

**Physiotherapist, Staff Grade**  
**Job Specification & Terms and Conditions**  
**St. John's Hospital Limerick**



<b>Job Title &amp; Grade Code</b>	Physiotherapist, Staff Grade Grade Code: 314X
<b>Competition Reference</b>	SJL05/2023/3
<b>Whole Time Equivalent</b>	1 WTE
<b>Closing Date</b>	Friday 26 <sup>th</sup> May 2023 at 12 noon
<b>Proposed Interview Date (s)</b>	Proposed interview dates will be indicated at a later stage. Please note you may be called forward for interview at short notice.
<b>Duration of Post</b>	Permanent / Temporary Full Time Post(s).
<b>Taking up Appointment</b>	A start date will be indicated at job offer stage.
<b>Location of Post</b>	Department of Physiotherapy St. John's Hospital, John's Square, Limerick, V94 H272.
<b>Informal Enquiries</b>	<b>Name:</b> Martina Ryan, Physiotherapy Manager <b>Email:</b> <a href="mailto:martina.ryan@stjohnshospital.ie">martina.ryan@stjohnshospital.ie</a> <b>Contact Number:</b> 061 462118
<b>Background to the post</b>	<p>St John's Hospital, Limerick is a Voluntary Hospital founded in 1780 by the Little Company of Mary Sisters. It is a Model 2S, acute general hospital funded by the HSE and member of University of Limerick Hospitals Group (ULHG). It is a longstanding teaching hospital for medical, nursing and allied healthcare professional staff and is an academic partner of the University of Limerick. The Hospital provides a wide range of inpatient and outpatient services, including general medicine, general surgery, urology, gynaecology and endoscopy services. The Hospital also has an Urgent Care Centre incorporating a Local Injuries Unit and Medical Assessment Unit. The Injury Unit is the busiest in the Midwest region and second busiest Unit nationally after the Mercy Hospital (Source: HSE BIU data October 2022).</p> <p>We are committed to providing the highest quality service to all our patients in a professional, safe and caring environment. We endeavour to provide an effective, efficient service in a timely manner at all times with equal access for all our patients. We aim to provide individual patient centred care to each patient and their families and to promote patient participation in their care. We encourage good interpersonal relationships and we collaborate extensively with key external stakeholders including the HSE, Voluntary Healthcare Forum and other local healthcare providers. We promote staff and service development through education, motivation and encouragement. We are committed to providing an effective learning environment for both present and future health service staff.</p> <p>The Hospital has a total of 99 beds – 89 In-Patient beds and 10 Day Care beds. The In-Patient specialties are General Medicine, General Surgery and Gynaecology. We also have an Urgent Care Centre incorporating a Local Injuries Unit and Medical Assessment Unit. We are a Teaching Hospital affiliated to the University of Limerick.</p>

	<p>Our 5-year Strategy (2022-2027) includes a key business plan for a new in-patient bed block to be built on site, bringing the total number of beds on site to 200. We are working with the HSE to support our business plan by approving funding for the development and resources needed for the additional bed capacity.</p> <p>Other clinical services provided on site include:</p> <ul style="list-style-type: none"> <li>• Consultant Out-Patient Clinics</li> <li>• Diagnostic Radiological and Laboratory services</li> <li>• Day Surgery</li> <li>• Clinical Nurse Specialists in the areas of Diabetes, Continence Management, Respiratory Care, Tissue Viability, Infection Control, Palliative Care and Pain Management</li> <li>• A Dietetic service providing nutritional assessment, dietary advice, education and evaluation</li> <li>• Occupational Therapy</li> <li>• Speech and Language Therapy</li> <li>• Social worker support</li> <li>• Physiotherapy services</li> <li>• Chaplaincy Service</li> </ul> <p>Clinical Research and Innovation:</p> <p>We have an active Audit, Research and Innovation Committee and a direct link with a Rapid Innovation Unit which collaborates with clinical staff across UL Hospitals to enhance patient experience, producing many pioneering quality improvement initiatives. This “Science Foundation” sponsored unit uses 3D printing and other engineering pathways to find live patient-centric digital manufacturing solutions to bedside care issues.</p>
<p><b>Our purpose, mission, vision and values</b></p>	<p><u>Our Purpose</u> Together we work to enhance the health and wellbeing of all those in our care and inspire those who deliver it every day.</p> <p><u>Our Vision</u> To be a leading provider of healthcare services where innovation and excellence are at the heart of the patient experience.</p> <p><u>Mission statement</u> Faithful to our tradition, we provide the highest possible standard of care and treatment in a professional and compassionate manner to every person who avails of our services.</p> <p><u>Our Values</u> To listen to each other and seek opportunities to help and support one another.</p> <p>To deliver high quality, safe and reliable healthcare in accordance with evidence based best practice in an effectively managed and maintained environment.</p>

