

Job Description and Person Specification

Clinical Specialist Physiotherapist in Stroke and Complex Rehabilitation

Specified Purpose Contract

Reference: HR25E212

Closing Date for Applications: Monday, 8th September 2025

Virtual Interview Date: Friday, 26th September 2025

HR Business Services,
St Vincent's University Hospital,
Elm Park,
Dublin 4.

Contact: +353 (1) 221 6062 or recruitment@svuh.ie

Accountability and Working Relationships

Title: Clinical Specialist Physiotherapist in Stroke and Complex Rehabilitation

Reports to: Physiotherapist Manager In-Charge III

Role Summary:

- To provide an advanced physiotherapy service within the rehabilitation team to stroke patients and to inpatients with complex rehabilitation needs
- To work with the rehabilitation physiotherapy team and multidisciplinary team members to optimise inpatient outcomes following stroke, illness or injury
- To contribute to the improved pathway of care between acute, secondary and primary care services
- This physiotherapy service is provided within the stroke and physiotherapy rehabilitation team and supports the planning and provision of complex physiotherapy rehabilitation needs of inpatients

Key Duties and Responsibilities

Professional Practice

Clinical Specialist Physiotherapist in Stroke and Complex Rehabilitation will:

- Assess and provide evidence based physiotherapy to stroke and complex rehabilitation patients with the full MDT.
- Work at the most advanced level of physiotherapy practice in line with competency level, assessing and managing patients with diverse presentations and highly complex physical and psychological conditions.
- Provide and share leadership roles within the physiotherapy rehabilitation team in planning and implementing the stroke and rehabilitation services.
- Analyse work processes and service targets to achieve best service possible within WTE and technological resources
- Develop advanced physiotherapy practice within the stroke and rehabilitation physiotherapy area
- Provide weekend and on call service where it is a requirement of the post
- Communicate with patients, families and the team in terms of the WHO International Classification of Function – impairment, function, participation

Quality, Safety and Risk Management

Clinical Specialist Physiotherapist in Stroke and Complex Rehabilitation will:

- Comply with professional standards in the assessment, treatment and management of patients within the assigned area in line with international best practice guidelines

Clinical Specialist Physiotherapist in Stroke and Complex Rehabilitation

- Contribute to the development of and comply with the policies, procedures and guidelines in the relevant clinical areas
- Lead, promote and ensure clinical effectiveness of physiotherapy through performance management, education, audit and research
- Develop an advanced physiotherapy service in line with requirements for developing roles
- Advise and support changes in work practices and procedures in line with best practice developments in the specialties of stroke and rehabilitation
- Advise the Physiotherapist Managers, Consultants and Business Managers on service needs
- Contribute to forward planning and development of Clinical Pathways
- Work in line with agreed competency level in terms of advancing physiotherapy practice
- Identify, assess and report any risk and contribute to the management and review of all risks
- Participate as required in Occupational Health and Safety training
- Document all accidents, incidents and potential hazards to patients or staff immediately and report them to the Physiotherapist Managers and other stakeholders
- Be familiar with and update the policies, procedures and guideline documents
- Be aware of and adhere to relevant standards, policies and legislation, e.g. Health and Safety, Freedom of Information Act 1997, Childcare Act, HIQA standards, HSE Risk Management and Professional Code of Conduct, as they apply to the role

Planning, Organisation and Performance

Clinical Specialist Physiotherapist in Stroke and Complex Rehabilitation will:

- Work as part of the multidisciplinary team in the design, planning, organisation and delivery of physiotherapy services
- Deliver on key performance indicators in line with targets
- Keep accurate written and/or electronic records on the assessment, treatment, outcome and other information relevant to patients
- Record, collate and submit statistics including key performance indicators within agreed timeframes
- Provide performance statistics and communicate these in line with timelines for performance review
- Participate in relevant service and professional meetings
- Participate in relevant recruitment and selection, induction, staff development, staff performance and review within the service
- Consider and report on regional needs in line with service provision to the HSE Network and Region

Communication, Leadership and Team Work

Clinical Specialist Physiotherapist in Stroke and Complex Rehabilitation will:

