

The CRC delivers a range of services to children and adults with disabilities both nationally and locally through our centres in Dublin, Limerick and Waterford and our Outreach Services. The mission of the CRC is that by working together we make a positive difference to the lives of people with disabilities, their families and carers. Our vision is that people with disabilities achieve their potential and live full lives as equal and valued citizens.



## Senior Physiotherapist working with Children

**Fixed term contract, Full-Time post with CRC National Specialist Services, based at Dublin, Ireland  
(Part time posts may be considered)**

- Unique opportunity to be part of a National Specialist Service dedicated to enhancing the lives of children and adults with physical disability in Ireland. [www.crc.ie](http://www.crc.ie)
- Specialist multidisciplinary teams delivering quality, evidenced-based services for children with physical disability
- Child and family centered work with community-based teams, delivering assessment, targeted intervention and education
- Purpose-built center in Dublin with onsite and virtual consultations, and travel to deliver outreach services with community teams.
- Strong research and education ethos
- Work as part of multidisciplinary teams and become a member of the Physiotherapy professional network at the CRC, supported with supervision, CPD and education.

The successful candidate must have the following **essential** requirements:

- A recognised Physiotherapy qualification and current registration with CORU
- Three years relevant post qualification experience, the majority working with children and/or adults with physical disability
- Excellent communication, initiative and time management skills
- Flexibility and strong teamwork skills
- Relevant CPD for a specialist role in disability.

### **Desirable** requirements

- Experience delivering education
- Conducting or assisting with relevant research in the area of disability
- Advanced CPD and/ or postgraduate education in relevant areas of physical disability
- Experience in coordinating and leading specialist clinics, working at a consultative level
- Experience in managing databases and conducting audits

It must be clearly demonstrated in your CV and supporting statement how you meet the required skills, competencies and knowledge for the post. *Informal enquiries to Mary Cant, CRC Physiotherapy Manager, phone (003531 8542228) or Rory O Sullivan Head of Specialist Services (003531 8542422) Department of Health Salary Scale, Senior Physiotherapist (Salary range €55,224-€65,024 per annum).*

Please forward a letter of application quoting **reference number CRC 136/22** with full CV to Human resources Department by email to [recruit@crc.ie](mailto:recruit@crc.ie) or through Irish Jobs. Applications must be received on or before 5 pm, 3<sup>rd</sup> November 2022.

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A panel may be created for future posts within CRC National Specialist Support Services



## JOB DESCRIPTION

<b>Job Title and Grade</b>	<b>Senior Physiotherapist, CRC National Specialist Service</b>
<b>Location of Post</b>	This post is based in CRC Clontarf. The post holder will have to travel to other sites from time to time in accordance with service needs.
<b>Details of Service</b>	<p><b>Service Overview</b></p> <p>In line with the National Policy on Access to Services for Children and Young People with Complex Needs:</p> <p>☑ Specialist supports are required to provide;</p> <ul style="list-style-type: none"> <li>• Training and consultation for Primary Care services and Children’s Disability Network Teams and/or</li> <li>• Direct intervention for children where and when necessary to respond to the exceptional complexity or specialist nature of their needs.</li> </ul> <p>The national specialist support service will serve as a short term provider of aspects of services and as an important link to other providers of disability services.</p> <p>The Children's Disability Network Team or Primary Care services will remain the service provider for these children with a disability and their families.</p> <p>Disability Network teams can and should as specialist services provide for children with complex needs, but it is recognised that specialist support will be needed at times for a small number of children whose specific needs require a level of expertise which may not be solely met by the local teams.</p> <p><i>(ref Guidance on specialist Support Services)</i></p> <p>This will ensure coordinated and integrated care between local, regional and national services as defined by the National Policy on Access to Services for Children and Young People with Complex Needs</p> <p><b>The post holder should consider that the majority of your caseload will be clients with complex disability seen on a consultative basis. There will also be a significant educational piece including development of existing physiotherapy specialist services.</b></p>
<b>Reporting Relationship:</b>	The post holder will report to the Physiotherapy Manager in CRC.
<b>Key Working Relationships:</b>	<p>The post holder will:</p> <ul style="list-style-type: none"> <li>• Work with other MDT members of the national specialist service. This includes visiting consultants to the CRC speciality clinics.</li> <li>• Work closely with CRC management, CDNT managers, disability managers and primary care managers to ensure coordinated and integrated service provision.</li> <li>• Liaise with and build good working relationships with therapists from relevant Children’s Disability Network Teams</li> </ul>