	<p>To provide healthcare based on the assessed needs and preferences of our service users which ensures mutual respect, holistic care and continuous learning and training.</p> <p>To deliver excellence in care through monitoring, evaluating and continually improving our services.</p>
<b>Details of Service</b>	<p>The Department of Physiotherapy provides physiotherapy services to referred inpatients within St. John's Hospital.</p> <p>The person appointed to these posts will work as part of multi-disciplinary teams delivering a coordinated approach to patient care, rotating between inpatient and outpatient services in the hospitals.</p>
<b>Reporting Relationship</b>	<p>Your professional reporting relationship for clinical governance and clinical supervision will be to the Physiotherapy Manager and/or his/her designated person as appropriate through the professional line management structure.</p>
<b>Key Working Relationships</b>	<p>The Physiotherapist will:</p> <ul style="list-style-type: none"> <li>• Work collaboratively with physiotherapy colleagues, medical, nursing and other health and social care professionals in St. John's Hospital.</li> <li>• Establish links with other organisations, both local and national where appropriate, providing support and information regarding their area of work, utilising these network resources where necessary, to benefit patient care.</li> </ul>
<b>Purpose of the Post</b>	<p>The provision of a quality Physiotherapy service in line with standards of Physiotherapy practice.</p> <p>To provide quality, patient centred physiotherapy assessment and management to identified patient groups as directed by the Physiotherapy Manager.</p>
<b>Principal Duties and Responsibilities</b>	<p><b><u>Professional / Clinical</u></b></p> <p><i>The Physiotherapist Staff Grade will:</i></p> <ul style="list-style-type: none"> <li>• Carry a clinical caseload appropriate to the post</li> <li>• Be responsible for patient assessment, development and implementation of individualised treatment plans that are patient centred and in line with best practice.</li> <li>• Be responsible for goal setting in partnership with the patient, family and other team members as appropriate.</li> <li>• Communicate and work in co-operation with other team members</li> <li>• Develop effective communication with and provide instruction, guidance and support to patients, service users, family, carers etc.</li> <li>• Document client records in accordance with professional standards and departmental policies</li> <li>• Participate in review meetings, case conferences, ward rounds etc. as appropriate</li> <li>• Maintain professional standards of practice</li> <li>• Maintain quality standards of work and co-operate with quality assurance programmes</li> </ul>

- Work within own scope of professional competence in line with principles of best practice, professional conduct and clinical governance.
- Seek the advice of relevant personnel when appropriate / as required
- Operate within the scope of practice of the Irish Society of Chartered Physiotherapists

### **Education & Training**

*The Physiotherapist Staff Grade will:*

- Participate in mandatory training programmes
- Take responsibility for, and keep up to date with Physiotherapy practice by participating in continuing professional development such as reflective practice, in service, self-directed learning, research, clinical audit etc.
- Engage in performance review processes including personal development planning
- Participate in the practice education of student therapists. Take part in teaching / training / supervision of staff / others as appropriate (once sufficient clinical experience has been attained) and attend practice educator courses as relevant to role and needs.