- Work as part of the multidisciplinary team
- Attend and contribute to multi-disciplinary meetings

Clinical Specialist Physiotherapist in Stroke and Complex Rehabilitation

- Lead and develop strong links with Consultants and service stakeholders
- Negotiate evidence based changes in clinical practice to deliver improved clinical pathways
- Ensure timely communication and collaboration with patients and their carers, the Multidisciplinary Team, and Physiotherapist Managers
- Build and maintain good relationships with relevant stakeholders
- Work collaboratively within the designated region
- Serve on and advise such committees as appropriate

Research, Education and Development

Clinical Specialist Physiotherapist in Stroke and Complex Rehabilitation will:

- Initiate and participate in own continuous professional development and performance management with the Physiotherapist Managers and MDT
- Actively participate in research in the clinical area
- Critically appraise the evidence base for physiotherapy intervention and apply it to support changes in practice as required
- Publish within the clinical field in peer-reviewed journals
- Demonstrate leadership and advise as required on research methodology
- Contribute to the department's and the organisation's continuing professional development programmes
- Co-operate in the provision of safe and productive clinical placements in accordance with the department's commitment to clinical training programmes
- Serve as a resource to other staff in this area of clinical speciality at regional level

The above Job Description is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned from time to time and to contribute to the development of the post while in office.

Informal or Role Specific Enquiries: Ms. Martina Fitzpatrick, Physiotherapist Manager in Charge-III,
Tel: 01 221 4592 or email: martina.fitzpatrick@svuh.ie or
Ms Orla Daly, Physiotherapist Manager, Tel. 01 221 3235 or email odaly@svuh.ie

Person Specification

Factors	Essential	Desirable
Qualifications	1. <u>Statutory Registration. Professional Qualifications. Experience, etc</u> (a) Candidates for appointment must: (i) Be registered, or be eligible for registration, on the Physiotherapists Register maintained by the Physiotherapists Registration Board at CORU. AND (ii) 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. 2. <u>Annual registration</u> (i) On appointment practitioners must maintain annual registration on the Physiotherapists Register maintained by the Physiotherapists Registration Board at CORU. AND (ii) Practitioners must confirm annual registration with CORU by way of the annual Patient Safety Assurance Certificate (PSAC).	
Experience (length and type)	Candidates for appointment must: Have five years full time (or equivalent) years post qualification clinical experience of which four years full time (or equivalent) must be consecutive in the required area of specialism.	

Professional Development and Practice	(i) Candidates must demonstrate evidence of continuing professional development relevant to the required area of specialism, in the form of post-graduate qualifications or relevant courses. AND (ii) Candidates must demonstrate achievement in the areas of clinical audit, quality improvement initiatives, practice development, teaching and research. AND (iv) All candidates must have the requisite knowledge and ability (including a high standard of suitability, management, leadership and professional ability) for the proper discharge of the duties of the office. AND (v) Demonstrate a proven record of clinical excellence in the specialism.	Professionally competent and credible in the area of acute care, Stroke and complex rehabilitation Experience in acute hospital setting Experience leading staff physiotherapists and students
Core Competencies	The successful candidate will be required to demonstrate competency in line with the Therapy Projects Office Competency Framework for Clinical Specialist 2008 including specifically: A: Professional Practice 1. Professionalism 2. Caseload Management 3. Communicating effectively with others B: Providing a quality service 1. Planning and maintaining a quality service 2. Leadership & Service Development 3. Managing People	Knowledge of the Irish Healthcare system Evidence of own career development and personal development plan Knowledge of methods of clinical proficiency assessment Understanding of acute hospital accreditation process

	4. Research & evidence based practice C: Education & Development 1. Acting as a Clinical Resource 2. Continuing Professional Development 3. Education	
Health	Candidates for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.	
Character	Candidates for and any person holding the office must be of good character.	

Particulars of Office:

The appointment is: Whole-time, Temporary and Pensionable

Panel: A panel may be formed to fill upcoming temporary whole and part-time vacancies in the next six months.

