

<b>Position Title</b>	Physiotherapist
<b>Program Area</b>	Primary Health Older Adults
<b>Reports to</b>	Senior Practitioner

### POSITION SUMMARY

The Primary Health Department at Connect Health and Community is a multi-disciplinary service area with a holistic view towards supporting a healthy community. Our services include a variety of Allied Health and Mental Health services, for people across the whole life span and living with a diverse range of presenting needs.

The physiotherapy service has combination of physiotherapists, allied health assistants and exercise physiologists. Together they provide individual assessment and limited individual treatment, with a focus on self-management to build client independence. The physiotherapy staff in conjunction with the allied health assistants and volunteers run an extensive group program. This includes cardiac rehabilitation, falls and balance, strength training, gentle exercise and an extensive range of hydrotherapy groups. The organisation has a hydrotherapy pool onsite at East Bentleigh and currently subcontracts use of a hydrotherapy pool in Hampton East.

### ROLE OBJECTIVE

Reporting to the Senior Practitioner, the Physiotherapist will provide specific physiotherapy services in accordance with the Connect Health & Community physiotherapy scope of practice and the policies and procedures of the organisation.

### SCOPE OF PRACTICE

- To deliver clinical physiotherapy services to adult clients of the service from 18 year onwards but predominantly over 65 years with general frailty, complex physical and cognitive health conditions permanent physical or cognitive disabilities, progressive conditions, or other musculoskeletal problems
- Physiotherapy intervention is typically episodic in nature often resolved within six individual sessions
- Clients are often referred to treatment groups specific to their needs and reviewed individually after 6-12 weeks attendance at the group.
- Usually clients with chronic conditions will be discharged once their presenting issue is resolved, the goals of the care plan have been met or the client declines further intervention

### OUTSIDE OF THE SCOPE OF PRACTICE

- Paediatric: limited service provided by paediatric funded physiotherapist only.
- Community rehabilitation: clients requiring multidisciplinary rehabilitation should be referred to their local community rehabilitation service, eg a client requiring stroke rehabilitation.

### Universal Responsibilities of all employees:

- Promote activities and programs in accordance with Connect Health & Community Vision and Purpose.
- Model and promote Connect Health & Community Values in the workplace
- Adhere to Connect Health & Community Code of Conduct, ensuring professional conduct and confidentiality is maintained at all times, Equal Opportunity principles are followed at all times and undertake and promote safe work practices and procedures in accordance with Connect Health & Community Policy
- Comply with all legislative requirements relevant to the position, policies, procedures, systems and processes of Connect Health & Community and other external stakeholders

- Connect Health & Community are committed to the safety and wellbeing of children and young people
- Intellectual Property remains the sole property of Connect Health & Community, unless otherwise authorised and confirmed in writing

**INTERNAL and EXTERNAL RELATIONSHIPS**

Internal working relationships include:

- Allied health and other service providers
- Volunteers
- Other staff in the organization

Internal supervision relationships

- Grade 1 Physiotherapists (if applicable)
- Students
- Clinical supervision of Allied Health Assistants.

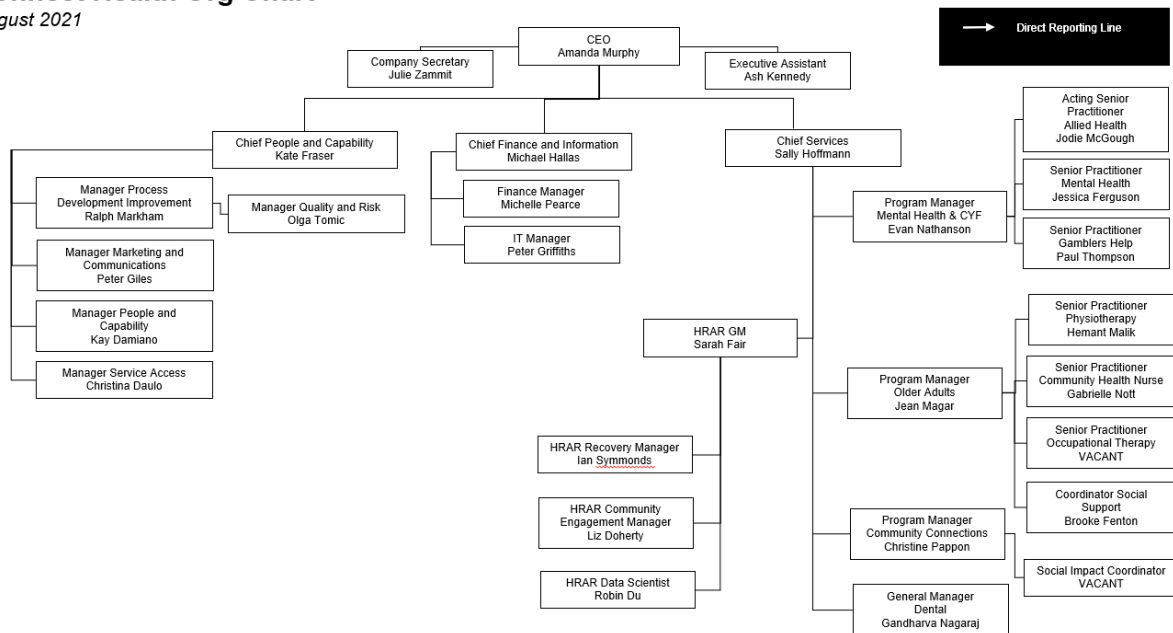
External working relationships include:

- The Assessment Services of My Aged Care
- Statewide Equipment Program
- Other community health centres and health care organizations.