### **Health & Safety**

*The Physiotherapist Staff Grade will:*

- Implement agreed policies, procedures and safe professional practice and adhere to relevant legislation, regulations and standards.
- Work in a safe manner with due care and attention to the safety of self and others
- Be aware of risk management issues, identify risks and take appropriate action
- Report any adverse incidents or near misses
- Adhere to department policies in relation to the care and safety of any equipment supplied for the fulfilment of duty
- Report any malfunctions or defects in equipment or any such suspicions immediately to the Senior Physiotherapist / Physiotherapy Manager

### **Administrative**

*The Physiotherapist Staff Grade will:*

- Actively participate in the improvement and development of Physiotherapy services by liaising with the Senior Physiotherapist / Physiotherapy Manager.
- Gather and analyse statistics and participate in audits as directed by the Senior Physiotherapist / Physiotherapy Manager.
- Represent the department at meetings and conferences as designated
- Assist in ensuring that the Physiotherapy service makes the most efficient and effective use of developments in IT
- Promote a culture that values diversity and respect in the workplace

	<ul style="list-style-type: none"> <li>• Keep up to date with organisational developments within the Irish Health Service</li> <li>• Carry out other duties appropriate to the post as required from time to time by the Physiotherapy Manager</li> </ul> <p><b>The above Job Specification 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 them from time to time and to contribute to the development of the post while in office.</b></p>
<p><b>Eligibility Criteria</b></p> <p><b>Qualifications and/ or experience</b></p>	<p><b><u>Candidates for appointment must be employed in St. John’s Hospial.</u></b></p> <p><b><u>1. Statutory Registration, Professional Qualifications, Experience, etc.</u></b></p> <p><b>Candidates for appointment must:</b></p> <p><b>(i)</b> Be registered, or be eligible for registration, as a Physiotherapist by the Physiotherapists Registration Board at CORU.</p> <p style="text-align: center;"><b>AND</b></p> <p><b>(ii)</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 style="text-align: center;"><b>AND</b></p> <p><b>(iii)</b> Provide proof of Statutory Registration on the Physiotherapist Register maintained by the Physiotherapists Registration Board at CORU <b>before a contract of employment can be issued</b></p> <p><b><u>2. Annual registration</u></b></p> <p>(i) On appointment, practitioners must maintain annual registration on Physiotherapists Register maintained by the Physiotherapists Registration Board at CORU</p> <p style="text-align: center;"><b>AND</b></p> <p>(ii) Practitioners must confirm annual registration with CORU to the HSE by way of the annual Patient Safety Assurance Certificate (PSAC).</p> <p><b>3.Health</b></p> <p>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>4.Character</b></p> <p>Each candidate for and any person holding the office must be of good character.</p> <p><b>Note 1:</b>  <i>2023 undergraduate students who are due to qualify no later than 31<sup>st</sup> December 2023 are eligible to apply. These applicants if successful at interview will be recorded as dormant. This means that they will remain on the panel but will not be offered any posts until they inform the HR Service in writing</i></p>

	<p><i>that they are in receipt of their final qualification (with recognition of this qualification from CORU where applicable) and registration with CORU.</i></p> <p><i>Physiotherapy qualifications awarded outside the Republic of Ireland must be assessed through a process of ‘recognition’ by CORU. Candidates who have completed a Physiotherapy Qualification outside the Republic of Ireland and have not yet received recognition of their qualification with CORU will be recorded as Dormant. This means that if they are successful at interview and placed on the panel, they will not receive any expressions of interest until they provide the HR Service with proof of recognition and registration with CORU.</i></p> <p><i>Any qualified candidates who have not yet attained their registration on the Register of Physiotherapists with CORU, will be recorded as Dormant – Awaiting Registration. It is important for candidates to notify the HR Service as soon as they receive registration in order to have their status on the Panel changed to Active. Once a candidate’s status is Active they can receive all Expressions of Interest.</i></p> <p><i>1. It is essential that you contact the HR department once you have received your CORU certification. 2. Please forward a copy of your CORU certification to the HR Department. 3. Once confirmation is received of your CORU certification, you will be activated on this supplementary panel to receive ‘Expressions of Interest’ for available vacancies.</i></p>
<b>Post Specific Requirements</b>	Any specific requirements for individual posts will be indicated at “expression of interest” stage.
<b>Other requirements specific to the post</b>	To participate in weekend/ bank-holiday/ on-call rotation as required/.
<b>Skills, competencies and/or knowledge</b>	<p><b><u>Professional Knowledge</u></b></p> <ul style="list-style-type: none"> <li>• Demonstrate sufficient clinical knowledge to carry out the duties and responsibilities of the role.</li> <li>• Demonstrate an ability to apply knowledge to best practice.</li> <li>• Demonstrate ability to utilise supervision effectively.</li> <li>• Demonstrate a willingness to develop IT skills relevant to the role.</li> <li>• Demonstrate commitment to continuing professional development.</li> <li>• Display awareness and appreciation of the service user and the ability to empathise with and treat others with dignity and respect.</li> </ul> <p><b><u>Planning &amp; Managing Resources</u></b></p> <ul style="list-style-type: none"> <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 the ability to manage self in a busy working environment.</li> </ul> <p><b><u>Evaluating Information &amp; Judging Situations</u></b></p> <ul style="list-style-type: none"> <li>• Demonstrate the ability to evaluate information and make effective decisions especially with regard to service user care.</li> </ul> <p><b><u>Team Work</u></b></p> <ul style="list-style-type: none"> <li>• Demonstrate effective team skills.</li> </ul> <p><b><u>Commitment to Providing a Quality Service</u></b></p> <ul style="list-style-type: none"> <li>• Demonstrate a commitment to providing a quality service.</li> </ul>

