

**Senior Physiotherapist  
Job Specification & Terms and Conditions  
St. John's Hospital Limerick**



<b>Job Title &amp; Grade Code</b>	Senior Physiotherapist Grade Code: 3158
<b>Competition Reference</b>	SJL05/2023/4
<b>Whole Time Equivalent</b>	1 WTE
<b>Closing Date</b>	Friday, 26 <sup>th</sup> May 2023 @ 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 Full Time Post.
<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 service also provides general outpatient services to the hospital's Local Injury Unit, Medical Assessment Unit and Outpatient Clinics.</p> <p>The Department of Physiotherapy in St. John's Hospital provides clinical placements to students from the BSc and MSc physiotherapy programme.</p> <p>The primary academic partner with St. John's Hospital is the University of Limerick.</p> <p>The person appointed to this post will work as a Senior Physiotherapist in Medical Assessment Unit (MAU) and will also support the inpatient general wards service demands, taking a lead role in the delivery of a quality physiotherapy service. The Medical Assessment Unit (MAU) in a model 2 hospital sees GP referred differentiated medical patients who have a low risk of requiring full resuscitation. It has assessment beds in a defined area and serves a clinical decision support function. Admissions are to the in-patient beds in the hospital.</p>
<b>Reporting Relationship</b>	<p>The post holder will report to the Physiotherapy Manager or other such designated officer.</p> <p>There is also a requirement to liaise closely with UL School of Physiotherapy personnel in relation to all aspects of student education.</p>
<b>Key Working Relationships</b>	<p>The Senior 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. The MAU operates with multidisciplinary team input for all patients, with the Senior Physiotherapist as a key member of the team.</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>	<ul style="list-style-type: none"> <li>• To be responsible for the provision of a high-quality Physiotherapy service in accordance with standards of professional practice.</li> <li>• To work in conjunction with other team members in co-ordinating and developing the service to meet the needs of the population it serves in line with the objectives of the organisation.</li> <li>• To work with the Physiotherapy Manager or designated person in ensuring the co-ordination, development and delivery of a quality, client centred physiotherapy service.</li> <li>• To carry out clinical and educational duties as required.</li> </ul>

	<ul style="list-style-type: none"> <li>• To organise and oversee the physiotherapy service development with colleagues and the management of patient pathways.</li> <li>• Devise and develop appropriate programs of care for the patient's journey based on best practice.</li> </ul>
<b>Principal Duties and Responsibilities</b>	<p><b><u>Professional / Clinical</u></b></p> <p>The Senior Physiotherapist will:</p> <ul style="list-style-type: none"> <li>• Communicate and work in co-operation with the Physiotherapy Manager and other team members in providing an integrated quality service, taking the lead role as required.</li> <li>• Be responsible for the co-ordination and delivery of a quality service in line with best practice and professional standards.</li> <li>• Be a lead clinician in assigned, allocated clinical areas of responsibility and carry a clinical caseload appropriate to the post.</li> <li>• Take a lead role in service development as relevant to the role.</li> <li>• Implement Clinical Supervision and support Staff Grade Physiotherapists and Physiotherapist Assistants, as appropriate to the role.</li> <li>• Lead Staff Grade Physiotherapists, as appropriate to the role.</li> <li>• Be responsible for client 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 client, family and other team members as appropriate.</li> <li>• S/He may be required to work as a key contact/worker for particular cases.</li> <li>• Be responsible for standards of professional and clinical practice of self and staff appointed to clinical / designated area(s) in line with the Scope of Practice of the Irish Society of Chartered Physiotherapists and national, regional and local Health Service Executive (HSE) guidelines, policies, protocols and legislation.</li> <li>• Be a clinical resource for other Physiotherapists.</li> <li>• Plan and manage resources efficiently in assigned areas of responsibility.</li> <li>• Communicate effectively with and provide instruction, guidance and support to, staff_clients, family, carers etc.</li> <li>• Document client records in accordance with professional standards and departmental policies.</li> <li>• Apply health promotion as an ethos across the clinical area to promote health and wellbeing.</li> <li>• Participate and be a lead clinician as appropriate in review meetings, case conferences etc.</li> <li>• Develop and promote professional standards of practice.</li> <li>• Work within own scope of professional competence in line with principles of best practice, professional conduct and clinical governance.</li> <li>• Seek advice of relevant personnel when appropriate / as required.</li> <li>• Operate within the scope of practice of the Irish Society of Chartered Physiotherapists.</li> <li>• Provide weekend and on call service as required.</li> </ul>

- Adopt a corporate responsibility by participation in organisation-wide projects and developments.