Annual Salary: as at 01/08/2025 pro rata.

1	2	3	4	5	6	7	8	9
€70,698	€72,062	€73,464	€74,858	€76,251	€77,718	€79,263	€80,804	€82,040

These particulars are subject to change in line with overall public pay policy.

Candidates should expect to be appointed on the minimum of the salary range and in accordance with the Department of Finance guidelines.

Probationary Period: The appointee shall hold office for a probationary period of six months. The Hospital's Probation and Induction policy will apply.

Pension Scheme: The candidate will be entered into one of the Hospital Superannuation Schemes.

Working Hours: The person appointed will work a basic 35 hour week. You will be required to work the agreed roster / on call arrangements advised to you by your line manager. Your contracted hours of work are liable to change between the hours of 8am – 8pm over seven days to meet the requirements for the extended day services in accordance with the terms of the Framework Agreement. (Reference HSE HR Circular 003/2009). Flexibility on hours of attendance in response to service needs will be a requirement.

Annual leave entitlement: 30 days per annum pro rata each year. Annual leave accrued must be taken within the duration of the contract or calendar year and as agreed between the candidate and the Head of Department.

Additional Information

Confidentiality:

During the course of employment staff may have access to, or hear information concerning the medical or personal affairs of patients, students, staff and / or other health service business. Such records and information are strictly confidential and unless acting on the instruction of an authorised officer, such information must not be divulged or discussed except in the performance of normal duty. In addition records must never be left in such a manner that unauthorised persons can obtain access to them and must be kept in safe custody when no longer required.

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 St Vincent's University 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.

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.

Please note the following:

- The Hospital Board is not responsible for loss or theft of personal belongings
- Fire orders must be observed and staff must attend the fire lectures periodically

- All accidents within the department must be reported immediately.
- In line with the Safety, Health and Welfare at Work Act (2005), smoking within the Hospital Building is not permitted.
- All staff are advised to avail of Hepatitis B Vaccination with Occupational health
- The use of personal mobile phones is prohibited.
- St. Vincent's University Hospital buildings and grounds are **smoke-free**.

Application Process: St. Vincent's University Hospital is an equal opportunities employer and is committed to promoting an environment free from discrimination in accordance with the Employment Equality Acts 1998 and 2004. The Hospital values diversity and recognises the benefits of having a workforce that reflects the community we serve. We are committed to equality of access to positions within the Hospital. All recruitment activity and documentation will encourage applications from all potential candidates without discrimination.

Interested candidates should apply for vacancies of interest by visiting the Hospital Careers pages: <http://www.stvincents.ie/Home/Careers.html>

- Note the closing date(s) for the submission of on-line applications are specified on the list of vacancies. St. Vincent's University Hospital are not able to accept late applications.
- It is the applicant's responsibility to ensure that they apply well in advance of the closing date.
- Any applications which are still in progress but have not been submitted after the closing date will not be registered by our Web Recruitment System.
- Applications for St. Vincent's University Hospital job vacancies will only be accepted through our Web Recruitment System.
- St. Vincent's University Hospital may only take into account technical issues raised by an applicant if advised to our Human Resources Department prior to the advertised closing date.

Non-European Economic Area Applicants: While St. Vincent's University Hospital is an equal opportunities employer, in line with current Department of Jobs, Enterprise and Innovation Employment Permit requirements, applications from non European Economic Area (EEA) will only be considered in the event that an EEA citizen cannot be found to fill the vacancy. Please note that if you are a NON-EEA applicant and are unable to supply documents (listed on www.djei.ie), you are not entitled to participate in this recruitment competition. This is in accordance with the EU Community Preference Rule. Further information is available at www.djei.ie.

Former Public Service employees: Eligibility to compete may be affected where applicants were formerly employed by the Irish Public Service and previously availed of an Irish Public Service Scheme including:

- Incentivised Scheme for Early Retirement (ISER)
- Department of Health and Children Circular (7/2010)
- Collective Agreement: Redundancy Payments to Public Servants

Applicants should ensure that they are not precluded from re-engagement in the Irish Public Service under the terms of such Schemes. This is a non-exhaustive list and any queries should be directed to an applicant's former Irish Public Service Employer in the first instance.

