

POSITION DESCRIPTION

Physiotherapist – Grade 2



Working at Northeast Health Wangaratta

At Northeast Health Wangaratta (NHW), we value our employees. We offer leadership, vision and an environment with a strong sense of teamwork, integrity, accountability, and respect. We are committed to providing staff with continuing education, research and professional development opportunities. This ensures that our people are part of a skilled and knowledgeable workforce, delivering exceptional high quality safe patient care. When you choose to work at NHW, you are committing to aligning everything you do with our values – **Fairness, Excellence, Respect, Kindness, Integrity and Courage.**

Position Details:

Position Title:	Physiotherapist – Grade 2
Enterprise Agreement:	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2016-2020, or its successor
Position Classification:	VB1-VB4
Who does this position report to:	Manager Physiotherapy
Does this position manage or supervise others:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Workplace Location:	Green Street Campus Community Care Centre
Primary purpose of the position:	<p>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.</p> <p>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.</p>
Position Description reviewed:	January 2021

Key Accountabilities:

1.	Provide a high level of clinical reasoning and skills in assessment, intervention and discharge planning and align with current evidence based practice.
2.	Provide clinical support and supervision to Grade 1 Physiotherapists, students and allied health assistants as required, in line with NHW guidelines.
3.	Engage in meaningful clinical supervision with a Grade 3 Physiotherapist or Manager of Physiotherapy.
4.	Be an active consumer of evidence and strive to be an evidence generator through participation in research related activities.
5.	Be able to manage own time and prioritise competing demands to ensure completion of clinical work within designated timeframes.
6.	Initiate and promote innovative service delivery.

POSITION DESCRIPTION

Physiotherapist – Grade 2



7.	Collaboratively work with other health professionals and clients / carers to identify and achieve client and/or family centred goals
8.	Utilise validated outcome measures to guide clinical reasoning as part of routine physiotherapy practice
9.	Provide education to clients / carers appropriate to their needs
10.	Identify and facilitate relevant referrals to other disciplines, services and organisations in a timely manner
11.	Attend ward rounds / family meetings and ensure effective communication and dissemination of information
12.	Ensure all documentation is completed to a high standard in a timely manner, in accordance with NHW policies
13.	Follow all procedures outlined by the Manager of Physiotherapy and/or Allied Health Governance Committee to obtain approval to perform advanced skills or extended scope of practice
14.	Assists Grade 3 Physiotherapists and the Manager of Physiotherapy in the development of organisational competencies and guidelines
15.	Contribute to the planning and delivery of clinical care, including the evaluation of current practice and innovation of models of care.
16.	Maintain awareness and understanding of community services available within the Northeast region and how these services work and compliment NHW and client care
17.	Maintain awareness of and compliance with processes and systems implemented for OH&S in the workplace
18.	Maintain an awareness of and responsibility for applying emergency procedures within the workplace
19.	Maintain a proactive approach to the identification, management and reduction of risk
20.	Maintain awareness of and compliance with ACHS Standards and EQulP Accreditation requirements
21.	Foster engagement with the community and health partners
22.	Other tasks as directed

Key Relationships:

Internal	External
1. Manager of Allied Health and Ambulatory Services	1. Patients & Visitors
2. Manager Physiotherapy	2. Hume Region Health Services
3. All NHW Staff	

Key Selection Criteria:

1.	Registered with AHPRA as a Physiotherapist with no restrictions to practice.
2.	Advanced knowledge and skills and clinical experience in physiotherapy practice in an acute, rehabilitation or community setting.
3.	Able to independently manage a complex caseload, using a client-centred approach.
4.	Ability to initiate and maintain effective professional relationships.
5.	Capacity to work collaboratively within a multidisciplinary team.
6.	Commitment to improving knowledge and practice through professional development.
7.	Demonstrated knowledge and skill in provision of clinical supervision.
8.	Proficient organisational and time management skills, including ability to deal effectively with competing demands.
9.	Member of Australian Physiotherapy Association or other relevant professional bodies– desirable.

