



**CoAction**  
EMPOWER • SUPPORT • CARE

*CoAction West Cork provides quality services to support children and adults with an intellectual disability, and children with autism.*

## **Physiotherapist - Basic Grade**

**Based in Bantry**

**Covering Adult Services in Bantry, Castletownbere, Skibbereen, Clonakilty**

**22.5 hours per week**

**Specific Purpose Contract – covering parental leave and flexible working hours**

For full position details and job description or for details on submitting an application please visit our website:

[www.coaction.ie](http://www.coaction.ie)

or for more information please email: [hadmin@coaction.ie](mailto:hadmin@coaction.ie)

Closing date for receipt of applications:

**Friday 15<sup>th</sup> March 2019**

*CoAction West Cork is an equal opportunities employer.*

<b>Person Specification</b>
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**Position Title:** Basic Grade Physiotherapist  
**Based:** Bantry  
**Reports To:** Head of Service

**Overall Position Purpose:**

To be responsible for providing a high quality, patient-centred Physiotherapy service to the adults within the CoAction network. The candidate will be required to work and communicate well within multi-disciplinary teams while receiving regular supervision from Senior Staff members.

The candidate will also be responsible for Clinical Professional Development and demonstrate an enthusiasm for their role.

**Essential Qualifications**

**Desirable Qualifications**

<p><b>Bachelor of Physiotherapy (Hons.) or B.Sc. Physiotherapy (Hons) degree or equivalent</b></p>	<p><b>Postural Management Training</b></p>
<p><b>Member of the Irish Society of Chartered Physiotherapy.</b></p>	<p><b>Training in managing adults with intellectual and/or physical disabilities.</b></p>

**Essential Skills & Abilities**

**Desirable Skills**

<p><b>Sufficient clinical knowledge and evidence based practice to undertake the duties of the post.</b></p> <p><b>Effective interpersonal / communication skills and the ability to collaborate with colleagues.</b></p> <p><b>Excellent communication skills and ability to work as part of a multidisciplinary team.</b></p> <p><b>Ability to be innovative in service provision including planning and managing an adult caseload effectively.</b></p> <p><b>Ability to acknowledge limitations and awareness of when to seek assistance.</b></p> <p><b>Evidence of contributing to own CPD.</b></p> <p><b>Ability to integrate evidence into practice.</b></p> <p><b>Demonstrate a quality focus and commitment to quality within Physiotherapy practice.</b></p> <p><b>Ability to demonstrate programmes to staff in Physiotherapy assistant roles and families.</b></p> <p><b>Effective organisational and time management skills.</b></p> <p><b>Flexible approach to working time to support service delivery</b></p> <p><b>A positive attitude &amp; the ability to be solutions focused.</b></p> <p><b>Adhere to the ISCP code of Practice.</b></p>	<p><b>Experience of managing and adult caseload with physical and/or intellectual disabilities.</b></p> <p><b>Experience with a postural management service.</b></p> <p><b>Experience of incorporating evidence based practice into clinical work.</b></p> <p><b>Experience of using Software to document clinical notes.</b></p>
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**Essential Experience**

**Desired Experience**

<p><b>Candidate will have at least two years Post Qualification experience, some of which desirably in the provision of care to an adult caseload.</b></p>	<p><b>Previous experience of supporting people with an Intellectual Disability/Autism/Acquired Disability.</b></p> <p><b>Management of a complex neurological and/or orthopaedic caseload</b></p> <p><b>Worked closely within a multi-disciplinary team</b></p>
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## Job Description

### **Basic Grade Physiotherapist: Base Bantry, covering other areas as required by Head of Service**

**Responsible to:** Head of Physiotherapy Service within CoAction

The following description is intended to give a broad outline of the post only. It is neither inclusive nor definitive. Duties may be altered or amended to suit the changing needs of our clients. Staff will be consulted regarding any such changes. It is our policy to review job descriptions on an on-going basis.