	<p>(CDNTs), Primary Care teams (PCTs) and other specialist service teams involved in the care pathway.</p> <ul style="list-style-type: none"> <li>Collaborate with other regional and National service providers of care</li> </ul>
<b>Qualifications/Experience</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>Three years paediatric clinical experience.</li> <li>A minimum of one year proven experience in paediatric disability</li> <li>Proven experience in delivering specialist physiotherapy as part of MDT</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>Experience of delivering education (excluding regular departmental inservice training)</li> <li>Experience developing relevant course materials for both internal &amp; external courses.</li> <li>Conducting or assisting with relevant research for this client group</li> <li>Advanced CPD and/ or postgraduate education in relevant areas</li> <li>Experience in service development and practice standards development</li> <li>Experience in coordinating clinics and leading and working at a consultative level in clinics alongside consultant and other lead therapists</li> <li>Leading and developing departmental activities</li> <li>Experience in managing databases such as hip surveillance, surgery, Botulinum Toxin, etc.</li> <li>Managing and conducting audits</li> </ul>
<b>Person Specification</b>	<ul style="list-style-type: none"> <li>Effective communication (oral and written) and interpersonal skills</li> <li>Effective caseload management skills</li> <li>Good time management skills</li> <li>Ability to plan and provide appropriate care and/or advice that is client centred and within the framework of the National policy on PDS</li> <li>Ability to work in high pressure, fast paced environments</li> <li>Ability to work across different specialist areas as needs of the service develop.</li> <li>Ability to work independently with good problem-solving skills</li> <li>Ability to provide high quality written reports in a timely manner and do follow up admin communicating with local therapist</li> <li>Be ICT competent having experience in the use of MS Word, Excel and PowerPoint along with other desktop software</li> <li>Understand and be able to implement risk assessment for casting and equipment provision, as well as non-provision of service</li> <li>Able for and committed to working in partnership with children/families/other agencies and understanding important transition stages in life for children and families</li> <li>Ability to develop and deliver training to parents, young adults peers and relevant MDT members</li> <li>Ability to support, supervise and mentor staff in relevant skill and knowledge.</li> </ul>

