



**STAFF GRADE PHYSIOTHERAPIST
(Permanent/Temporary, Fulltime/Part-time
Rotational)**

Job Description

Particulars of Office

1. The appointment is permanent/temporary, full-time/parttime and pensionable.
2. **Salary**
Remuneration is in accordance with the salary scale approved by the Department of Health and Children Current scale.
3. **Superannuation**
The terms of the Voluntary Hospitals Superannuation Scheme and the Voluntary Hospitals Spouses and Children's Scheme will apply to the position and superannuation contributions at the appropriate rate will be payable in accordance with the provisions of the scheme.
4. **Duties**
The rotational staff grade physiotherapist will perform such duties as are outlined in the attached Job Description.
5. **Hours of Work**
The normal hours of work associated with the post for a full-time position are 35 hours per week usually discharged between the hours of 8.00am and 8.00pm on a Monday to Saturday basis. However, you will be required to participate in the On-call rota for night and weekend work. The appointee may be required to attend at such other times as are required for the proper discharge of duties including attendance outside normal working hours.
6. **Probation**
The successful candidate will be appointed initially for a probationary period of 6 months. During the probationary period, progress or otherwise will be monitored and at the end of the period, the service will be;
 - a) Certified as satisfactory and confirmed in writing.
 - b) In certain circumstances this period may be extended and, in such case, you will be advised in writing of this and the duration of the extension.

7. Retirement

No age restrictions shall apply to a candidate except where he/she is not classified as a new entrant (within the meaning of the Public Service Superannuation (Miscellaneous Provisions) Act, 2004). In this case the candidate must be under 65 years of age on the 1st day of the month in which the latest date for receiving completed application forms for the office occur. Continued employment is conditional upon capacity and conduct of the employee.

8. Annual leave

Annual leave and public holidays are granted in accordance with the provision of the Organisation of Working Time Act, 1997. Your annual leave entitlement will be advised to you by the Human Resources Department in your contract of employment. Annual Leave may be based on a number of factors such as grade, years of service and whole time equivalency.

9. Sick Leave

Payment of salary during illness will be in accordance with arrangements as approved from time to time by the Department of Health and Children

10. Termination of office

The employment may be terminated at any time by four weeks notice on either side except where circumstances are dictated by the Minimum Notice and Terms of Employment Act 1973/77. The Management's right under this paragraph shall not be exercised save in circumstances where the Management is of the opinion that the holder of the office has failed to perform satisfactorily the duties of the post or has misconducted himself/herself in relation to the post or is otherwise unfit to hold the appointment.

11. Garda Vetting Checks

Arrangements have been introduced, on a national level, for the provision of Garda Vetting Checks in respect of candidates for employment in areas of the Health Service, where it is envisaged that potential employees would have substantial access to children or vulnerable adults in the course of their duties. Garda vetting is done for the protection of these groups and the National Rehabilitation Hospital reserves the right to re-vett employees at any future point, as deemed appropriate by Hospital Management.

12. Confidentiality

In the course of your employment you may have access to or hear information concerning the medical or personal affairs of patients and/or staff, or other health services business. Such records and information are strictly confidential and unless acting on the instructions of an authorised officer, on no account must information concerning staff, patients or other health service business be divulged or discussed except in the performance of normal duty. In addition

records must never be left in such a manner that unauthorised person can obtain access to them and must be kept in safe custody when no longer required.

13. Hygiene

During the course of employment staff are required to ensure that the hospital's hygiene and infection control policies are adhered to at all times. All employees have responsibility to prevent transmission of infection by adhering to and implementing optimal hand hygiene and adhering to the Hospital's Hygiene processes. Hygiene is a fundamental component of the National Rehabilitation Hospital's quality system to ensure the safety and well being of its patients and staff and plays a role in the prevention and control of healthcare associated infection.

14. Policies / Legislation

All Hospital policies and procedures form an integral part an employment contract and may be subject to update and revision, from time to time, in consultation with union representatives as appropriate. Employees are required to comply with all hospital policies, procedures (e.g. Dignity at Work, Trust in Care, Computer Usage Policy) and the Hospital's ethical codes of practice. Employees are required to abide by the hospital's code of behaviour and the code of practice as defined by their relevant professional body.

15. Disability Census

As part of the NRH's commitment to supporting the employment of people with disabilities and to comply with the requirements of the Disability Act 2005, all staff are required to inform the Director of Human Resources Ms. Olive Keenan, of any personal disabilities. This information is only requested in the event that appropriate arrangements must be put in place during the course of one's employment and will be stored in compliance with Data Protection legalisation.

16. HR Department Privacy / GDPR Policy

In order to carry out its administrative functions the Human Resource Department in the National Rehabilitation Hospital collects and processes personal data relating to individuals, which includes the job applicants and staff of the Hospital. The Human Resources Department takes the confidentiality of all personal data seriously and consequently takes all necessary steps to comply with data protection legislation including the GDPR. The Human Resource Department collects personal data only in order to meet specific lawful purposes and will retain that data only for so long as necessary. We also ensure that all reasonable technical and organisational security measures are in place to safeguard personal data.

Ordinarily, the Human Resource Department will not pass personal data to any third party except where required by law, or under statutory obligations, or to

fulfil a contract of employment or for other legitimate purposes as balanced against the rights and interests of the Data Subject. If you have any concerns about how your personal data is processed, you may contact our Data Protection Officer (dpo@nrh.ie). Please refer to the National Rehabilitation Hospital Human Resources Privacy Policy Document for more information. The Policy Document is available on request from the Human Resources Department.

