

Employee Position Description

Position Details		
Position Title: Physiotherapist	Department: Allied Health & Chronic Disease	Agreement: Victorian Stand- Alone Community Health Centres, Allied Health Professionals Enterprise Agreement 2022-2026
Reports To: Allied Health Manager, Yarra Ranges	Location: Predominantly based at Lilydale and Belgrave, with ability to work from all sites	
Direct Reports: Nil	Employment Status: Grade 1 Full time permanent	Classification: Grade 1 (year depending on experience)
Position Primary Purpose		
<p>The Physiotherapist will provide client centred physiotherapy services to adult clients as part of a multi-disciplinary allied health team. This position reports to the Allied Health Manager and will receive clinical support from the Physiotherapy Senior Clinician and the broader Physiotherapy team.</p> <p>This position aims to provide evidence-based, high quality, safe, client centred care that meets current professional standards. Working within a multi-disciplinary model, the Physiotherapist (Grade 1) will work closely with other allied health disciplines and other teams within Access Health and Community (AccessHC), such as Service Connection, as well as external stakeholders.</p> <p>Clients referred to the Physiotherapy Service are seen under a variety of funding streams, including but not limited to: Community Health (CH), Commonwealth Home Support Programme (CHSP), <i>Home and Community Care (HACC)</i>, <i>Home Care Package/Support at Home</i>, <i>National Disability Insurance Scheme (NDIS)</i>, <i>MBS</i>, <i>Private Fee for Service</i>, as well as other funding and future grant opportunities.</p> <p>Working with a predominantly adult caseload, this position will provide services to clients with acute conditions, chronic conditions, developmental and neurological disability, and aged care clients. Services will include individual and group therapy delivered as centre-based, home-based, community based or by telehealth as required. The position encompasses promotion of health and wellbeing across the spectrum from prevention, early intervention and illness prevention.</p>		
Decision Making Authority		Key Relationships

This position description provides a comprehensive, but not exhaustive, outline of the key activities of the role. AccessHC employees will therefore be expected to comply with manager's directions when and as required, which may include completion of duties not listed in this document.

Decisions made independent of Manager <ul style="list-style-type: none"> • Decisions pertaining to clinical service delivery where significant risk to client or staff is not identified. • Clinical care delivery including client and carer education and correspondence with relevant health professionals or services • Prioritisation and triage of caseload, in consultation with senior clinician and manager as required 	Internal <ul style="list-style-type: none"> • Allied Health Multidisciplinary Team • Physiotherapists, Exercise Physiologists and Allied Health Assistants • Senior Clinician Physiotherapy • Allied Health Manager • Senior Manager Allied Health • Service Connection and Customer Service Team • Colleagues in Mental Health, Child and Family, Dental, Medical and Community Service teams • Health Promotion and Communication teams External <ul style="list-style-type: none"> • Referrers – e.g. Case Managers, Hospitals, GPs, MAC • SWEP and GEAT • NDIS Stakeholders including Support Coordinators, Care Managers • Aged Care Stakeholders including Assessors, Care Managers • Community Recreational Facilities
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Key Accountabilities	
Focus Areas	Responsibilities
Provision of clinical services	<ul style="list-style-type: none"> • Work within professional scope of practice and service capability to provide timely, evidence-based and acceptable clinical care to clients of the Physiotherapy Service • Provide individualised assessments, interventions and education with an emphasis on empowerment and self-management • Develop, facilitate, and evaluate group-based programs that support clients to improve control of their own health and encourage integration into the community • Optimise client's physical and mental health and social wellbeing through promotion of multi-disciplinary care and linkage to relevant community services and programs • Engage with clients and carers to support self-management and goal directed care planning • Delegate appropriate clinical and administrative tasks to allied health assistants

