



JOB DESCRIPTION

Job Title and Grade	Clinical Specialist Physiotherapist in Paediatric Neuro-disability, with special interest in Brachial Plexus Palsy, CRC National Specialist Service
Job Reference	
Location of Post	This post is based at CRC Clontarf. The post holder will have to travel to other sites from time to time in accordance with service needs.
Details of Service	<p>Service Overview</p> <p>In line with the National Clinical Programme for People with Disability's development of a framework to facilitate access to specialised supports and services for children with disabilities, it is recognised that specialist support services are needed at times for children with physical disability, whose specific needs require a level of expertise which may not be solely met by local teams at Children's Disability Network Team (CDNT) or Community Health Network (CHN) level.</p> <p>The Clinical Specialist Physiotherapist will engage in all aspects of the Physiotherapy National Specialist Service. 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 CDNT or CHN will remain the service provider for these children with a disability and their families.</p> <p>The CRC National Specialist Service involves</p> <ul style="list-style-type: none"> • Consultation, assessment for clients of CDNTs and/or CHNs • Education and training to CDNTs and/or CHNs • Short term direct intervention for children in response to the exceptional complexity or specialist nature of their needs.
Reporting Relationship:	The post holder will report to the Physiotherapy Manager in CRC.
Key Working Relationships:	<p>The post holder will:</p> <ul style="list-style-type: none"> • Work within the multidisciplinary team(s) within CRC NSS • Liaise with and build good working relationships with regional teams nationally (CDNT/CHN) • Work with other key stakeholders including other organisations to help develop clinical specialist services
Qualifications/Experience	<p>Essential</p> <ul style="list-style-type: none"> • Qualified Physiotherapist with up-to-date CORU registration • A minimum of five years extensive experience as a Senior Physiotherapist working in paediatric primary physical Disability/neuro-disability, in particular brachial plexus palsy.

	<ul style="list-style-type: none"> • Evidence of achievements in the areas of clinical audit, quality improvement initiatives, practice development, teaching and research • Excellent communication, initiative, time management, report writing and teamwork skills • Direct experience of teaching and mentoring peers • Experience in coordinating clinics and leading and working at a consultative level in clinics alongside medical consultants and other lead therapists <p><u>Desirable</u></p> <ul style="list-style-type: none"> • Experience developing relevant educational material including course delivery, lecturing etc • Advanced CPD and/ or postgraduate education in relevant area(s)
<p>Purpose of the post</p>	<p>The Clinical Specialist will be expected to manage a regional caseload of clients from 0- 18 years, supporting them through the specialist clinics, liaising with local teams, other MDT members and consulting them on potential care plans for each individual child to achieve optimum outcomes.</p> <p>The Clinical Specialist will also support other CRC physiotherapists on the management of more complex clients.</p> <p>The Clinical Specialist will play an active role in the continued development of specialist services and the CRC's role in the continued development of a national disability service. This will include mentoring other colleagues, delivering education to both local and regional therapists, active involvement in outreach services and conducting relevant research and service development.</p> <p>The post holder will also be expected to actively contribute to continuous professional development within the department, take responsibility for coordinating specific national specialist clinics in particular the Brachial Plexus Palsy clinics, and undertake small projects as directed by physiotherapy manager.</p>
<p>Principal Duties and responsibilities</p>	<p>Professional Practice</p> <ol style="list-style-type: none"> 1. Undertake the assessment, and appropriate management of a regional caseload which includes both children and young people with primary physical disability/neuro-disability attending the CRC specialist services, with particular emphasis on Brachial Plexus Palsy. 2. Provision of intervention treatment block(s) as part of the specialist service role. 3. Undertake outreach clinics and other CRC centre visits as necessary to support local teams and specialist teams in other centres.

4. Promote the use of evidence-based practice via clinical reasoning and decision making, and the application of evidence-based outcome measures to evaluate efficacy of treatments and quality of care.
5. Maintain close liaison with staff of other disciplines concerning client care to ensure that effective communication is implemented and maintained.
6. To be responsible for taking the lead at a designated specialist clinic (BPPC) within the physiotherapy department.
7. Balance own clinical demands with other responsibilities within department.
8. Advise and support changes in work practices and procedures considering best practice developments in the field of Physiotherapy
9. Be aware of responsibilities under the Health and Safety at Work Act.