### **Education & Training**

The Senior Physiotherapist 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.
- Be responsible for the induction and clinical supervision of staff in the designated area(s).
- Deliver clinical placements in partnership with universities and practice tutors.
- 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 needs.
- Engage in personal development planning and performance review for self and others as required.
- Support and contribute to opportunities for research and quality initiatives in relevant clinical area.

### **Quality, Health & Safety and Risk**

The Senior Physiotherapist will:

- Be responsible for the co-ordination and delivery of a quality service in line with best practice and professional standards.
- Develop and monitor implementation of agreed policies, procedures and safe professional practice by adhering to relevant legislation, regulations and standards.
- Ensure the safety of self and others, and the maintenance of safe environments and equipment used in Physiotherapy in accordance with legislation.
- Assess and manage risk in their assigned area(s) of responsibility.
- Take the appropriate timely action to manage any incidents or near misses within their assigned area(s).
- Report any deficiency/danger in any aspect of the service to the team or Physiotherapy Manager or designated person as appropriate.
- Be responsible for the safe and competent use of all equipment, aids and appliances both by clients and staff under their supervision.
- Develop and promote quality standards of work and co-operate with quality assurance programmes.
- Oversee, monitor and uphold the standards of professional practice within their Physiotherapy team.
- Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards as they apply to the role.

	<ul style="list-style-type: none"> <li>• Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.</li> </ul> <p><b><u>Administrative</u></b></p> <p>The Senior Physiotherapist will:</p> <ul style="list-style-type: none"> <li>• Contribute to the service planning process.</li> <li>• Assist the Physiotherapy Manager or designated person in service development encompassing policy development and implementation.</li> <li>• Review and evaluate the Physiotherapy service regularly, identifying changing needs and opportunities to improve services.</li> <li>• Collect and evaluate data about the service area as identified in service plans and demonstrate the achievement of the objectives of the service.</li> <li>• Oversee the upkeep of accurate records in line with best practice.</li> <li>• Collate and maintain accurate statistics and render reports as required.</li> <li>• Represent the department / team at meetings and conferences as appropriate.</li> <li>• Inform the Physiotherapy Manager or designed person of staff issues (needs, interests, views) as appropriate.</li> <li>• Promote a culture that values diversity and respect in the workplace.</li> <li>• Participate in the control and ordering of Physiotherapy stock and equipment in conjunction with the Physiotherapy Manager or designated person.</li> <li>• Be accountable for the budget, where relevant.</li> <li>• Keep up to date with organisational developments within the Irish Health Service.</li> <li>• Engage in IT developments as they apply to clients and service administration.</li> <li>• Perform such other duties appropriate to the role as may be assigned by the Physiotherapy Manager.</li> <li>• May be required to deputise for 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 Hospital.</u></b></p> <p><b>1.Statutory Registration, Professional Qualifications, Experience, etc.</b></p> <p>Candidates for appointment must:</p> <p>(i) Hold a Physiotherapy qualification recognised by the Physiotherapists Registration at CORU. Please see list of acceptable Physiotherapy qualifications</p> <p style="text-align: center;"><b>AND</b></p>

(ii) Be registered on the Physiotherapists Register maintained by the Physiotherapists Registration Board at CORU.

**OR**

(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.

**AND**

(iv) Candidates must have three years full time (or an aggregate of three years full time) post qualification clinical experience.

**AND**

(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.

### **2. Annual registration**

(i) On appointment, practitioners must maintain annual registration on Physiotherapists Register maintained by the Physiotherapists Registration Board at CORU

**AND**

(ii) Practitioners must confirm annual registration with CORU to the St. John's Hospital by way of the annual Patient Safety Assurance Certificate (PSAC)

### **3. 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 such as would indicate a reasonable prospect of ability to render regular and efficient service.

### **4. Character**

Each candidate for and any person holding the office must be of good character.

