



## JOB DESCRIPTION

<b>Job:</b>	Physiotherapist- Basic Grade
<b>Location:</b>	Adult day & residential services
<b>Contract Hours:</b>	35hrs per week
<b>Contract Type:</b>	Permanent
<b>Reporting to:</b>	Person in Charge/ Director of Nursing and PPIM

### Overall Purpose of the Post:

The post holder will be responsible for the provision of a physiotherapy services including assessment, diagnostics and intervention as required to Adults accessing the service and will work as a member of the interdisciplinary team providing services within the Cork area.

### Duties:

#### 1. Planning and Organising of Activities and Resources

- Plans and organises activities and necessary resources efficiently and effectively.
- Understands the importance of time management for themselves and in particular how this translates to organising their assigned caseload.
- Demonstrates the ability to arrange and schedule activities.
- Deals with unexpected scenarios with persistence and flexibility to ensure the achievement of goals.
- Maintains a disciplined and professional level of performance under sustained or situational pressure.

#### 2. Professional Development and Standards in the Service

- Demonstrates sufficient clinical skills in assessment intervention and diagnostics to meet the specific needs of Adults with a primary physical disability.
- Is adequately aware of policy, legislative and professional requirements to ensure appropriate standards in their area of responsibility.
- Ensures that all records and technical data are up to date and available if required.
- Ensures strict compliance with health and safety standards and adheres to operational guidelines ensuring equipment is checked and working correctly in accordance with safety standards.
- Ensures that the needs of the service users are being adequately met by the physiotherapy service provided.
- Evidence of ability to carry out physical assessment and analysis of functional mobility.
- Experience of Physical Assessment safe moving and handling, seating, 24hrs postural, orthotic and gait analysis
- Knowledge of HIQA regulations and compliancy.

### **3. Professional Development**

- Holds an appropriate and effective set of professional values and beliefs and behaves in line with professional standards as set down by Enable Ireland, the Irish Society of Chartered Physiotherapists and the Association of Paediatric Chartered Physiotherapists.
- Makes decisions in a well-judged and timely manner bringing all relevant information to bear.
- Uses logical analysis to break complex problems into their component parts.
- Promotes and consistently supports the demonstration and development of evidence based service delivery.

### **4. Service Delivery & Initiative**

- Has the functional and technical knowledge and skills in physiotherapy relevant to Adults with a primary physical disability to make a credible contribution to the service and actively engages in service development.
- Collaborates with the service user while working in partnership with the service user family/carer and all other relevant stakeholders to identify and achieve goals.
- Strives to achieve quality results at all levels of the service in line with the European Foundation for Quality Management (EFQM) as adopted by Enable Ireland.
- Takes initiatives to move the service forward and shows a willingness to try out new ideas under supervision that add service delivery value.
- Is committed to achieving evidence based goals and the continuous improvement of the service.
- Shows enthusiasm and a high level of motivation in completing projects.
- Takes responsibility for the maintenance and replacement of equipment and stock.
- To carry out vaccination of both service owners/users and staff as required

### **5. Building and Maintaining Working Relationships**

- Forms strong positive working relationships across all areas of the service, builds on a common understanding.
- Demonstrates a supportive and reciprocating work style including strong empathy with service users.
- Communicates effectively with service users attending the service
- Works appropriately with all stakeholders.
- Develops and maintains good working relationships with outside agencies so as to promote a seamless service.

### **6. Team Working**

- Works in collaboration with the other members of the interdisciplinary team (as appropriate) in the planning and delivery of services.
- Attends and actively contributes to relevant clinical and professional and service meetings.
- Participates in training and developmental opportunities as identified and agreed.
- Supports and contributes to research initiatives as required.
- Understands concepts of interdisciplinary team working and complexity of working in teams.

This description is not restrictive and the post holder may be required to carry out other duties as requested by the Director of Services, Person In Charge, Director of Nursing and Adult Services Manager. The post holder may be redeployed to other Enable Ireland adult service units within the Cork area when required.

To minimise exposure to breaches of GDPR, strict compliance is required In the course of carrying out the duties of this job and working with others. This will include but is not limited

to compliance with Enable Ireland's suite of GDPR Policies & Procedures, attending all GDPR Training sessions and ensuring personal responsibility for implementing safeguards and measures as directed.

## **Terms & Conditions**

- Responsible to:** Person in Charge/ Director of Nursing and PPIM
- Probation:** A probationary period of 6 months applies, wherein three probationary meetings will take place to review your performance and suitability for appointment. The company reserves the right to extend the probationary period on an exceptional basis if it is deemed that the extension would be your interest. In any case, this will not exceed a period of 9 months. The probationary period may also be extended to facilitate statutory leave
- Salary:** The current salary scale for this post is €39,993 to €53,279 pro rata per annum.  
This pay scale is subject to increases in 2024 in accordance with the recent WRC interim agreement (Ref CAM -100101-22) towards enhanced pay adjustments in Section 39 organisations.
- Annual leave:** Annual leave entitlement is 32 days pro rata per annum and proportionately less for less than 12 months service.
- Pension scheme:** Enable Ireland operates a contributory pension scheme which all staff may join on earlier of 1st July or 1st January following start date
- Medical:** The successful candidate will be required to undergo a medical assessment.
- Garda Clearance/  
Police Clearance:** These will be required for all prospective staff who undertake relevant work or activities relating to children or vulnerable persons.
- Sick Pay:** All periods of sickness exceeding two days must be medically certified. Weekly medical certificates are required thereafter. The Company reserves the right to have you examined by its own Doctor after 3 months continuous sick leave. Upon completion of 6 months continuous service with the Company sick pay will be as follows: Full pay less social welfare for the first 13 weeks of sickness in any 12 month rolling period and half pay less social welfare for a further (13) weeks of sickness absence in the same 12 month rolling period
- Redeployment:** In exceptional circumstances the organisation reserves the right to redeploy you to an alternative role that is suitable to your skills and experience.