



POSITION DESCRIPTION

Name:	Grade 2 Physiotherapist
Commencement / Last Date Reviewed:	October 2018
Reviewed By:	Manager Allied Health & Ambulatory Services

ORGANISATIONAL STRUCTURE

Position Title	Role / Team	Area	Direct Reports
Grade 2 Physiotherapist	Physiotherapy	Allied Health	Grade 1 Physiotherapists, Allied Health Assistants
Location	Employment Type	Reports To	Professional Accountability
Wangaratta	Permanent	Chief Physiotherapist	NHW

OUR VISION

To Be Recognised Leaders In Rural Health Care

OUR VALUES

CARING

EXCELLENCE

RESPECT

INTEGRITY

FAIRNESS

POSITION PURPOSE

Northeast Health Wangaratta (NHW) is a busy sub-regional integrated health service of 228 beds and is the major referral facility for the greater part of North East Victoria. NHW provides a wide range of acute specialist services including; an emergency department, critical care unit, medical and surgical wards, obstetrics and gynaecology, paediatrics and specialised aged care, inpatient rehabilitation, community rehabilitation, outpatient and community health services as well as inpatient, community, aged and psycho-geriatric mental health services.

The primary role of the **Grade 2 Physiotherapist** is to provide best practice physiotherapy services to NHW clients. Clinical areas may include: Rehabilitation Unit, Emergency Department, Emergency Care Unit, Day Stay, Critical Care Unit; in addition to Surgical, Medical, and Paediatric wards as well as to the Community Rehabilitation, Community Health or outpatient programs. They will possess a high level of clinical knowledge, act as a clinical resource for staff and be expected to undertake supervision of junior physiotherapy staff and students. The role includes a negotiated contribution to the weekend and public holiday physiotherapy roster.

The Grade 2 Physiotherapist is expected to continuously update their skills and knowledge relevant to their designated area and work collaboratively with clients, peers and multidisciplinary staff across all program areas at Northeast Health Wangaratta and external service providers.

The duties of this position are to be performed with adherence to the purpose and values of Northeast Health Wangaratta's strategic plan and compliance with the Code of Behaviour for staff of Northeast Health Wangaratta.



RESPONSIBILITIES AND MEASURES OF SUCCESS IN THE ROLE

The following table breaks down the key performance areas of responsibility for the incumbent. Measurements for performance areas will be agreed to with the Chief Physiotherapist.

PERFORMANCE AREA	RESPONSIBILITY
Core Role	<ul style="list-style-type: none"> - Model a high level of professional skill and professional competency. - Act as a positive advocate for the Physiotherapy Department.
	<p>KPI for this section</p> <ul style="list-style-type: none"> - Practice within relevant professional and ethical standards. - Communicate effectively and professionally with inter-disciplinary team members. - Attend discipline specific and relevant program in-services and education. - Participate in annual performance appraisals
Clinical	<ul style="list-style-type: none"> - Provision of a high level of clinical reasoning and skills in assessment, intervention and discharge planning - Demonstrate evidence based practice. - Be an active consumer of evidence and strive to be an evidence generator through participating or leading research related activities. - Provide clinical support and supervision to junior physiotherapy staff and allied health assistants as required, in line with department guidelines. - Able to manage own time and prioritise competing demands to ensure completion of clinical work within designated timeframes. - Initiates and promotes innovative service delivery - Collaboratively work with other multidisciplinary team members and professionals to identify and achieve client / family centered goals - Involve clients / careers in the decision making of treatment goals and discharge plans - Utilise validated outcome measures as part of routine physiotherapy practice - Provide education to clients / carers appropriate to their needs - Identify relevant referrals to other disciplines, services and organisations in a timely manner - Attendance at ward rounds / family meetings to ensure effective communication and dissemination of information - Ensure all documentation is completed in a timely manner, in accordance with NHW policies. - Supervise physiotherapy students, in-line with university requirements. - Follow all procedures outlined by the Chief Physiotherapist and/or Allied Health Competency and Scope of Practice Committee to obtain approval to perform advanced practice skills or extended scope of practice.
	<p>KPI for this section</p> <ul style="list-style-type: none"> - Maintain professional expertise through professional development initiatives, conference, literature and internet.
Quality & Safety	<ul style="list-style-type: none"> - Assists senior physiotherapy staff and the Chief Physiotherapist in the development and continuous improvement of physiotherapy and program based protocols and procedures, incorporating the best available evidence. - Evaluate service provision and review, update and improve services based on customer feedback, data analysis and available evidence. - Maintain awareness of and compliance with processes and systems implemented for OH&S in the workplace - Maintain an awareness of and responsibility for applying emergency procedures within the workplace - Maintain a proactive approach to the identification, management and reduction of risk - Maintain awareness of and compliance with ACHS Standards and EQUiP Accreditation requirements
	<p>KPI for this section</p> <ul style="list-style-type: none"> - Collect statistics and service improvement data. - Evaluate and interpret service-related data. - Review and update education materials, patient booklets, exercise sheets and resources as required ensuring current best practice and up to date information regarding processes at NHW. - Lead and contribute to Quality projects - Complete all mandatory competencies as required by NHW. - Utilise Riskman in the recording of incidents and near misses in accordance with NHW policy.