	<ul style="list-style-type: none"> <li>• Demonstrate flexibility and openness to change.</li> </ul> <p><b><u>Communication &amp; Interpersonal Skills</u></b></p> <ul style="list-style-type: none"> <li>• Demonstrate sufficient communication and interpersonal skills to effectively carry out the duties and responsibilities of the role including the ability to collaborate with colleagues, families, schools etc.</li> </ul>
<p><b>Campaign Specific Selection Process</b></p> <p><b>Ranking/Shortlisting / Interview</b></p>	<p>Applications should be submitted by completing the hospital’s job application form. Application forms and full particulars relating to the post are available on St. John’s Hospital website, Details on this campaign can be found at St. John’s Hospital, Intranet</p> <p>Completed Application Forms can be sent to: <a href="mailto:recruitment@stjohnshospital.ie">recruitment@stjohnshospital.ie</a> or send by post to the following postal address:  <u>Human Resources Department, St. John’s Hospital, John’s Square, Limerick, V94 H272.</u></p> <p><b><u>Closing Date: Friday, 26<sup>th</sup> May 2023 @ 12 Noon</u></b></p> <p><b>Ranking/Shortlisting/Interview</b></p> <p>A ranking and or shortlisting exercise will be carried out on the basis of information supplied in your application form. The criteria for ranking and or shortlisting are based on the requirements of the post as outlined in the eligibility criteria and skills, competencies and/or knowledge section of this job specification. Therefore, it is very important that you think about your experience in light of those requirements.</p> <p>Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process.</p> <p>Those successful at the ranking stage of this process (where applied) will be placed on an order of merit and will be called to interview in ‘bands’ depending on the service needs of the organisation.</p>
<p><b>Diversity, Equality and Inclusion</b></p>	<p>St. John’s Hospital is an equal opportunities employer.</p> <p>Employees bring a range of skills, talents, diverse thinking and experience to the organisation. St. John’s Hospital believes passionately that employing a diverse workforce is central to its success – we aim to develop our workforce so that it reflects the diversity of our service users and to strengthen it through accommodating and valuing different perspectives. Ultimately this will result in improved service user and employee experience.</p> <p>St. John’s Hospital is committed to creating a positive working environment whereby all employees inclusive of age, civil status, disability, ethnicity and race, family status, gender, membership of the Traveller community, religion and sexual orientation are respected, valued and can reach their full potential. St. John’s Hospital aims to achieve this through development of an organisational culture where injustice, bias and discrimination are not tolerated.</p>

