

<b>Position:</b>	Physiotherapist
<b>Classification:</b>	PHYSIO (GRADE & YEAR LEVEL IN ACCORDANCE WITH EXPERIENCE)
<b>Department:</b>	Physiotherapy
<b>Reports to:</b>	Director of Clinical Services
<b>Position Summary:</b>	To provide Physiotherapy services to acute, Transitional Care Program and Aged Care.
<b>Responsibilities:</b>	<p><b>Clinical Skills and Abilities</b></p> <ul style="list-style-type: none"> <li>• Provide physiotherapy services, as rostered, to patients in acute wards, Transitional Care Program (TCP) and Aged Care</li> <li>• To make an assessment of patient's conditions, establish treatment goals and implement techniques by which these goals shall be met in clinical practice.</li> <li>• Deliver competent physiotherapy clinical services (which includes thorough assessment/examination, diagnosis, individualised and planned interventions, the use of safe and current techniques/ modalities and comprehensive documentation and communication) to achieve and maintain improved functional outcomes for allocated patients in accordance with prescribed professional and ethical standards.</li> <li>• Organise and prioritise allocated patient caseload and undertake routine physiotherapy tasks within well-established clinical protocols and according to approved clinical management plans to ensure appropriate and effective patient management.</li> <li>• As experience builds, apply increasingly independent clinical judgement to more complex clinical decision making under the clinical practice supervision or professional guidance of a more senior clinician.</li> <li>• To provide physiotherapy management for clients in both an individual and/or group setting, as per rotation/roster.</li> <li>• Participate in teaching and education programs for nursing, allied health and other hospital staff in relation to physiotherapy, including back care and correct lifting seminars. Boort District Health implements the No Lifting policy.</li> <li>• To provide recommendations, advice and assistance to other staff, clients and carers with regard to manual handling, patient mobility and use/application of equipment.</li> <li>• To prescribe and assist in the provision of appropriate aids and equipment.</li> <li>• Perform other related duties as directed by the Director of Clinical Services.</li> </ul> <p><b>Personal/Professional Development</b></p> <ul style="list-style-type: none"> <li>• Actively pursue further professional development opportunities, participating in scheduled clinical education and training programs and in quality and service improvement activities including research to continually improve patient care.</li> </ul> <p><b>Customer Service</b></p> <ul style="list-style-type: none"> <li>• To provide education and act as a resource to: <ul style="list-style-type: none"> <li>○ Other staff, students, clients and carers.</li> <li>○ Community groups and other agencies as appropriate and required.</li> </ul> </li> <li>• To work in accordance with the Code of Professional Conduct as set down by the Australian Physiotherapy Association.</li> <li>• To comply with the Boort District Health Code of Conduct.</li> <li>• At all times promote good interpersonal relationships both within and</li> </ul>