#### **Overall Purpose of Position**

Provision of a high standard Physiotherapy service as part of the West Cork Child Development Services in Bantry/Castletownbere working with a complex paediatric caseload for a specified Maternity Leave cover. Also work within CoAction Adult services treating an adult caseload with Intellectual and/or Physical disability. To be responsible for the provision of a high quality person-centred Physiotherapy service in assessing and devising management programmes for a complex paediatric caseload within WCCDS and an adult caseload within CoAction. Also partake in other clinical and educational duties as assigned.

#### **Main Responsibilities**

- Be responsible for assessment, planning, implementation and review of treatment / intervention programmes for Paediatric caseload within WCCDS and CoAction.
- Manage workload in accordance with the needs of the post.
- Collaborate with service users, family, carers, multi-disciplinary team, network physiotherapists, management team other staff as appropriate in treatment / intervention, planning and provision of services in a coordinated way.
- To be a lead in the provision a Physiotherapy service in WCCDS and CoAction.
- Collaborate with MDT in assessing, planning and coordinating interventions to children and adults with varying needs.
- Maintain clinical records in accordance with local and Professional guidelines. Become aware of using software for clinical documentation purposes.
- Communicate verbally and / or in writing results of assessments, treatment / intervention programmes and recommendations to the team and relevant others in accordance with service policy
- Attend clinics, initial team assessments, team meetings, case conferences, etc. as required and at varied locations.
- Support families and appropriate care staff in varying settings in providing a Physiotherapy service.
- Arrange and carry out duties in a timely manner within settings appropriate to service users needs and in line with local policy / guidelines.
- Maintain professional standards in relation to confidentiality, ethics and legislation.
- To record and collate statistics to reflect work undertaken and provide data as required by the Head of Physiotherapy.
- Operate within the rules of Professional Conduct as assigned by the Irish Society of Chartered Physiotherapy

- **EDUCATION AND TRAINING**

- Participate in mandatory training programmes.
- Participate in continuing professional development including in-service training, attending conferences / courses relevant to practice.
- Participate in clinical supervision sessions as required and performance review as arranged by the Head of Physiotherapy.
- Supervise Physiotherapy students in conjunction with the Practice Tutor as required.

- **SERVICE AND STANDARDS**

- Set and maintain a high standard of clinical/non-clinical practice within clinic and various community settings.
- Keep abreast of research and practice developments in relevant clinical/non-clinical areas by attending seminars, conferences and post graduate courses and maintain clinical/other relevant competencies.
- Ensure that privacy and dignity of the patient is respected at all times.
- Be instrumental in the development, application and implementation of policies and clinical standards of practice relating to complex paediatric and adult caseloads.
- Ensure compliance with departmental policies such as the data collection system, current administrative procedures and health and safety guidelines.
- Contribute to forward planning and the development of Physiotherapy services within WCCDS and CoAction.
- Participate in a performance review process with line manager and be responsible for the performance review of junior or Physiotherapy assistant staff when required.
- Undertake other responsibilities as are agreed from time to time with the Head of Physiotherapy or other such person to whom he/she may be accountable. To be an active member of the day/residential team and attend meetings/case conferences etc. as required.

### **HEALTH & SAFETY**

- Be familiar with and comply with Health and Safety Regulations & Protocols, relevant Safety Statement, professional guidelines and Core Standards of Practice.
- To collaborate with the Head of Physiotherapy by contributing to risk assessments and Safety statement for the Physiotherapy Department.
- To be responsible for ensuring the general safety and maintenance of any equipment supplied for the fulfilment of his/her duties.
- To report immediately to the Head of Physiotherapy any defect in equipment or the environment that may be hazardous.
- To document all accidents, incidents and potential hazards immediately and report them to the Head of Physiotherapy.
- Employees must attend fire lectures and must observe fire orders.
- Must be aware of and adhere to legislation concerning:-
  - Health and Safety
  - Freedom of Information Act 1997
  - Childcare Act
- Ensure all accidents/incidents are reported and documented in accident/incident book as held in each area.
- To ensure adequate knowledge of emergency actions and plans.