style="list-style-type: none"> • It is the responsibility of all staff to ensure compliance with hospital hygiene standards, guidelines and practices. • Department heads/ managers have overall responsibility for best practice in hygiene in their area. • It is mandatory to attend hand hygiene and sharps awareness workshops yearly.



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<p>Competition Specific Selection Process</p> <p>How to Apply & Informal Enquiries</p>	<p>Applicants will be shortlisted based on information supplied in the CV and covering letter submitted.</p> <p>Applications for this post must be accompanied by a covering letter, setting out relevant experience that illustrates how the essential criteria listed above is met. The criteria for short listing are based on the requirements of the post as outlined in the eligibility criteria and/or the knowledge, skills and competencies section of this job specification.</p> <p>* Please note that you must submit a cover letter with your CV, this forms part of your application and CV's will not be accepted without a detailed cover letter.</p> <p>The closing date for submissions of CV's and letter of application is Friday 18th September 2020, by 5pm. Applications must be completed through the advertised post on CHI.jobs by clicking 'Apply for Job'.</p> <p>Applications will not be accepted through direct email or any other method.</p> <p>For informal enquiries for this specialty/department, please contact: kevin.burke@olchc.ie or 01-4096461</p> <p>For other queries relating to this recruitment process, please contact: Rachel O Keeffe Email: rachel.okeeffe@olchc.ie</p>
<p>Panel/s</p>	<p>A panel may be created from which permanent, fixed term and specified purpose vacancies of a full or part time duration may be filled across the five Children's Health Ireland locations. The tenure of these panels will be indicated at offer stage.</p>
<p>Information on "Non-European Economic Area Applicants" is available from https://dbei.gov.ie/en/</p>	
<p>The programme outlined for Children's Health Ireland may impact on this role and as structures change the job description may be reviewed.</p> <p>Children's Health Ireland is an equal opportunities employer.</p>	

Terms and Conditions of Employment Senior Physiotherapist - Musculoskeletal	
Duration of post	This is a Specified Purpose role.
Remuneration	Remuneration is in accordance with the salary scale approved by the Department of Health: Current salary scale with effect from 1st January 2020: [Grade, Code 3158]. Rising in increments annually from point 1: €53,074 to €62,493).
Annual Leave	Annual Leave entitlement is 30 days per annum
Working Week	<p>The hours allocated to this post are 37 hours as a standard working week. The allocation of these hours will be at the discretion of the Department Head and in accordance with the needs of the service.</p> <p>HSE Circular 003-2009 "Matching Working Patterns to Service Needs (Extended Working Day / Week Arrangements); Framework for Implementation of Clause 30.4 of Towards 2016" applies. Under the terms of this circular, all new entrants and staff appointed to promotional posts from Dec 16th 2008 will be required to work agreed roster / on call arrangements as advised by their line manager. Contracted hours of work are liable to change between the hours of 8am-8pm over seven days to meet the requirements for extended day services in accordance with the terms of the Framework Agreement (Implementation of Clause 30.4 of Towards 2016).</p>
Probation	<p>All employees will be subject to a probationary period as per the probation policy. This policy applies to all employees irrespective of the type of contract under which they have been employed. A period of 6 months' probation will be served:</p> <ul style="list-style-type: none"> • On commencement of employment • Fixed term to permanent contract • Permanent employees commencing in promotional posts will also undertake a probationary period relating to their new post.
Pension	<p>Employees of Children's Health Ireland are required to be members of the Hospitals Superannuation Scheme. Deductions at the appropriate rate will be made from your salary payment.</p> <p>If you are being rehired after drawing down a public service pension your attention is drawn to Section 52 of the Public Services Pension (Single and</p>



	Other Provisions) Act 2012. The 2012 Act extends the principle of abatement to retired public servants in receipt of a public service pension who secure another public service appointment in any public service body.
Place of work/location	CHI at Crumlin
Age	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.
Maternity Leave	Maternity leave is granted in accordance with the terms of the Maternity Protection Acts 1994 and 2001.
Payment of sick leave	Children's Health Ireland operates a Sickness Absence Management policy in line with the new Public Service Sick Leave Scheme as introduced in 31 st March 2014.
Pre-Employment Health Assessment	Prior to commencing in this role a person will be required to complete a form declaring their health status which is reviewed by the hospital's Occupational Health Service and if required undergo a medical assessment with this department. Any person employed by Children's Health Ireland 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.
Validation of Qualifications & Experience	Any credit given to a candidate at interview, in respect of claims to qualifications, training and experience is provisional and is subject to verification. The recommendation of the interview board is liable to revision if the claimed qualification, training or experience is not proven.
References	Children's Health Ireland will seek up to three written references from current and previous employers, educational institutions or any other organisations with which the candidate has been associated. The hospital also reserves the right to determine the merit, appropriateness and relevance of such references and referees.
Garda Vetting	Children's Health Ireland will carry out Garda vetting on all new employees. An employee will not take up employment with the hospital until the Garda Vetting process has been completed and the hospital is satisfied that such an appointment does not pose a risk to clients, service users and employees.
Ethics in Public Office 1995 and 2001	Positions remunerated at or above the minimum point of the Grade VIII salary scale (€68,310 as at 01.01.2020) are designated positions under Section 18 of the Ethics in Public Office Act 1995. Any person appointed to a designated position must comply with the requirements of the Ethics in Public Office Acts 1995 and 2001 as outlined below;



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Positions remunerated at or above the minimum point of the Grade VIII salary scale (€68,310 as of 01.01.2020)

A) In accordance with Section 18 of the Ethics in Public Office Act 1995, a person holding such a post is required to prepare and furnish an annual statement of any interests which could materially influence the performance of the official functions of the post. This annual statement of interest should be submitted to the Chief Executive Officer not later than 31st January in the following year.

B) In addition to the annual statement, a person holding such a post is required, whenever they are performing a function as an employee of the HSE and have actual knowledge, or a connected person, has a material interest in a matter to which the function relates, provide at the time a statement of the facts of that interest. A person holding such a post should provide such statement to the Chief Executive Officer. The function in question cannot be performed unless there are compelling reasons to do so and, if this is the case, those compelling reasons must be stated in writing and must be provided to the Chief Executive Officer.

C) A person holding such a post is required under the Ethics in Public Office Acts 1995 and 2001 to act in accordance with any guidelines or advice published or given by the Standards in Public Office Commission. Guidelines for public servants on compliance with the provisions of the Ethics in Public Office Acts 1995 and 2001 are available on the Standards Commission's website <http://www.sipo.gov.ie/>