<p><b>Professional Duties &amp; Responsibilities</b></p>	<p><b>Professional Practice</b></p> <ul style="list-style-type: none"> <li>• Demonstrate knowledge of typical and atypical development, and specifically the impact of a disability on a child’s motor and functional development with implications for participation.</li> <li>• Be up to date with evidence-based practice in the area of neurodevelopmental disorders including clinical movement analysis, management of tone, and postural management</li> <li>• Advanced knowledge of the secondary impairments and potential deformities that this group are at risk of developing.</li> <li>• Knowledge of management of pain both acute and long term and appropriate pathway for same</li> <li>• Experience with lower limb casting for children with motor disorders</li> <li>• Application of ICF Model in the assessment process including upper and lower limb ROM, Strength, Dynamic Tone, Motor Function plus clinically reasoning implications of same on motor management to come up with a concise problem list and intervention plan that can be communicated effectively to family and primary treating therapist</li> <li>• Knowledge on best practice treatment guidelines/ pathways for specific conditions – i.e. appropriate frequency of therapy interventions along trajectory relevant to specific condition</li> <li>• Applied knowledge in the various treatment options available i.e. neurodevelopmental therapy, spasticity management – Botox, ITB, SDR, casting, orthotic prescription, orthopaedic interventions, aids and appliances, Lycra garments, taping</li> <li>• Applied knowledge in conducting and scoring appropriate outcome measures for intervention planning within the various specialist areas.</li> <li>• Trained and using CPIPS on a regular basis</li> <li>• Competent at identifying common gait abnormalities in neurodevelopmental disorders - in particular CP and following appropriate intervention pathways for each</li> <li>• Competent in assessment and prescribing for 24-hour postural management to include aids and appliances for the ambulant child.</li> <li>• Competent in spasticity management including pre and post botulinum toxin injections assessment and intervention as well</li> <li>• Competent in working with clients undergoing orthopaedic surgery including full process from: pre- operative assessments and planning, joint decision making regarding type of surgery and post-operative interventions</li> <li>• Competent in clinical reasoning for appropriate orthotic prescription in relation to the ambulant child with physical disability with complex presentation.</li> <li>• Evidence of current relevant continuous professional development in the provision of clinical assessment and intervention strategies</li> </ul> <p><b>Providing a Quality Service</b></p>
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	<ul style="list-style-type: none"> <li>• Ensure that professional standards are met and that a quality and equitable service is provided at all times across all the specialist areas.</li> <li>• Appropriate communication with colleagues in network teams as required.</li> <li>• Participate in and organise continued professional development, including in-service training, attending and presenting at conference/ courses relevant to practice etc, as agreed by your professional line manager.</li> <li>• Assist in the development, and be responsible for the day-to-day running and evaluation of the specialist service</li> <li>• Developing and initiating new services and intervention guidelines in collaboration with the MDT and other stakeholders as required.</li> <li>• Review and allocate resources within the designated area, in collaboration with your line manager and relevant other.</li> <li>• Promote quality by reviewing and evaluating the service regularly, identifying changing needs and opportunities to improve services, in collaboration with line manager and relevant others</li> <li>• Develop and implement service plans, quality initiatives, audits etc. and report on outcomes in collaboration with professional line manager</li> <li>• Collect and evaluate data about the service user group and demonstrate the achievement of the objectives of the service</li> <li>• Oversee the upkeep of accurate records in line with best clinical governance, organisational requirements and the Freedom of Information Act, and render reports and other information/ statistics as required</li> <li>• Represent the Service at meetings and conferences as appropriate</li> <li>• Promote good team working and a culture that values diversity within the Service and relevant teams</li> <li>• Participate in the management of stock and equipment</li> <li>• Engage in IT developments within the organisation and the Irish Health Service.</li> <li>• Implementing and staying up to date with policies and procedures within service area and organisation</li> <li>• Promoting and maintaining health and safety in the workplace</li> </ul> <p><b>Education and development</b></p> <ul style="list-style-type: none"> <li>• Tailoring own CPD to meet service needs requirements</li> <li>• Providing the necessary educational support for ensuring best practice in developing appropriate pathways into the national specialist service for network teams as required.</li> <li>• Keep abreast of current best practice and new clinical developments, by attending appropriate post graduate courses/conferences, reviewing published material and carrying out research or clinical audit in the area in order to maintain a high standard of service.</li> <li>• Be responsible for the education and supervision of professional and ancillary staff as required.</li> <li>• Identifying training needs of MDT and developing pathways of care and other resources to meet those needs</li> </ul>
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- Review and updating of best practice treatment guidelines/ pathways for specific conditions – i.e. appropriate frequency of therapy interventions along trajectory relevant to specific Condition

#### **Health & Safety**

- Promote a safe working environment in accordance with Health and Safety legislation
- Document appropriately and report any near misses, hazards and accidents and bring them to the attention of relevant / designated individual(s) in line with best practice.
- Work in a safe manner with due care and attention to the safety of self and others.
- Be aware of risk management issues, identify risks and take appropriate action.
- Comply with department procedures with regard to assessment, recommendation and / or manufacturing of all assistive devices.
- Promote a culture that values diversity and respect.
- Have a working knowledge of the 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 protocols for implementing and maintaining these standards

#### **Other**

- To undertake any other duties appropriate to the role of the Physiotherapist as may be required from time to time.
- Carry out designated tasks as may be specified by the Physiotherapy Manager.
- Communicate any concerns, queries or issues in a timely manner with the Physiotherapy Manager.

***These duties and responsibilities are a reflection of the predicted service requirements and may be subject to review and amendment by your line manager to meet the needs of the emerging service. The post holder will be expected to contribute to the development of the post while in office.***