



POSITION DESCRIPTION

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|-------------------------------------------|---------------------------|
| Name: | Grade 1 Physiotherapist |
| Commencement / Last Date Reviewed: | September 2018 |
| Reviewed By: | Director People & Culture |

ORGANISATIONAL STRUCTURE

| Position Title | Role / Team | Area | Direct Reports |
|-------------------------|-----------------|-----------------------|-----------------------------|
| Grade 1 Physiotherapist | Physiotherapy | Community Health | Nil |
| Location | Employment Type | Reports To | Professional Accountability |
| Wangaratta | Full Time | Chief Physiotherapist | NHW |

OUR VISION

To Be Recognised Leaders In Rural Health Care

OUR VALUES

CARING

EXCELLENCE

RESPECT

INTEGRITY

FAIRNESS

POSITION PURPOSE

The primary role of the **Grade 1 Physiotherapist** is to provide high quality client care through the application of competent clinical skills in assessment, treatment and management of clients in their designated work area. They will participate in rotations across the Acute, Sub Acute and Community programs. This includes participating in the weekend and public holiday roster.

The Grade 1 Physiotherapist must be familiar with current best practice guidelines in Physiotherapy and able to work collaboratively with clients, peers and multidisciplinary staff across all program areas at Northeast Health Wangaratta and external service providers.



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 Reporting Manager

| PERFORMANCE AREA | RESPONSIBILITY |
|-------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Clinical Services | <ul style="list-style-type: none"> • Demonstrate a competent level of clinical reasoning and skills in assessment, intervention and discharge planning to achieve optimal client care • Be responsible for and appropriately prioritise the clinical care of a caseload as determined by the senior physiotherapist in designated area • Collaboratively work with other multidisciplinary team members and professionals to identify and achieve client / family centered goals • Involve clients / carers in the decision making of treatment goals and discharge plans • Review and evaluate effectiveness of therapeutic program • 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 • Practice within relevant professional and ethical standards • Ensure all documentation is completed in a timely manner, in accordance with NHW policies. |
| Quality Innovation and | <ul style="list-style-type: none"> • Participate in departmental and program based quality activities • Participate in health promotion activities within NHW and the community • Participate in the development and review of protocols and procedures, underpinned by best available evidence • Maintain a proactive approach to the identification, management and reduction of risk • Maintain awareness of and compliance with ACHS Standards and EQulP Accreditation requirements • 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 |



| | |
|--------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| People, Learning and Research | <ul style="list-style-type: none"> • Support and promote a workplace culture that is professional, supportive and inclusive • Demonstrate and encourage a culture of lifelong learning for self and peers • Identify and participate in regular professional development, along with required organisational and professional education • Attend discipline specific and relevant program in-services • Actively participate in supervision, as per the NHW Supervision Policy and Guideline • Participate in annual performance appraisals |
| Organisational Management | <ul style="list-style-type: none"> • Attendance and contribution at physiotherapy and program based meetings • Maintain awareness of and adherence to departmental and organisational policies, procedures and guidelines relevant to your clinical practice • Maintain awareness of the programs key performance indicators (KPIs) and/or targets and funding allocation that may impact clinical service delivery • Participate in the data collection required by the organisation, community, state and commonwealth agencies |
| Facilities and Environment | <ul style="list-style-type: none"> • Participate as required in environmental sustainability planning • Utilise information technology systems, ensuring patient information is accurate and accessible whilst also maintaining patient privacy • Follow appropriate risk assessments, to ensure readiness to work in relevant community setting, regardless of extreme weather conditions |
| Community and 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 |

WORKING RELATIONSHIPS

All staff and Services

SPECIFIC SKILL REQUIREMENTS / QUALIFICATIONS / QUALITIES

Essential

- Recognised degree or equivalent in Physiotherapy
- Registration with the Australian Health Practitioner Regulation Agency (AHPRA)
- Demonstrated knowledge of clinical theory and practice, with skills in assessment, intervention, case management and discharge planning
- Effective verbal and written communication skills
- Ability to work effectively within a multidisciplinary team
- Sound skills in organisation, time management, planning and priority setting
- Understanding of and commitment to client and family-centered care
- Commitment to continued professional development and education
- Current National Police Check (renewed every 3 years)
- Current Working with Children Check (renewed every 5 years)
- Ability to comply with the “Behavioural Outcomes” for this role

Desirable

- Member of Australian Physiotherapy Association
- Knowledge of and / or experience in Acute, Sub-acute or Community service provision

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 collegiate

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