Persons in receipt of a pension from specified Superannuation Schemes: Former Health Service and Public Sector Employees must adhere to the relevant prohibition of re-employment provisions where they have previously availed of a Public Service Voluntary Early Retirement or Ill Health Retirement Pension from any of the following Pension schemes:

- Local Government Superannuation Scheme (LGSS)
- Health Service Executive Employee Superannuation Scheme
- Voluntary Hospitals Superannuation Scheme (VHSS Officers/Non Officers)
- Nominated Health Agencies Superannuation Scheme (NHASS)
- Other Public Service Superannuation Scheme

Among the Voluntary Early Retirement Schemes referred to above are the following:

- Incentivised Scheme of Early Retirement (ISER)
- Voluntary Early Retirement Scheme 2010 (VER)

Prospective candidates must satisfy themselves as to their eligibility to be employed applying / competing for posts to be filled through this recruitment campaign.

Abatement of Pension (Section 52 of Public Service Pensions Act 2012): Where a person who is in receipt of a Public Service Pension (e.g. retired on voluntary age grounds) is subsequently appointed to another Public Service post, the Abatement of Pension Regulations apply. This means that in a situation where the total of a person's pension combined with their salary from their new post, exceeds the uprated (current) salary of the position from which they retired, his/her pension is reduced by any such excess amount. This provision applies irrespective of whether the relevant pension was accrued in the same Pension Scheme which applies to the new appointment, or in another Public Service Pension Scheme.

Shortlisting: Shortlisting will be carried out on the basis of information supplied on your curriculum vitae. The criteria for shortlisting are based on the requirements of the post as outlined in the Person Specification. Failure to include information regarding these requirements on your CV may result in you not being called forward to the next state of the recruitment process.

All overseas qualifications must be validated. No candidate can work in the Hospital without validated qualifications. If professional registration is also a requirement, candidates must provide documentation of same.

Canvassing will automatically disqualify.

Please note that you will be contacted mainly by mobile phone and email. It is important that your mobile phone number, postal address and email address are correct. It is your responsibility to ensure that you have access to your mobile voice mails and emails. We recommend that you use an email address that you have regular access to.

Competency based interviews follow the shortlisting stage of the recruitment process. Credit is awarded by the interview panel to candidates who demonstrate at interview that they possess the experience, competencies and skills listed in the person specification. Candidates will normally be given at least one weeks' notice of interview. All interviews are held remotely unless it is specifically noted otherwise in the Job Description. No subsequent or alternative dates to dates given will be offered to candidates. All posts are located in St. Vincent's University Hospital, Elm Park, Dublin 4 unless it is specifically noted otherwise in the Job Description.

Disability: Please let us know if you need any special assistance at interview, e.g. if you have difficulty in moving up or down stairs or have hearing or speech difficulties.

Candidates are notified of the result of their interview at the earliest possible date after the interview. The recommendation of the interview panel does not constitute a job offer. The process continues after the interview and includes clearance checks such as references, Garda clearance, occupational health clearance, validation of qualifications and experience. A job offer is made pending satisfactory clearances. SVUH reserves the right to remove candidates from specific recruitment panels and retract job offers if satisfactory clearances cannot be obtained or are deemed unsatisfactory.

For some recruitment competitions a panel of successful candidates may be formed as a result of the interviews. Candidates who obtain a place on the panel may, (within the life of the panel), be considered for subsequent approved vacancies. Candidates are placed on a panel in order of merit. A panel is typically live for 6 months.

It is normal procedure that candidates be placed on the first point of the relevant salary scale in accordance with the Department of Finance guidelines.

Declaration: Please read your application carefully and check for any errors or omissions. False declaration or omission in support of your application will disqualify you from appointment.

This document must be regarded as an outline of the major areas of accountability at the present time, which will be reviewed and assessed on an on-going basis.

St Vincent's University Hospital buildings and grounds are ~~smoke-free~~.

August 2025