	<p>outside of the department, team and organisation.</p> <p><b>Teamwork and Communication</b></p> <ul style="list-style-type: none"> <li>To make verbal or written reports on patient condition, progress and recommendations.</li> <li>To liaise regularly with Director of Clinical Services on client and administrative matters relating to work areas.</li> <li>To attend team meetings as required and work in conjunction with other disciplines to achieve common goals.</li> <li>Effective delegation of appropriate tasks to the Allied Health Assistants.</li> </ul> <p><b>Documentation and Administration</b></p> <ul style="list-style-type: none"> <li>Maintain statistics as required.</li> <li>To record assessments, actions/treatment and progress in patient files in a timely manner.</li> <li>Maintain an up to date written program for any groups conducted.</li> <li>Participate in ongoing development, revision and implementation of policies and procedures.</li> </ul>
<b>Key Selection Criteria:</b>	<ul style="list-style-type: none"> <li>Bachelor of Physiotherapy or equivalent from a recognised university or college institution</li> <li>Current registration with AHPRA</li> <li>Demonstrated clinical skills in diverse range of physiotherapy practice</li> <li>Ability to work independently without direct clinical supervision, and with initiative.</li> <li>Ability to work well in a multi-disciplinary team and with community members</li> <li>Excellent communication and organisational skills</li> <li>To be flexible and adaptable to varied clinical areas of physiotherapy</li> </ul> <p><b>Desirable:</b></p> <ul style="list-style-type: none"> <li>A good knowledge of quality improvement and the Australian public health system</li> <li>Experience in public speaking and providing group education</li> <li>Current Driver's License</li> </ul>
<b>Salary/Award:</b>	Salary in accordance with Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2020-2021.
<b>Infection Control:</b>	<ul style="list-style-type: none"> <li>Each staff member has a responsibility to minimize exposure to incidents of infection/cross infection of residents, staff, visitors and the general public.</li> <li>The risk minimization strategies are to be supported by all staff adhering to the Infection Control Manual policies, procedures and guidelines.</li> </ul>
<b>Continuous Quality Improvement:</b>	<ul style="list-style-type: none"> <li>Each staff member is expected to demonstrate a commitment to best practice.</li> <li>All staff shall take responsibility for their own practice and share responsibility for creating and maintaining a system that provides safe, high quality health care.</li> <li>All staff will participate in quality improvement activities aimed at improving patient outcomes and maintaining accreditation standards.</li> <li>It is the responsibility of every staff member to be familiar with Health Service-wide and specific Department Policies &amp; Protocols</li> </ul>
<b>Person Centered Care:</b>	<p>The Health Service supports in its values the philosophy of Person Centered Care to ensure all people, including health service providers, clients, their carers and family members are respectfully cared for and encouraged to participate in the provision of quality health care.</p> <p>We recognise diversity is part of every person and as such providers of health care must be actively involved in developing models of care that are person centered</p>

<b>Just Culture:</b>	All staff are expected to support a Just Culture in which reporting is actively encouraged, with an emphasis on learning from issues that arise as opposed to blaming those involved.
<b>Privacy and Confidentiality:</b>	BDH are committed to protecting patient and staff privacy and confidentiality, as it is an important aspect of our commitment to providing high quality services. In accordance to both the Health Records Act and the Information Privacy Act, information should only be used and disclosed for the primary purpose of its collection. Each employee has a responsibility to adhere to BDH's Privacy and Confidentiality Policy, as it is a condition of employment. Any breach of the rules of privacy and/or confidentiality relating to health service business, patients or medical records will result in disciplinary action.
<b>Mandatory Training:</b>	All employees must be aware of and complete designated mandatory training within the required time frame.
<b>Inclusive Workplace:</b>	BDH is committed to providing an inclusive, welcoming and safe service and workplace for everyone who engages with our organisation regardless of race, culture, religion, sexuality, gender identity, age or ability.
<b>Safety:</b>	<b>RESPONSIBILITIES: It is the responsibility of every staff member to:</b> <ul style="list-style-type: none"> <li>• Take reasonable care for your safety and the safety of others while at work.</li> <li>• Report accidents, incidents and potential hazards as soon as reasonably practicable to your supervisor and record on VHIMS reporting system.</li> <li>• Advise your supervisor if you have an injury or illness that may affect your ability to perform the inherent requirements of your position.</li> <li>• Be familiar with emergency and evacuation procedures as detailed in the Emergency Procedures Manual.</li> <li>• Complete all Mandatory training requirements as identified and directed.</li> <li>• Comply with the Occupational Health and Safety Act and all BDH OH&amp;S online Policies and Procedures.</li> </ul>
<b>Asset Management:</b>	Staff with asset management responsibilities are required to adhere to the Asset Management Policy and Protocols.
<b>Review:</b>	Completion of My Work Plan on a yearly basis.
<b>Previous Revision dates:</b>	
<b>Current:</b>	May 2021
<b>Managers Name:</b>	Donna Doyle
<b>Managers Signature:</b>	
<b>Employees Name:</b>	
<b>Employees Signature:</b>	