*Note 1\*: Section 91 candidates are individuals who qualified before 30 September 2016 and have been engaged in the practice of the profession in the Republic of Ireland for a minimum of 2 years fulltime (or an aggregate of 2 years fulltime), between 30th September 2011 and 30th September 2016 are considered to be Section 91 applicants under the Health and Social Care Professionals Act 2005.*

### **Post Specific Requirements**

A high level of clinical knowledge and evidence-based practice to carry out the duties and responsibilities of the role in the areas of

	<ul style="list-style-type: none"> <li>• Frailty/Falls management</li> <li>• Musculoskeletal</li> <li>• Cardio-respiratory</li> <li>• Vestibular Rehabilitation</li> </ul>
<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>Professional Knowledge &amp; Experience</b></p> <ul style="list-style-type: none"> <li>• Demonstrate general knowledge of the structure and operation of the Irish health service, particularly in the context of physiotherapy and the multidisciplinary team.</li> <li>• Demonstrate knowledge of clinical education structure for undergraduate physiotherapy students</li> <li>• Display in-depth knowledge of physiotherapy and its application to a clinical caseload.</li> <li>• Demonstrate knowledge of the educational needs of a student physiotherapist and the supervisory responsibilities of senior physiotherapists in this regard.</li> <li>• Demonstrate knowledge of health strategies, core standards, quality initiatives and outcome measurement.</li> <li>• Demonstrate awareness of national and current developments in practice education.</li> <li>• Demonstrate knowledge of research methodology.</li> <li>• Demonstrate knowledge of legislation applicable to physiotherapy practice.</li> <li>• Demonstrate a high level of clinical knowledge and evidenced-based practice to carry out the duties and responsibilities of the role.</li> <li>• Demonstrate a willingness to develop IT skills relevant to the role.</li> </ul> <p><b>Building &amp; Maintaining Relationships to include Team Work &amp; Leadership Skills</b></p> <ul style="list-style-type: none"> <li>• Demonstrate experience in delivering presentations to staff/students, as relevant to the role.</li> <li>• Demonstrate an ability to manage and develop self and others in a busy working environment.</li> <li>• Demonstrate the ability to lead and manage a team effectively</li> <li>• Demonstrate initiative, flexibility and openness to change.</li> <li>• Demonstrate ability to utilise supervision effectively.</li> </ul> <p><b>Planning and Managing Resources</b></p> <ul style="list-style-type: none"> <li>• Demonstrate advanced clinical competence in physiotherapy and the ability to manage a caseload.</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>• Demonstrates flexibility and adaptability in response to workforce demands.</li> <li>• Demonstrate ability to take initiative and to be appropriately self-directed.</li> </ul>



	<p><b>Evaluating Information and Judging Situations</b></p> <ul style="list-style-type: none"> <li>• Demonstrate the ability to effectively evaluate information and make appropriate decisions.</li> <li>• Explains the rationale behind decisions confidently when faced with opposing or competing demands. Is objective but also aware of sensitivities in their approach.</li> <li>• Regularly quantifies and evaluates activities against service plans and takes timely action to correct potential difficulties. Recognises how service constraints impact on service delivery.</li> </ul> <p><b>Commitment to providing a Quality Service</b></p> <ul style="list-style-type: none"> <li>• Demonstrate an ability to apply knowledge to best practice.</li> <li>• Demonstrate a commitment to assuring high standards and strive for a user centred service in line with best practice and professional standards.</li> <li>• Ensures that all service users are treated with dignity and respect and ensures that the welfare of the service user is a key consideration at all times.</li> </ul> <p><b>Communications and Interpersonal Skills</b></p> <ul style="list-style-type: none"> <li>• Display awareness and appreciation of the service users and the ability to empathise with and treat others with dignity and respect.</li> <li>• Display effective communication and strong interpersonal skills including the ability to build and maintain relationships and be an effective and leading multi-disciplinary team member.</li> <li>• Display effective communication skills (verbal &amp; written).</li> <li>• Demonstrates effective interpersonal skills including the ability to collaborate in partnership with others.</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).</p> <p>The CPSA is responsible for establishing the principles that should be followed when making an appointment. These are set out in the CPSA Code of Practice. The Code outlines the standards that should be adhered to at each stage of the selection process and sets out the review and appeal mechanisms open to candidates should they be unhappy with a selection process.</p> <p>The CPSA Code of Practice can be accessed via <a href="https://www.cpsa.ie/">https://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 current vacancy is permanent, whole-time and pensionable.</p> <p>A panel may be created from which permanent and/or temporary vacancies of whole-time duration may be filled during the life of the panel.</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 style="text-align: center;">€58,599; €59,849; €61,137; €62,414; €63,691; €65,036; €66,452; €67,865; €68,998;</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/HSE 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>* <u>Public Servants not affected by this legislation:</u></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</p>

	appointee 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).