Administrative Duties

1. Assist the Physiotherapy Manager / Coordinator with the management of physiotherapy services as appropriate/requested.
2. Liaise with Physiotherapy Manager/Coordinator to ensure effective and efficient organisation of the department and contribute to the development of Physiotherapy and organisational policies and procedures as required.
3. Maintain accurate and up to date clinical records as required and as per departmental guidelines
4. Update the Clinical Manager System with relevant information on physiotherapy input of clients.
5. Develop appropriate databases to capture relevant information for the purposes of research and service development.
6. Identify opportunities to improve physiotherapy services to provide the best possible client care within available resources.
7. Assist the Physiotherapy manager in performance management of less experienced staff.
8. Deputise for Physiotherapy Manager/coordinator as required.

Research, Training and Development

1. Advise the Physiotherapy Manager/Coordinator about training needs of staff and regional colleagues and assist in that training and sharing of learning from research activities with the wider team and colleagues.
2. Develop and deliver appropriate education and training in specialist fields of expertise, in particular Brachial Plexus Palsy

	<ol style="list-style-type: none"> 3. Take a lead in research activities including writing research proposals, grant applications and project supervision as required and in agreement with the Physiotherapy manager. 4. Direct participation in relevant research, supervise research project/s, researchers and related activities (including paper presentation at appropriate conferences/study days/in-service training and writing) as required. 5. Keep professionally up to date by means of adequate continual professional education 6. Foster a culture of innovation and ideas generation/development within the Physiotherapy team and wider CRC organisation. 7. Serve on and advise relevant working groups and CRC committees as appropriate. <p><i>These duties and responsibilities reflect the present service requirements and may be subject to review and amendment by the Physiotherapy manager to meet the changing needs of the service. The post holder will be expected to contribute to the development of the post while in office.</i></p>
<p>Skills, competencies and knowledge</p>	<p>The successful candidate should demonstrate skills and competencies in line with the <i>Therapy Projects Office Competency Framework for Physiotherapy Clinical Specialist 2008</i> and provide specific evidence of:</p> <p>Professional Practice:</p> <ul style="list-style-type: none"> • Advanced clinical experience, knowledge and clinical reasoning skills in paediatric Physiotherapy • A strong working knowledge of HIQA Standards as they apply to the role • Keeping up to date with developments within work organisation, professional body and Irish and global healthcare and applying the same to practice as appropriate • Contributing professional expertise to wider organisation initiatives/ committees /steering groups at local, national and international levels <p>Providing a Quality Service, Service Development:</p> <ul style="list-style-type: none"> • Clinical leadership in the development of new service initiatives in collaboration with line manager and other stakeholders • Application of research, audit and resulting change initiatives • Knowledge and application of risk management processes • Use of evidence-based practice, best practice standards and effective clinical reasoning to evaluate efficacy of treatments and quality of care • Developing and implementing service/business plans and quality initiatives and reporting on outcomes in collaboration with line manager • Optimizing appropriate resources (e.g. manpower, equipment, physical environment) within own area to achieve effective outcomes and responding to client needs

	<ul style="list-style-type: none"> • Identifying and availing of opportunities to assist/contribute to strategic planning and improving services • Developing and implementing new service initiatives in collaboration with appropriate stakeholders <p>Communication, Leadership, Teamwork:</p> <ul style="list-style-type: none"> • Leadership of clinical practice within the multidisciplinary team • Disseminating available evidence-based information to influence the clinical practice of all staff • Negotiating clearly and constructively with relevant stakeholders • Presenting lectures and research projects at local and national levels <p>Managing People:</p> <ul style="list-style-type: none"> • Ability to supervise, support and delegate responsibility appropriately to assigned staff • Ability to give appropriate and effective feedback and to be receptive to feedback • Assisting staff in identifying their development needs and facilitating resolution of same needs through planned learning, clinical supervision and professional support <p>Education and Development:</p> <ul style="list-style-type: none"> • Displaying specialist knowledge and skills in the field paediatric neuro-disability Physiotherapy • Acting as an advanced clinical resource within organisation and responding to queries from internal and external resources • Planning, delivering and evaluating educational initiatives • Delivering effective training and support to ensure the successful implementation of new initiatives <p>Research and Evidence Based Practice:</p> <ul style="list-style-type: none"> • Understanding the principles of research and research methodology which underpin an analytical approach to clinical practice • Matching research projects to the service and professional needs • Collaborating with all the relevant stakeholders in respect of research issues and ability to source and apply for research grants and other research resources
Terms and Conditions	<p>Pay Scale: Department of Health Salary Scale</p> <p>Hours of Work: 35 hours/ week</p> <p>Contract Status: Permanent contract</p>