POSITION DESCRIPTION

Physiotherapist – Grade 2



In addition to the above, all staff must have and remain current for continued employment, the following:
1. Registered with AHPRA as a Physiotherapist with no restrictions to practice
2. Current Class C Driver's Licence
3. A current National Police Check (renewed every 3 years)
4. A current Employer Working with Children Check (renewed every 5 years)
Immunisation:
It is a condition of appointment that all employees comply with our immunisation requirements during employment. This position is classified as Category A.
Diversity:
We encourage you to bring your 'whole self to work'. NHW is a safe and inclusive workplace. We value the visible and invisible qualities that make you who you are. We expect our workforce to align with our diversity expectations and programs. Working at NHW means you are on board with our journey, you will show respect, understanding and kindness to other regardless of ethnicity, sexuality, identity or any other protected attribute. We particularly acknowledge the traditional custodians of our land and pay our respects to elders past, present and emerging.
Mandatory Training:
It is a condition of appointment that all employees complete Mandatory Training and Clinical Competencies as required upon commencement, annually and in accordance with timelines specified in relevant health service policies and procedures.
Performance & Accountability:
A review of performance shall be undertaken within six months following commencement and annually thereafter. There is an expectation that staff will assume responsibility for completion of any learning requirements advised by the organisation.
Quality and Risk Management:
In order to help ensure continued employee, patient safety and quality of care: <ul style="list-style-type: none">▪ Understanding individual responsibility for consumer safety, quality and risk and adhere to the relevant policies, procedures and guidelines at NHW▪ Comply with requirements of the National Safety and Quality Health Service Standards, Aged Care Quality Standards and other relevant standards, regulations and legislative requirements.▪ Contribute to organisational quality and safety initiatives and participate in the development and review of policies and procedures as appropriate▪ Minimise the risk of infection to consumers, residents, employees, visitors, contractors and the general public▪ Maintain a safe working environment at all times▪ Identify, report and manage risks and ensure actions are taken to prevent and minimise harm to consumers and our workforce Staff are required to abide by the Code of Conduct for NHW.
Occupational Health & Safety and Wellbeing:
The safety, health and wellbeing of employees is a priority for NHW and I recognise the importance of an environment that promotes and nurtures the physical, mental, emotional and social wellbeing of all individuals. I commit to: <ul style="list-style-type: none">▪ Comply with instructions given for their own safety and health and that of others, in adhering to safe work procedures▪ Take reasonable care to ensure their own safety and health and that of others, and to abide by their duty of care provided for in the legislation

POSITION DESCRIPTION

Physiotherapist – Grade 2



- Reporting through the incident management system any near misses or incidents as they occur
- Not place others at risk by any act or omission
- Not wilfully or recklessly interfere with safety equipment
- Partaking in the promotion of the health and wellbeing of employees
- Contributing to an inclusive and health promoting environment
- Promoting our values and vision

An organisational culture that promotes positive mental health and wellbeing through supportive leadership, employee participation and shared decision making.

Policies & Procedures:

Whilst the policies and procedures do not form part of your employment contract it is expected that you will comply with NHW's policies, procedures and reasonable instructions at all times during the course of your employment.

Confidentiality:

Confidentiality is a matter of concern for all persons who have access to personal information about patients, clients, residents or employees of NHW. Staff must understand and accept that in accessing this personal information they hold a position of trust relative to this information. In recognising these responsibilities staff must agree to preserve the confidential nature of this information. Failure to comply with this agreement may result in disciplinary action and may include termination of employment.

Declaration:

As the incumbent of this position, I acknowledge that I have read this Position Description, understand its contents and agree to work in accordance with the contents therein. I understand that other duties may be directed from time to time.

I understand and accept that I must comply with the policies and procedures applicable to NHW. I also agree to strictly observe the NHW Code of Conduct and policy on confidentiality of commercial and patient information or such sensitive information that I may come across in the course of my employment.

Name:

Signature:

Date:

POSITION DESCRIPTION – Jobs Demands Checklist

Physiotherapist – Grade 2



The purpose of this section is to describe the physical and psychological risk factors associated with the job. Applicants must review this form to ensure they can comply with these requirements and successful applicants will be required to sign an acknowledgment of their ability to perform the job demands of the position.