	<p>St. John’s Hospital welcomes people with diverse backgrounds and offers a range of supports and resources to staff, such as those who require a reasonable accommodation at work because of a disability or long-term health condition.</p>
<p><b>Code of Practice</b></p>	<p>St. John’s Hospital will run this campaign in compliance with the Code of Practice prepared by the Commission for Public Service Appointments (CPSA). The Code of Practice sets out how the core principles of probity, merit, equity and fairness might be applied on a principle basis. The Code also specifies the responsibilities placed on candidates, facilities for feedback to applicants on matters relating to their application when requested, and outlines procedures in relation to requests for a review of the recruitment and selection process and review in relation to allegations of a breach of the Code of Practice. Additional information on the HSE’s review process is available in the document posted with each vacancy entitled “Code of Practice, Information for Candidates”.</p> <p>Codes of practice are published by the CPSA and are available on <a href="http://www.hse.ie/eng/staff/jobs">www.hse.ie/eng/staff/jobs</a> in the document posted with each vacancy entitled “Code of Practice, Information for Candidates” or on <a href="http://www.cpsa.ie">www.cpsa.ie</a>.</p>
<p>The reform programme outlined for the Health Services may impact on this role and as structures change the Job Specification may be reviewed.</p> <p>This Job Specification is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned.</p>	



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<b>Tenure</b>	<p>The vacancies(s) available may be permanent/temporary and whole time/part-time.</p> <p>The post is pensionable. A panel may be created from which permanent, temporary and/or specific purpose vacancies of full or part time duration may be filled. The tenure of these posts will be indicated at “expression of interest” stage.</p> <p>Appointment as an employee of the Health Service Executive is governed by the Health Act 2004 and the Public Service Management (Recruitment and Appointment) Act 2004.</p>
<b>Remuneration</b>	<p>The salary scale for the post (as at 01/03/2023) is:</p> <p>€40,325; €42,651; €44,565; €45,957; €47,135; €48,356; €49,562; €50,800; €52,035; €53,279; €54,591; €55,983; €57,371; € <b>58,483 LSI</b></p>
<b>Working Week</b>	<p>The standard working week applying to the post is 35 hours per week.</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 16<sup>th</sup>, 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>
<b>Annual Leave</b>	<p>The annual leave entitlement is in accordance with St. John's Hospital approved leave entitlements.</p>
<b>Superannuation</b>	<p>All pensionable staff become members of the pension scheme</p>
<b>Age</b>	<p>The Public Service Superannuation (Age of Retirement) Act, 2018* set 70 years as the compulsory retirement age for public servants.</p> <p><b>* <i>Public Servants not affected by this legislation:</i></b></p> <p>Public servants joining the public service or re-joining the public service with a 26 week break in service, between 1 April 2004 and 31 December 2012 (new entrants) have no compulsory retirement age.</p> <p>Public servants, joining the public service or re-joining the public service after a 26-week break, after 1 January 2013 are members of the Single Pension Scheme and have a compulsory retirement age of 70.</p>
<b>Probation</b>	<p>Employment will be probationary for the first six months, during which time the Department Head will carry out periodic probation assessment reviews. The appointee</p>

	will cease to hold office at the end of or during the probationary period unless during such period the Hospital has certified that their service is satisfactory
<b>Children First Act</b>	Schedule 2 of the Children First Act 2015 specifies that this post falls under the classes of persons as “Mandated Persons” for the purpose of the Act. As a mandated person, under the legislation you are required to report any knowledge, belief or reasonable suspicion that a child has been harmed, is being harmed, or is at risk of being harmed. It is a requirement of this post that you complete the HSE Land training in relation to Children First and any other training the Hospital deems appropriate in this regard
<b>GDPR</b>	The post holder is obliged to adhere to General Data Protection Regulations 2018. All staff who have access to patients’ care records have a responsibility to ensure that these are maintained efficiently and that confidentiality is protected in line with the Hospital’s Confidentiality Policy. Staff are also subject to this obligation both on an implied basis and also on the basis that, on accepting their job description, they agree to maintain both patient/client and staff confidentiality. In addition, all health professionals are advised to compile records on the assumption that they are accessible to patients in line with FOI and GDPR 2018. Hospital policies and procedures at all times. Details of the Hospital’s policies are available on the intranet.
<b>Infection Control</b>	Have a working knowledge of Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc. and comply with associated hospital protocols for implementing and maintaining these standards as appropriate to the role.
<b>Health &amp; Safety</b>	It is the responsibility of line managers to ensure that the management of safety, health and welfare is successfully integrated into all activities undertaken within their area of responsibility, so far as is reasonably practicable).