

Position	Physiotherapist
Classification	Grade 1 to Grade 2 (VA2 to VB4) Dependent upon qualifications and experience
Award	Allied Health Professionals (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2021-2026
Reports to	Allied Health Team leader
Direct reports	NA
Key relationships	RNH Allied Health and Nursing Team members and consumers
Hours of Work	Part Time - Full time, (0.8 – 1.0 EFT)

About Rural Northwest Health

Rural Northwest Health employs approx. 300 team members across the campuses of Warracknabeal, Beulah and Hopetoun.

Rural Northwest Health is focused on caring and supporting people to be healthy and living a full life. Our organisation is committed to delivering our strategic goals for 2020 - 2025:

- Our care – we will focus on safety, quality and accessibility in delivering healthcare across our community.
- Our team – we will focus on our culture, skilling our team and ensure we have effective and fit for purpose systems to make RNH an impactful and progressive organization.
- Our partnerships – we will focus on collaboration both within and beyond the healthcare sector to meaningfully engage with our communities.

OUR VISION

Strong, healthy, vibrant rural communities.

OUR MISSION

To promote wellness, enhance health, and support healthy ageing.

WHAT DEFINES US



We are committed to excellence



We listen and collaborate



We are caring and connected



We are friendly and enjoy our work



We are lifelong learners

Position summary

The Physiotherapist is responsible for delivering quality consumer focused physiotherapy services across our Community Health and Clinical Care areas. The Physiotherapist is required to be an active participant of the Allied Health team, using their clinical skills and capabilities to maximise our consumer's potential to achieve optimum independence and quality of life.

Key responsibilities

- Provide quality, outpatient physiotherapy services, including but not limited to- musculoskeletal, cardiac, pulmonary and neurological rehabilitation, disability care and paediatric conditions.
- Provide primary care to community consumers and be responsible for recommending, planning and implementing appropriate physiotherapy management with due regard to the physical and emotional needs of the consumer.
- Perform annual mobility and transfer assessments of residents within Rural Northwest Health's residential aged care facilities.
- Provide physiotherapy services to consumers admitted to the general medical ward and play an active role in discharge planning.
- Participation in multi-disciplinary team meetings, scheduled carer meetings (for consumers) and relevant department meetings.
- Completion of written reports appropriate for doctors, insurers and other relevant external agencies.
- Act as a consultant to General Practitioners, Nursing and Allied Health team members with regard to the management and application of physiotherapy.
- Develop and maintain a close working relationship and communications with other health professionals to maintain an integrated approach to service provision.
- Effectively undertake administrative duties such as statistics and consumer documentation.
- Keep up to date with current physiotherapy issues and standards.
- Adhere to Australian Physiotherapy Association ethical principles.

Grade 2 Physiotherapist:

- Evaluation, assessment and provision of training for specialist equipment.
 - Provide direction, support and guidance for Grade 1 Physiotherapists and Exercise Physiology team members.
 - Supervision of student physiotherapists undertaking both 3rd or 4th year placements.
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Key position accountabilities

Leadership and governance

- Influences other team members to bring their best by providing encouragement and being thankful.
 - Speaks with others respectfully and in a way they can understand.
 - Acts in a way that values diversity.
 - Takes care when using physical resources & environment.
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Quality, Health and Safety

- Contribute to workplace safety and reduction of workplace injuries.
 - Ensure team members, clients, residents and visitors are safe and accurately report any incidents, hazards and near misses in a timely and professional manner.
 - Respond, relay and demonstrate information regarding emergency codes and support team members to respond appropriately to codes in the event of fire or other emergency.
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Personal and professional development

- Keeps up to date with mandatory education requirements for the role.
 - Maintains practice within framework established by legislation, national and state policy.
 - Recognises areas of strength and areas for development.
 - Participate in essential or mandatory training annually.
 - Shares knowledge willingly.
 - Manages own continuing professional development portfolio and contributes to the development of learners and other team members.
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Information management

