



Position Description

POSITION INFORMATION	
Position Title:	Physiotherapist
Position Term:	Permanent, ongoing
Hours:	4 days per week, (0.8 FTE) 7.6 hours per day
Award:	HSUA3 – Grade 2 Allied Health Professionals Victorian Community Health Centres Enterprise Agreement 2022-2026
Location:	This position will be based at Belgrave and Lilydale
Team:	Primary Care
Reports To:	Team Leader - Aged and Disability
Date:	February 2025

ABOUT INSPIRO

Inspiro is a local, not-for-profit health service providing allied health, counselling, dental and health promotion services to the Yarra Ranges community. Inspiro is committed to providing an equitable, inclusive and respectful service and workplace for all. We embrace differences in health needs, and work to provide individuals and communities the care necessary to lead healthier lives.

Our Vision:

Inspiring healthier lives. Our vision is to inspire as many people as we can to identify and achieve their own health goals.

Our Values:

Friendly: we offer a welcoming and accessible place where people are treated with respect and dignity.

Client centred: We support the right of each individual to set their own health goals and actively work alongside and empower people to reach them.

Local: we provide a strong community membership, board and workforce which keeps us grounded on what is important for clients.

Our work environment is based around the workplace values of respect, recognition, collaboration, openness, integrity and empowerment.

POSITION SUMMARY

This position is responsible for the provision of a high standard of clinical services to eligible clients in our community. Key deliverables for this role are to provide individualised, evidence-based physiotherapy assessments, clinical interventions and education with an emphasis on empowerment and self-management. The caseload includes a wide variety of conditions in musculoskeletal, chronic pain, neurological, aged care and disability and requires the capability to work autonomously as well as part of a larger multidisciplinary team. We also have opportunity to work in women's health space for someone with special interest and qualification in the area.

The model of service aims to achieve a financially sustainable podiatry service and provide evidence based, high quality, safe, client centred care that meets current professional best practice standards. This salaried position will offer high quality care to clients under both public and fee for service models.

POSITION RESPONSIBILITIES

Inspiro has as a principal part of its philosophy an emphasis on illness prevention, early intervention, and health promotion. To achieve this, this role will work co-operatively within a team of dedicated professionals, to provide high quality, safe, comprehensive, and multi-disciplinary health services.

Clinical Service Delivery

- Provide a high-quality person-centred physiotherapy service to clients of Inspiro in line with all policies, procedures, and guidelines for practice.
- Develop care plans in collaboration with clients which are based on client-centred goals.
- Identify the need for any additional services with the client and make appropriate referrals that support a coordinated approach to improved health outcomes for the client.
- Provide follow up reviews, interventions, and self-management strategies to empower the client to achieve their identified goals.
- Develop, run, and evaluate group-based programs that support clients to improve control of their own health and encourage integration into the community,
- Supervise and support Allied Health Assistants and physiotherapy students as required.
- Where appropriate, provide reports to other providers such as GPs, NDIS Support Coordinators or Aged Care Package case managers to demonstrate the effectiveness of the service in reaching the client/participants' goals.
- Ensure that client files support the best practice standards for documentation, the funding body business rules and uphold the values of the organisation.

Teamwork, Quality Improvement and Professional Development

- Participate in Inspiro's continual quality improvement program including the development of new practice models and community development approaches.
- Be committed to ongoing professional development and undertake annual mandatory training.
- Keep up to date with developments and trends within Community Health.
- Ensure Inspiro's services are accessible, client focused; developed, delivered and evaluated in partnership with our diverse communities.

- Actively participate in:
 - regular supervision, annual work plans and annual performance reviews.
 - organisationally required meetings in a positive constructive manner.

Financials, Budgets, Targets, Funding

- Understand the business rules for all relevant funding stream (HACC, CHSP, HCP, CH, ICD, MBS, NDIS or others) and achieve targets in all areas.

Culture, Engagement, Diversity

- Demonstrate behaviours aligned with Inspiro's values and Code of Conduct.
- Actively contribute to a work culture based on curiosity and accountability:
 - that encourages open and effective communication and a positive response to innovative ideas.
 - in which feedback is seen as a strategy to enhance goals, awareness and learning and is a positive experience for those involved.
 - that is ready to seize opportunities as they arise and to act to achieve results.
 - that keeps the client at the centre of everything we do.
 - that is responsive to service demand.
 - that is accountable.
 - that has a zero-tolerance approach towards disrespectful and discriminatory behaviour.
 - that supports and values diversity at all levels within the organisation.

Trauma Informed Care

- Take a trauma informed care approach in relation to interactions with clients, staff, and others.

Health and Safety

- Take reasonable care to ensure no risk or harm to self and others in the workplace. This includes immediately reporting any incidents, near miss, hazards, and injuries.
- Comply with relevant Occupational Health and Safety laws, standards, safe work practices, policies and procedures and attend all safety initiatives, improvements & training.
- Act as a role model by demonstrating safe work behaviours and conducting work in accordance with our safety management system.
- Comply with best practice infection control guidelines and actively participate in education related to emergency procedures and in some circumstances, first aid courses.

PERFORMANCE OBJECTIVES AND INDICATORS

Performance Targets

- Achievement of a minimum of 6 direct/indirect client contact hours / billable hours per day
- To achieve public target and private billable target
- Efficient diary management
- Accurate and timely statistics reporting

Other performance objectives and indicators will be discussed with your Team Leader and a workplan developed.

Practice Framework

Compliance with:

- Inspiro Physiotherapy service model and practice framework
- APHRA, credentialing and accreditation requirements
- Inspiro policy and procedures
- documentation and data reporting requirements
- file audits and peer review

Quality Improvement and Evaluation

- Evidence of participation in quality improvement activities
- Evidence of participation in professional development activities relevant to the position
- Review programs and groups annually
- Completion of mandatory training

Qualifications, knowledge and experience

- Relevant physiotherapy qualifications
- Professional registration with AHPRA
- Registration as an MBS provider
- Membership of the Australian Physiotherapy Association (preferred)
- Demonstrated knowledge of physiotherapy management techniques including musculoskeletal, rehabilitation and neurological
- Demonstrated knowledge of and/or experience working within Chronic Care models
- Sound knowledge in contemporary clinical practice with commitment to maintain and update knowledge
- Well-developed communication and interpersonal skills
- Ability to work unsupervised
- Ability to use technology to achieve efficiencies

Relevant Checks in place:

- Employment is subject to a Police check. Persons who have worked overseas may be required to obtain an international police check
- Working with Children's Check valid for employment purposes
- NDIS Clearance Check
- Aged Care Compliance: not be listed on the Aged Care Register of Banning Orders; Aged Care Statutory Declaration
- Current Victorian Driver's Licence and the ability to drive a range of vehicles if required.
- Must be fully vaccinated against COVID-19 and able to provide evidence of COVID-19 vaccination status.

Current funding and legal requirements mean all the relevant checks must be completed prior to starting work at Inspiro.