Position:	Physiotherapist – Grade 2
Department / Unit:	Allied Health & Ambulatory Services
Workplace Location:	Green Street Campus Community Care Centre

Frequency Definitions:

I Infrequent - intermittent activity exists for a short time on a very infrequent basis	C Constant - activity exists for more than 2/3 or the time when performing the job
O Occasional - activity exists up to 1/3 of the time when performing the job	R Repetitive - activity involved repetitive movements
F Frequent - activity exists between 1/3 and 2/3 of the time when performing the job	N Not Applicable - activity is not required to perform the job

Demands	Description	Frequency					
		I	O	F	C	R	N
Physical Demands:							
Sitting	Remaining in a seated position to perform tasks			X			
Standing	Remaining standing without moving about to perform tasks		X				
Walking	Floor type: even / uneven / slippery, indoors / outdoors, slopes		X				
Running	Floor type: even / uneven / slippery, indoors / outdoors, slopes	X					
Bend / Lean Forward from Waist	Forward bending from the waist to perform tasks		X				
Trunk Twisting	Turning from the waist while sitting or standing to perform tasks	X					
Kneeling	Remaining in a kneeling posture to perform tasks		X				
Squatting / Crouching	Adopting a squatting or crouching posture to perform tasks		X				
Leg / Foot Movement	Use of leg and / or foot to operate machinery	X					
Climbing (stairs / ladders)	Ascend / descend stairs, ladders and steps	X					
Lifting / Carrying	Light lifting and carrying (0 - 9 kg)	X					
	Moderate lifting and carrying (10 – 15 kg)	X					
	Heavy lifting and carrying (16 kg and above)	X					
Reaching	Arms fully extended forward or raised above shoulder	X					
Pushing / Pulling / Restraining	Using force to hold / restrain or move objects toward or away from the body		X				
Head / Neck Postures	Holding head in a position other than neutral (facing forward)	X					
Hand & Arm Movements	Repetitive movements of hands and arms	X					
Grasping / Fine Manipulation	Gripping, holding, clasping with fingers or hands		X				
Work At Heights	Using ladders, footstools, scaffolding, or other objects to perform work	X					

POSITION DESCRIPTION – Jobs Demands Checklist

Physiotherapist – Grade 2



Driving	Operating any motor powered vehicle		X					
Sensory Demands:								
Sight	Use of sight is an integral part of work performance, eg: Viewing of X-Rays, computer screens, etc				X			
Hearing	Use of hearing is an integral part of work performance, eg: Telephone enquiries		X					
Smell	Use of smell is an integral part of work performance, eg: Working with chemicals							X
Taste	Use of taste is an integral part of work performance, eg: Food preparation							X
Touch	Use of touch is an integral part of work performance			X				
Psychosocial Demands:								
Distressed People	Eg: Emergency or grief situations.		X					
Aggressive & Uncooperative People	Eg: Drug / alcohol, dementia, mental illness.	X						
Unpredictable People	Eg: Dementia, mental illness, head injuries.		X					
Environmental Demands:								
Dust	Exposure to atmospheric dust.	X						
Gases	Working with explosive or flammable gases requiring precautionary measures.							X
Fumes	Exposure to noxious or toxic fumes.							X
Liquids	Working with corrosive, toxic or poisonous liquids or chemicals requiring PPE.							X
Hazardous Substances	Eg: Dry chemicals, glues.							X
Noise	Environmental / background noise necessitates people raise their voice to be heard.		X					
Inadequate Lighting	Risk of trips, falls or eyestrain.	X						
Sunlight	Risk or sunburn exists from spending more than 10 minutes per day in sunlight.	X						
Slippery or Uneven Surfaces	Greasy or wet floor surfaces, ramps, uneven ground.	X						
Inadequate Housekeeping	Obstructions to walkways and work areas cause trips and falls.	X						
Biological Hazards	Eg: Exposure to body fluids, bacteria, infectious diseases.	X						
The area below is for any special comments or notes on significant physical or other demands required to perform this job:								
Nil								