16. NRH Diversity, Equality and Inclusion

The NRH is committed to carrying out all activities in a way that values Diversity, promotes Equality and fosters Inclusion to successfully deliver the best public service to ensure a diverse, inclusive, high performance workplace.



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1. Qualifications

The candidate must, on the latest date for receiving completed application forms for the office, possess:

- B.Sc./master's degree in Physiotherapy approved by the Physiotherapists Registration Board at CORU.
- Membership of the Irish Society of Chartered Physiotherapists (ISCP) and CORU registered at the time of application.
- Have completed the core placements of rehabilitation (neurology and care of the elderly) and respiratory as an undergraduate.
- Experience and/or post graduate clinical education pertaining to any of the National Rehabilitation Hospital programmes would be desirable.
- Excellent interpersonal and communication skills
- Evidence of continuing professional development

2. Health

Candidates or any person holding the office must be free from any defect or disease, which would render them unsuitable to hold the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.

For the purposes of satisfying the requirements as to health, it will be necessary for each successful candidate before he/she is appointed to undergo a medical examination by a qualified medical practitioner to be nominated by the Chief Executive or designated officer. Defects reported as a result of this examination must be remedied before appointment.

Health Promotion – The Hospital is committed to promoting healthy lifestyles for both patients and staff. Staff are expected to participate in initiatives to support better health and well-being in line with the Hospital objectives.

3. Character

Candidates for and any person holding the office must be of good character.



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Job Description

Title: Staff Grade Physiotherapist

Purpose of the Position: To provide high quality physiotherapy treatment and rehabilitation to patients assigned throughout National Rehabilitation Hospital programmes. Rotations through National Rehabilitation Hospital programmes and through Aquatic Physiotherapy and Sports & Exercise Physiotherapy, Respiratory and Out-patients services on a 6 monthly basis or as required based on service need.

Accountable to:

- Physiotherapy Managers
- Appropriate Programme Manager
- Senior physiotherapists and Clinical Specialists within her/his assigned programme.

Liaison / Communication:

- All physiotherapy colleagues.
- All members of the Interdisciplinary team within her/his assigned programme.
- Patients and their relatives.
- Community therapists as appropriate.
- Medical consultants
- Clinical practice tutor



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Job Description

Overview of the Role

- The post holder will provide physiotherapy assessment and treatment to patients within her/his designated programme/service and will liaise with Physiotherapy Manager, senior physiotherapists/clinical specialists, Programme Manager and other staff to develop and coordinate total patient care in that area.
- S/he will participate in the supervision and professional development of health care assistants and physiotherapy students

ACCOUNTABILITY, DUTIES AND RESPONSIBILITIES

General Accountability

- As a member of the interdisciplinary team to contribute to the on-going development of their service.
- With Clinical Specialist and other senior physiotherapy colleagues to contribute to the continuing development of a high quality service to patients based on best practice and standards.
- To be cognisant of and abide by all National Rehabilitation Hospital Policies and Procedures.

Specific Accountability

- Report to Physiotherapy Managers
- Report to Programme Manager
- Senior therapists/Clinical Specialists

Outline of Duties and Responsibilities

- To provide prompt, efficient and effective physiotherapy assessment and treatment to patients allocated under the supervision to senior physiotherapists.
- To contribute to the high standard of interdisciplinary care of patients.
- To participate in on-call and continuing care rotas including the Maximising Rehabilitation Opportunities initiative involving Saturday and extended day working.
- To establish and maintain good working relationships with their physiotherapy colleagues and all members of the interdisciplinary care of patients.
- To attend case conferences, ward rounds, programme meetings as appropriate.
- To maintain records of assessment, treatment and progress of all patients on Trakcare and provide written reports as necessary.
- To provide comprehensive records of activity on all patients treated in accordance with departmental/programme requirements.
- To co-operate in the smooth running of the physiotherapy service by attending staff meetings as required and contributing ideas for the progress and development of the department and programme.
- To participate in all National Rehabilitation Hospital mandatory training.
- To participate in the physiotherapy in-services training programme including the completion of two junior projects per year.
- To participate in all required Programme specific education.
- To participate in the practice education of student physiotherapists.
- As per the National Rehabilitation Hospital Safety Statement to be aware of the importance of a safe work environment, to report to senior staff any broken or faulty equipment and to ensure as far as possible the safety of patients, staff students and visitors.
- To undertake any other duties appropriate to the post as may be required.

Patient Safety & Quality

The NRH prioritises the delivery of quality and safe patient care under HIQA and other quality standards. It is the responsibility of all staff at all levels to ensure that the highest level of quality services required for each patient is maintained. If you have a concern regarding any issue of patient safety and well-being please bring this to the immediate attention of your manager.

Quality and Patient Safety supports the Health Service to deliver high quality and safe services to patients and service users. The post-holder is responsible and accountable to deliver a quality service that ensures patient safety. The post holder will work within a risk management framework that complies with the Health Information and Quality Authority (HIQA) National Standards and other quality standards as appropriate.

Job description reviewed by Physiotherapy Manager, May 2025.

The extent of speed and change in the delivery of health care is such that adaptability is essential for all staff. The post-holder will be required to maintain, develop and enhance the necessary professional knowledge, skills and aptitudes required to respond to a changing situation.

This job description does not contain an exhaustive list of duties, and the post holder may be required to undertake additional responsibilities. It will be reviewed from time to time in order to adapt and develop the role, according to service needs and Hospital policies.

I agree that this position description clearly outlines the specific responsibilities and duties that are to be carried out as part of this role. I also understand that these represent the minimum requirements to perform the duties at the current level.

To be signed by the post holder.

Employee Name: _____

Line Manager Name: _____

Employee Signature: _____

Manager's Signature: _____

Date: _____

Date: _____