



PERSON SPECIFICATION

Post: Physiotherapist Basic Grade		Date Updated: April 2024
	Essential Criteria	Desirable Criteria
Qualifications and Experience	<p>Candidates for appointment must:</p> <p>(i) Be registered, or be eligible for registration, on the Physiotherapists Register maintained by the Physiotherapists Registration Board at CORU.</p> <p>AND</p> <p>(ii) 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>AND</p> <p>(iii) Provide proof of Statutory Registration on the Physiotherapists Register maintained by the Physiotherapists Register Registration Board at CORU before a contract of employment can be issued.</p> <ul style="list-style-type: none"> • Annual registration - on appointment practitioners must maintain annual registration on the Physiotherapists Register maintained by the Physiotherapists Registration Board at CORU. • Experience of working with adults with disabilities and their families. 	<ul style="list-style-type: none"> • Experience of Interdisciplinary team working. • Relevant post graduate training specific to adult disability • Two year post graduate experience in public sector health service.
Organisational and Professional Knowledge	<ul style="list-style-type: none"> • Demonstrate professional reasoning and behaviour with an understanding of the role of the Physiotherapist. • Demonstrate an ability to work as part of an interdisciplinary team. 	<ul style="list-style-type: none"> • Good knowledge of the disability sector. • Good knowledge of HIQA and monitoring process.

	<ul style="list-style-type: none"> • Demonstrate a clear understanding of the social model of disability and Family Centred Service. • Broad knowledge of the Enable Ireland organisation • Knowledge of physiotherapy assessments and intervention methods applicable to adults with disability. • Evidence of commitment to Continuous Professional Development. 	
CORE COMPETENCIES A. Planning & Organising of Activities and Resources	<p>The post holder will demonstrate an ability to:</p> <ul style="list-style-type: none"> • Organise their work load in a team environment to include the scheduling and carrying out of assessments, interventions, and administration as part of a caseload management process. • Ensure an acceptable overall level of performance as a basic therapist. 	<ul style="list-style-type: none"> • Resource management awareness.
B. Professional Development & Standards in the Service.	<ul style="list-style-type: none"> • Have an awareness and understanding of legislation and professional requirements in order to carry out their duties in a compliant manner that meets best practice. • Demonstrates sufficient clinical skills in assessment and intervention to meet the needs of the relevant caseload • Evidence of ability to carry out physical assessment and analysis of functional mobility within adult's activity capacity. • Participate in clinical supervision to ensure the maintenance of clinical service standards and assuring quality. 	<ul style="list-style-type: none"> • Experience of Physical Assessment and 3 D gait analysis.
C. Integrity & Decision Making.	<ul style="list-style-type: none"> • Make informed decisions based on the best available information while taking into account the context and situation within which the decision is being made. • Shows evidence of problem solving skills. 	

D. Service delivery and initiative.	<ul style="list-style-type: none"> • Apply the skills, knowledge and ability to deliver a quality evidence based service on an ongoing basis. 	
E. Building & Maintaining Working Relationships	<ul style="list-style-type: none"> ▪ Positively communicate at all levels within the service while ensuring that information has been appropriately disseminated and understood. ▪ Demonstrates competency in written and verbal communication skills. 	<ul style="list-style-type: none"> • Ability to work across teams.
F. Team Working	<ul style="list-style-type: none"> ▪ Realise the importance of teamwork and how as a team member their contribution is effective. ▪ Very good interpersonal and communication skills 	<ul style="list-style-type: none"> • Knowledge of the role of other team members.
G. Special Aptitudes	<ul style="list-style-type: none"> ▪ Proactive approach to overall performance. ▪ Adult and Family centred. ▪ Flexibility, adaptability and openness to change. ▪ Full manual drivers licence with access to own transport. 	<ul style="list-style-type: none"> • Flexibility in carrying out duties and tasks. • Ability to work across teams.