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Version No: 1	Last Updated: 28/11/2023	Author: Physiotherapy Manager	Approved By: DN	Page 2 of 5
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Key Accountabilities	
Focus Areas	Responsibilities
	<ul style="list-style-type: none"> • Maintain privacy, confidentiality and compliance with electronic health record documentation and administrative requirements of funding streams, and relevant Access Health & Community policies and procedures • Ensure all data recording and reporting is completed in a timely and accurate manner. • Meet Targets and Key Performance Indicators relevant to your role and in compliance with Government and Access Health and Community standards • Comply with infection prevention and control standards in accordance with Access Health & Community's Infection Control policy and procedures
Professional development	<ul style="list-style-type: none"> • Demonstrate commitment to continuous professional development (CPD) relevant to work at Access Health & Community, and maintain registration with AHPRA • Proactively identify own educational needs, seek information from a range of sources and assist with the development of appropriate, effective and evidence-based service delivery
Clinical Supervision and Workplan Review	<ul style="list-style-type: none"> • Actively participate in Clinical Supervision and Clinical Support Framework at AccessHC • Actively participate in annual work plan and KPI review
Student Supervision	<ul style="list-style-type: none"> • Offer observation or information sessions to other students on placement at Access HC
Contribution to Allied Health Multi-disciplinary and Physiotherapy Teams	<ul style="list-style-type: none"> • Develop effective collaboration with both the multidisciplinary team and Physiotherapy teams to enhance clinical outcomes of clients • Initiate and accept internal referrals to/from allied health team and co-ordination of client services • Ensure Access HC's services are accessible, client focused, developed, delivered and evaluated in partnership with our diverse communities • Contribute to meetings and case conference with colleagues as part of multi-disciplinary care • Contribute to continuous quality improvement relevant to Allied Health MDT and Physiotherapy service
AccessHC Values	<ul style="list-style-type: none"> • Through actions and behaviour, demonstrate AccessHC Values of; <i>Equity, Collaboration, Integrity, Accountability, Innovation and Excellence.</i>
Governance and Compliance	<ul style="list-style-type: none"> • Act in accordance with Access HC's policies, procedures and code of conduct. • Maintain current and professional credentials in accordance with relevant legislation and industry requirements. • Participate in mandatory training requirements to support the delivery of a safe and effective service.
Workplace Health and Safety	<ul style="list-style-type: none"> • Act in accordance with health and safety policies and procedures at all times. • All staff are required to take reasonable care for their own health and safety and that of other personnel who may be affected by their conduct. • Works collaboratively within and outside the team

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Selection Criteria				
Mandatory selection criteria items <ul style="list-style-type: none"> AHPRA Registration Police Check International Police Check (if applicable) Working With Children Check NDIS Worker Screening Check Driver's Licence First Aid and CPR COVID Vaccination MBS Provider Number (eligible) 		Attributes we value <ul style="list-style-type: none"> Demonstrated ability to work collaboratively as part of a multi-disciplinary team Understanding of contemporary health landscape and funding models relevant to community health and fee for service activity Demonstrated skill and knowledge of prescribing assistive technology such as mobility aids and transfer equipment Strong communication and interpersonal skills Demonstrated ability to facilitate and evaluate group programs Well-developed written and verbal communication skills Commitment to continuous quality improvement and health promotion principles Effective time management and prioritisation skill Demonstrated ability to communicate and work with people from a diverse range of social, cultural and ethnic backgrounds Bilingual language skills are highly valued Demonstrated behaviours consistent with AccessHC values 		
Key selection criteria items <ul style="list-style-type: none"> Bachelor of Physiotherapy or Master of Physiotherapy (or equivalent) Applied clinical knowledge and experience in delivering client centred and best clinical practice in physiotherapy Demonstrated knowledge of My Aged Care and fee for service model of care including NDIS and Home Care Packages/Support at Home Demonstrated skill and knowledge of prescribing assistive technology such as mobility aids and transfer equipment Proficiency in Microsoft Office and aptitude for learning and using relevant software such as TrakCare and Microsoft Teams 				
<p><i>Access Health and Community is an equal opportunity employer committed to providing an inclusive working environment that embraces and values all people, regardless of cultural background, age, gender identity, sexuality or lived and living experience. We value the diversity and strength of Aboriginal and Torres Strait Islander cultures and are committed to delivering on our vision for reconciliation through our recruitment and employment practices. Access is required to undertake compliance checks; however, a record of criminal history does not preclude applicants from applying for suitable positions. All applications will be assessed on a case-by-case basis and managed in a confidential and practical manner.</i></p>				
Authorisations				
Employee Name:		Manager Name:		
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Version No: 1	Last Updated: 28/11/2023	Author: Physiotherapy Manager	Approved By: DN	Page 4 of 5

Signature: _____ Date: / /	Signature: _____ Date: / /
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