- Communicates accurate and relevant information to appropriate people and in line with the organisational policy.
 - Is able to access, send and receive email, locate key policies, protocols and resources via the intranet.
 - Complies with legislative requirements related to documentation and information pertaining to consumers, team members and the operations for all Rural Northwest facilities.
 - Utilise information technology as appropriate in the performance of the role.
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Technical/Professional Knowledge and skills

- **Formal Presentation:** presenting ideas effectively to individuals or groups when given time to prepare, delivering presentations suited to the characteristics and needs of the audience.
 - **Project management:** demonstrated achievements in managing projects with multiple partners and stakeholders; produces detailed project plans where objectives are clearly defined and action steps
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for achieving them are clearly specified; capacity to synthesise project status and provide timely reports; monitors performance against objectives and manages project risks and issues.

- **Continuous Improvement:** Initiating action to improve existing conditions and processes; identifying improvement opportunities, generating ideas, and implementing solutions.
- **Change management:** ability to clearly articulate reason for change, assess the impact of the change on individuals and the organisation, as well as implementing activities to address the impact of change. Demonstrated ability to engage with and motivate team members to embrace change in response to the key strategic projects.
- **Data and analytics:** familiarity with health service performance data; ability to perform analysis to assess the quality and meaning of the data; ability to translate analysis and extrapolation into audience specific qualitative and quantitative reports.
- Ability to work both independently and in a complex team environment.

Personal Attributes and Interpersonal Skills

- **Adaptability:** Maintaining effectiveness when experiencing major changes in work responsibilities or environment; adjusting effectively to work within new work structures, processes, requirements, or cultures.
- **Work Standards:** Setting high standards of performance for self and others; assuming responsibility and accountability for successfully completing assignments or tasks; self-imposing standards of excellence rather than having standards imposed.
- **Stress Tolerance:** Maintaining stable performance under pressure or opposition (such as time pressure or job ambiguity); handling stress in a manner that is acceptable to others and to the organization.
- **Innovation:** Generating innovative solutions in work situations; trying different and novel ways to deal with work problems and opportunities.
- **Communication:** Clearly conveying information and ideas through a variety of media to individuals or groups in a manner that engages the audience and helps them understand and retain the message.
- **Building Strategic Working Relationships:** Developing and using collaborative relationships to facilitate the accomplishment of work goals. Working effectively and cooperatively with others; establishing and maintaining good working relationships.
- **Negotiation:** Effectively exploring alternatives and positions to reach outcomes that gain the support and acceptance of all parties.

Qualifications and Experience

- Bachelor of Physiotherapy or appropriate recognised tertiary qualification in physiotherapy.
- Professional registration as a physiotherapist with AHPRA.

Key Selection Criteria

1. Bachelor of Physiotherapy or appropriate recognised tertiary qualification in physiotherapy.
2. Professional registration as a physiotherapist with AHPRA.
3. An awareness of current physiotherapy issues and standards.
4. Ability to provide assessment and clinical treatment of referred patients according to recognised professional and ethical standards.
5. Demonstrated ability to work with a broad range of presenting problems and the understanding of the process of consultation and referral to regional agencies.
6. Demonstrated appropriate administrative and report writing skills.
7. Ability to assess (for) and prescribe mobility aids.
8. Demonstrated effective written and verbal communication skills.
9. Commitment to and willingness to participate in continuing training and education related to area of employment.
10. Strong organisational skills and the ability to prioritise multiple tasks effectively.
11. Ability to work effectively both within a team and autonomously.

Certificates, licences and registrations

- Current satisfactory Employee police check (dated within 12 months of commencement date)
- Current Employee Working with Children Check
- Current driver's license
- Current registration as a physiotherapist with AHPRA

Other requirements

The role must be fully vaccinated for COVID – 19 and provide current evidence of immunization history and/or serology results.

Employee declaration

I declare that I understand the position description and the requirements of this position. I declare that I have the capabilities to fulfil the key responsibility areas of this position.

I understand that the information provided in this document is a general outline and does not encompass all aspects of the position.

Employee signature _____

Employee name (please print) _____ Date ____/____/____