Partnerships	<ul style="list-style-type: none"> - Maintain awareness and understanding of community services available within the Northeast region and how these services work and compliment NHW and client care. - Foster engagement with the community and health partners
	<p>KPI for this section</p> <ul style="list-style-type: none"> - Consistent positive professional communication and consultation with relevant internal and external stakeholders - Ability to refer clients to services appropriate for their needs.

WORKING RELATIONSHIPS

INTERNAL

- Manager of Allied Health and Ambulatory Services
- Chief Physiotherapist
- Medical and Allied Health Staff

EXTERNAL

- Counterparts At Other Regional Health Services

SPECIFIC SKILL REQUIREMENTS / QUALIFICATIONS / QUALITIES

Essential

- Ability to comply with the “Behavioural Outcomes” for this role
- Current Victorian drivers licence
- Physiotherapy registration with APRHA
- University Degree in Physiotherapy
- Advanced skills in managing a complex caseload independently, using a client-centred approach
- Experience working in acute and rehabilitation hospital settings
- Advanced interpersonal, written and verbal communication skills, including computer literacy
- Commitment to improving knowledge and practice through professional development in area of expertise
- Demonstrated ability to initiate and maintain effective professional relationships
- Demonstrated capacity to work / show leadership within a multidisciplinary team
- Experience in supervision of staff and students
- Excellent organisational and time management skills, including ability to deal effectively with competing demands

Desirable

- Member of Australian Physiotherapy Association
- Relevant postgraduate study

All staff must have and remain current for continued employment the following:

- A current National Police Check (renewed every 3 years)
- A current Working with Children Check (renewed every 5 years)
- Statutory Declaration for applicable workers who have lived overseas

Received By Employee

Name: _____

Date: _____



Standards of Behaviour

Above the line Our staff will always:

Below the line Our staff will not:

Caring

Show compassion to all people
 Demonstrate empathy and understanding
 Work as part of the team
 Mentor others
 Provide encouragement to others
 Care for others the way they would like to be cared for themselves

Be disrespectful
 Be self-centered
 Have inappropriate conversations with others
 Display rudeness

Excellence

Commit to the NHW Hardwiring Excellence expectations
 Have the courage to question what we do
 Persevere to do the best job they can
 Strive continuously to improve
 Be professional and enthusiastic
 Maintain customer focus

Give up
 Demonstrate a 'can't-do' attitude
 Accept mediocrity
 Be unreliable
 Pass the buck
 Ignore feedback given by patients or colleagues

Respect

Maintain confidentiality and privacy
 Listen to others and accept differences
 Be punctual
 Respond courteously
 Greet all people by saying hello, smiling and introducing themselves
 Be culturally informed and sensitive
 Respect diverse opinions

Be sarcastic
 Bully, harass or display aggression
 Be judgmental
 Withhold information
 Contribute to rumours
 Leave an untidy workplace

Integrity

Be open and honest
 Lead by example
 Be responsible and accountable for their own actions
 Stand up and take action
 Escalate issues or behaviors of concern

Be arrogant
 Be dishonest
 Be hypocritical
 Avoid responsibility
 Allow unacceptable behavior

Fairness

Demonstrate consistency
 Treat people equally
 Be considerate and understanding
 Be collaborative and collegial

Discriminate against others
 Demonstrate favoritism and exclusion
 Refuse to assist others with their workload