**ORGANISATIONAL CHART**

**Connect Health Org Chart**

August 2021



**POSITION SPECIFIC RESPONSIBILITIES**

- Provision of individual physiotherapy services to clients in a clinic or home-based setting including assessment and referral to group programs.
- General operation and direct facilitation of group programs including Cardiac Rehabilitation, Hydrotherapy, Strength Training, Falls Prevention and other designated treatment groups.
- Provide clinical supervision of Allied Health Assistants and support of volunteers assisting with physiotherapy led group programs.
- As part of the physiotherapy team, contribute to supervision of students.
- To work collaboratively with others in a multi-disciplinary environment to meet client goals.
- Participate in continuous quality improvement activities for the physiotherapy service and Older Adults Team as needed e.g. assist with updating the procedures and participate in documentation audits.

- Contribute to the evaluation of clinical programs offered by the physiotherapy service
- Meet documentation standards for Connect Health and Community including recording business statistics.

**GENERAL RESPONSIBILITIES**

1. Meet performance expectations and mitigate the risk that under performance will have to contract obligations and stakeholder expectations
2. Promote activities and programs in accordance with Connect Health and Community strategic plan 2016-19
3. Contribute to team activities that are in line with the Prevention and Health Promotion Strategy and participate in training as required.
4. Promote awareness to the community that Connect Health & Community encourages consumer, carer and community participation at all levels of the organization
5. Participate in staff meetings and other organized activities such as quality improvement programs.
6. Undertake other duties as directed.

**KEY SELECTION CRITERIA****Qualifications, Key Skills, Competencies and Personal Attributes**

1. Minimum three years clinical experience as a Physiotherapist.
2. Ability to demonstrate up to date evidence-based physiotherapy practice skills for the appropriate target population: adults to great aged persons.
3. Demonstrated ability to work well with others in a multi-disciplinary team environment.
4. Experience in supervising allied health assistants and volunteers.
5. Ability to meet targets for throughput and document accurately in accordance with funding requirements and discipline specific targets.
6. Demonstrated initiative, ability to prioritise and organize self independently and efficiently.
7. Excellent written and verbal communication skills, including client reports, minutes and agendas, work proposals and group presentations (with or without Microsoft power point).
8. Demonstrated ability to participate in the planning and evaluation of services.
9. Flexible in service delivery and responsive to change.
10. Knowledge of and participation in continuous quality improvement processes.
11. Computer literate: Microsoft office suite: Word, Power point, Outlook, basic level Excel spread sheet data input.
12. Experience with Trakcare client management system (highly desirable)
13. Experience with My Aged Care System. (desirable)

**Mandatory requirements:**

- Current Victorian Driver's Licence
- Current Police and Working with Children Checks
- Professional registration with Australian Health Practitioner Regulation Agency.
- Evidence of COVID-19 Vaccination Status

**Qualifications:**

- Recognised degree or equivalent in Physiotherapy
- APA Aquatic Level 2 or 3 qualification, or equivalent (desirable)

**How you will be assessed**

Within the context of the role described above, the ideal applicant will be someone who has the following key capabilities:

- **Supports strategic direction**  
Proven high level ability to analyse situations and propose creative solutions, particularly in relation to communications and marketing.
- **Achieves results**  
Demonstrated ability to prepare effective and tailored materials for communications and marketing projects and to monitor and evaluate their implementation.
- **Supports productive working relationships**  
Demonstrated high level communication, both written and oral and consultation and negotiation skills with proven ability to liaise with senior executives and the staff within the organisation.
- **Displays personal drive and integrity**  
Proven ability to act independently to meet project goals within identified deadlines and budgets.
- **Communicates with influence**  
Knowledge of contemporary communications and marketing best practice, and experience in implementing communications and marketing strategies in practical situations.

In addition:

1. Excellent customer service skills. *People oriented person, demonstrating good listening and communication skills, attention to detail and reliable in follow through. Able to adjust to people with diverse abilities, culture and language.*
2. Able to work with minimum direction and take responsibility for the outcomes of delegated tasks
3. Teamwork skills. *The applicant will be an effective participant in both service specific and multidisciplinary teams.*
4. Flexible work attitude. *Able to undertake a mix of client work and supervision of Allied Health Assistants. Willingness to positively engage with business change processes.*
5. Sound business and clinical communication skills.

