

Role	<b>Senior Grade - Physiotherapist</b>
Duration of Post	Full Time Permanent
Location	Dublin North, Dublin North Central, and Dublin Northwest
Remuneration	€58,599 to €68,998 depending on experience
Annual Leave	Annual leave of 30 Days pa
Working Week	The standard working week for the post is 35 hours per week
Details of Service	<p>The Children's Disability Network Team Lead Agencies incorporating Avista, CRC, HSE and St Michaels House have joined together as a Consortium for the CHO Dublin North City and County (CHODNCC) area to recruit for a number of Healthcare Professionals.</p> <p><i>Children's Disability Network Teams are inter-disciplinary teams of Healthcare Professionals who work with children and young people (0-18 years) with complex needs, providing a Family Centred service as close to the child/young person's home as possible.</i></p> <p><i>Children's Disability Network Teams provide a range of universal, targeted and specialised supports for children/young people with complex needs arising from disability. In line with Slainte Care the Children's Disability Network Teams also work closely with Primary Care and Child and Adolescent Mental Health Services to provide integrated care services. The Children's Disability Network Manager provides leadership and guidance for each team.</i></p>
Job Purpose	<p><i>To work as a Senior Grade Physiotherapist in line with team service plans and objectives and within established professional standards, guidelines and policy.</i></p> <p><i>To support assessment and interventions in line with principles of Children's Disability Network Teams.</i></p> <p><i>To work as part of the Children's Disability Network Team to provide therapeutic services to children and young people (0 -18 years) with a range of complex needs arising from a disability and whom are living within the Community Health Organisation. There will be a strong emphasis on interdisciplinary team working and family centred practice as per the principles of Progressing Disabilities for Children and Young People.</i></p>

<p>Key Duties and Responsibilities</p>	<p><b><u>Clinical Duties</u></b></p> <ul style="list-style-type: none"> <li>• To provide quality Physiotherapy services to children and their families referred to CDNT who present with complex needs arising from a combination of intellectual/physical/sensory disabilities.</li> <li>• Be responsible for the co-ordination and delivery of a quality service in line with best practice and professional standards.</li> <li>• Communicate effectively with and provide instruction, guidance, and support to, staff_children/young people, family, carers etc.</li> <li>• Participate in training development and provision to other colleagues as necessary, including staff supporting children/young people in differing situations</li> <li>• To demonstrate sufficient clinical and professional knowledge to carry out the duties and responsibilities of the role.</li> <li>• Become familiar with and work in accordance with relevant legislation and professional policies, guidelines, and requirements to ensure safe practice and high standards of service delivery.</li> <li>• To monitor and assess the service user's progress and make adjustments as necessary to the recommendations and treatment programmes.</li> <li>• To work in collaboration with other clinical teams, including tertiary specialist services, education, CAMHS/CAMHS-ID, residential and respite services, as appropriate, to ensure a co-ordinated approach to on-going case management.</li> <li>• To contribute and support development and monitoring of a child's Individual Family Service Plan (IFSP) in line with family centred practice and PDS principles.</li> <li>• To assist with supervision of Staff Grade Physiotherapists in line with clinical practice guidelines to ensure continuous professional development</li> <li>• Manage a caseload of children/young people (0-18 years) and carry out home/school visits as necessary</li> <li>• Demonstrate the ability to plan and deliver care in an effective and resourceful manner and the ability to manage self in a busy working environment.</li> <li>• Demonstrates the ability to react constructively to setbacks, is able to maintain professionalism and manage situations where conflict arises.</li> <li>• Undertake a key worker/key contact role as required</li> </ul> <p><b><u>Education &amp; Training</u></b></p> <ul style="list-style-type: none"> <li>• Abide by the Physiotherapy Registration Board Code of Conduct and Ethics as set out by CORU &amp; European Core Standards of Physiotherapy Practice</li> </ul>
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- Sets clear, realistic goals and targets for self and others.
- Work as a member of an Interdisciplinary Team
- Maintain professional standards in relation to confidentiality, ethics, and legislation
- To have responsibility for the direct clinical supervision of basic grade physiotherapists on CDNT. Supervision of physiotherapists on other CDNTs in SMH may also be required.
- Assist CDNM in the induction and probation of new basic grade physiotherapists on the team
- Take responsibility for keeping up to date with current physiotherapy practice and participating with CPD relevant to clinical role
- To participate in regular clinical professional supervision and continued professional development.
- Attend mandatory team meetings.
- Provide education and training to parents, carers and schools staff supporting the child to participate in their environments fully

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

- Be aware of risk management issues, identify risks and take appropriate action and report to CDNM
- Initiate, support and implement quality improvement initiatives in their area which are in keeping with local organisational quality, risk and safety requirements.
- Comply with policy and procedures concerning assessment and provision of equipment and ensuring equipment is maintained and serviced as appropriate
- Support a culture that values diversity and respect
- Report any deficiency/danger in any aspect of the service to the team Manager as appropriate.
- Ability to encourage and develop quality led practice initiatives.
- Provides a flexible service that is responsive to the needs of the service user, colleagues and service.
- Optimises resources within own areas to achieve appropriate outcomes.
- To be fully aware of and compliant with current child protection and safeguarding legislation and local policies and procedures.

*This job description 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>Qualifications &amp; Experience</p>	<p><b><u>Essential Criteria</u></b></p> <ul style="list-style-type: none"> <li>• Hold a Physiotherapy qualification recognised by the Physiotherapists Registration Board at CORU</li> <li>• Reliability and a flexible approach essential for position.</li> <li>• All candidates must have three years full time (or equivalent) years post-qualification clinical experience of which one year is in the area of disabilities</li> <li>• Experience working with children with complex needs.</li> <li>• Provide proof of Statutory Registration on the Physiotherapists Register maintained by the Physiotherapists Registration Board at CORU or eligible for registration.</li> <li>• Maintain annual registration on the appropriate register at CORU.</li> <li>• Excellent interpersonal, communication skills and strong command of English.</li> <li>• Demonstrate competence and capability of undertaking the duties attached to the office</li> <li>• Relevant ICT skills</li> </ul>
<p>Pension</p>	<p>This is a pensionable position. The successful candidate will upon appointment become a member of the appropriate pension scheme. Pension scheme membership will be notified within the contract of employment. Members of pre-existing pension schemes who transferred to the HSE on the 01st January 2005 pursuant to Section 60 of the Health Act 2004 are entitled to superannuation benefit terms under the HSE Scheme which are no less favourable to those which they were entitled to at 31st December 2004.</p>
<p>Age</p>	<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>* <u>Public Servants not affected by this legislation:</u></i></b></p> <p>Public servants recruited between 1 April 2004 and 31 December 2012 (new entrants) have no compulsory retirement age.</p> <p>Public servants recruited since 1 January 2013 are members of the Single Pension Scheme and have a compulsory retirement age of 70.</p>
<p>Probation</p>	<p>Every appointment of a person who is not already a permanent officer of the Health Service Executive or of a Local Authority shall be subject to a probationary period of 12 months as stipulated in the Department of Health Circular No.10/71.</p>