**PERFORMANCE APPRAISAL**

A professional review shall be conducted 6 months after commencement of appointment and 6 months thereafter with the Senior Practitioner.

<b>Conditions of Employment</b>	
<b>Remuneration:</b>	The employee will be paid in accordance with the Victorian Stand Alone Community Health Centres Allied Health Professionals Enterprise Agreement 2017 – 2021, Physiotherapist Grade 2.  Salary Packaging is available in accordance with prevailing legislation and Connect Health & Community Policy.
<b>Tenure</b>	Fixed term contract until 30/6/24.
<b>Location:</b>	Primary Location is 2a Gardeners Road, East Bentleigh. Staff may be required to work at any Connect Health & Community (or partner) site.
<b>Hours of Duty/Flexibility</b>	<ul style="list-style-type: none"> <li>◆ The Position is Part-time 22.8 hours per week.</li> <li>◆ It is the intention that program and/or service coverage is provided across the span of Connect Health operating times,</li> </ul>

	<p>however, staff may be required to work outside of business hours as requested.</p> <ul style="list-style-type: none"> <li>◆ It is also our intention to offer staff flexibility in relation to hours and days of work.</li> </ul>
<b>Probationary Period:</b>	<ul style="list-style-type: none"> <li>◆ Confirmation of new employees to Connect Health is subject to a 6 month probationary period, during which time the employee must demonstrate satisfactory capability to perform the Key Tasks and Accountabilities.</li> </ul>
<b>Pre-employment Checks</b>	<ul style="list-style-type: none"> <li>◆ Employment is contingent upon a satisfactory Police Check &amp; Working with Children Check</li> <li>◆ All employees must be either an Australian Citizen, Permanent Resident or have an appropriate Australian visa that will legally enable them to fulfil the obligations of the contract of employment.</li> <li>◆ Relevant prior service must be disclosed</li> </ul>
<b>Membership</b>	<ul style="list-style-type: none"> <li>◆ You must provide Connect Health a copy of your membership of a relevant association/professional body. Registration must always be current and maintained at your cost.</li> </ul>
<b>Pre-Existing Injury/Illness:</b>	<ul style="list-style-type: none"> <li>◆ Applicants are required to sign a Pre-Employment Declaration Form.</li> </ul>
<b>General:</b>	<ul style="list-style-type: none"> <li>◆ Management, in consultation with the staff member, reserves the right to modify this position description as required.</li> <li>◆ Connect Health and Community requires declarations and personal information relevant to employment. The collection and handling of this information will be consistent with the requirements of the Information Privacy Act 2000</li> </ul>
<b>Approval Date:</b>	8/12/2021
<b>Revised Date:</b>	3/12/21
<b>Written By:</b>	Jean Magar Program Manager
<b>Authorised:</b>	CEO
<b>Acknowledgement:</b>	
<b>Employee Declaration:</b>	I have read, understand and acknowledge the contents of this position description.
<b>Employee Name:</b>	
<b>Employee Signature:</b>	
<b>Date:</b>	

**ORGANISATIONAL INFORMATION**

Connect Health & Community is a registered Company Limited by Guarantee operating in a quality, accredited, not-for-profit environment and governed by a Board of Directors.

Connect Health & Community incorporate key service delivery and community programs for Community Health, Commonwealth Home Support Program, Dental, Gambler's Help Southern (GHS) and Volunteers and Community Connections.

Connect Health & Community employ approximately 160 staff with an operating budget of approximately \$14.7M. Connect Health & Community has approximately 200 dedicated volunteers who assist our organisation and community. The organisation's strategic directions and organisational values are supported by our staff and volunteers and defined by behaviours, skills and attitudes.

Connect Health & Community is guided by the principles of the social model of health; holistic service provision; continuous quality improvement; community and consumer participation and the diverse social aspects of our community.

**VISION**

Healthy People, Healthy Communities

**PURPOSE**

Assisting you in meeting your health and wellbeing goals.

**VALUES****Respect**

- Treating others fairly and objectively
- Value the central role of family and community
- Freedom from discrimination, harassment and bullying

**Responsiveness**

- Meet the needs of our diverse community by providing services that are accessible and innovative, timely, cost effective, appropriate and of a high standard.
- Build an adaptive workforce to respond to changing community needs.
- Minimise barriers for people, especially vulnerable communities.

**Accountability**

- Accepting responsibility for decisions and actions
- Best service value with public funds
- Providing services professionally and to the highest ethical standards
- Acting in a transparent manner

**Collaboration**

- Working with people and communities to deliver quality, accessible integrated service
- Actively involve the community to achieve people-centred service
- Joint communication and decision making treating all clients, staff and the community with care, dignity and understanding
- Provide a supportive and safe work environment for all voluntary and paid staff