



Position Description

Position Identification			
Position Title:	Senior Physiotherapist		
Direct Reports	Nil	Indirect Reports:	Nil
Position Number: (from HRIS)		Effective Date:	March 2019
Location:	5D Cromwell Street, Glenroy/Dependent on client demand		
Scope of Practice:	Not Applicable		
Delegation of Authority:	Refer to Delegation of Authority Policy (Policy number:1.01.07)		
Agreement/Classification *For HR use only	Victorian Stand Alone Community Health Centres, Health professionals Multi-Employer Agreement <ul style="list-style-type: none"> Physiotherapist, Grade 3 		
Organisational Context			
Divisional:	Aged & Primary Care		
Program:	Aged Care	Unit: Aged Specialist Services	
Organisational chart	<pre> graph TD Manager[Manager, Aged Care] --> TeamLeader[Team Leader, Aged Specialist Services] TeamLeader --> ExercisePhysiologist[Exercise Physiologist] TeamLeader --> SeniorOccupationalTherapist[Senior Occupational Therapist] TeamLeader --> SeniorPhysiotherapist[Senior Physiotherapist] </pre>		
Position Summary			
	<p>The Grade 3 Physiotherapist role is funded by the Commonwealth Home Support Program Specialist Support Services (CHSP-SSS) and sits within the Aged Specialist Services within Aged & Disability Services at Merri Health. The Aged Specialist Services is a multidisciplinary allied health service composed of two distinct service arms:</p> <ul style="list-style-type: none"> - The Specialist Memory and Dementia Service: an early intervention service for clients diagnosed with dementia or self-reporting cognitive decline utilising strengths based framework. - Rapid Reablement Service: provision of goal-focussed, time limited allied health services for CHSP-SSS eligible clients. <p>The Grade 3 Physiotherapist is responsible for providing expert clinical assessment and rehabilitation for clients referred by primary, secondary and tertiary providers to the Aged Specialist Services. As a clinical leader the Grade 3 Physiotherapist will share their knowledge and expertise with the physiotherapy workforce at Merri Health, including developing, mentoring and up-skilling Grade 2 Physiotherapists and supervising physiotherapy students.</p>		



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	<p>The Grade 3 physiotherapist is experienced in service development, quality and research and is expected to pursue innovative service delivery approaches in the context of the broader pressures between the tertiary, secondary and primary care settings.</p>
Position Accountabilities	
	<p>Clinical</p> <ul style="list-style-type: none">• Deliver independent, high level physiotherapy clinical services for clients 65 years and older (50 and older for Aboriginal and Torres Strait Islander people), utilising evidence based practice to guide clinical decision making.• Deliver high quality clinical services that are goal-focussed and time orientated, for clients experiencing functional decline not related to a hospital admission.• Provide high quality education and information to patients about the management of their condition, involving clients and carers in decision making and negotiating agreed plans and arranging appropriate medical and allied health follow up where required.• Actively contribute to the development of professional and clinical standards, clinical practices, and work unit guidelines.• Demonstrate detailed knowledge of relevant community resources, information and referral processes, and apply this knowledge in clinical practice.• Provide high level clinical advice to professional and operational supervisors, relevant managers and other stakeholders regarding service delivery, and monitor and report on clinical service issues and outcomes.• Utilize high level communication and negotiation skills with patients and their families, other health professionals, referrers, and students to facilitate cooperation, positive relationships and effective service delivery.• Lead and participate in developing and implementing quality and service improvement activities that enhance the delivery of physiotherapy services, and undertake clinical service development responsibilities as delegated.• Actively participate in professional development, supervision and mentoring of Grade 1 & 2 Physiotherapy clinicians to ensure the maintenance of professional clinical standards and general up skilling of staff in aged care rehabilitation• Physiotherapy student placement planning, supervision and feedback• Have evidence of regular continuing education relevant to the physiotherapy management of older clients. <p>General</p> <ul style="list-style-type: none">• Provision of high quality, evidence based services for all clients consistent with accepted professional and organizational policies and procedures.• Ensure that services are provided in a manner respectful of the languages, literacy levels, cultural beliefs and practices of our clients.• Accurately record data as required by agency and funding bodies, and ensure timely follow up on data quality reports as requested by the Team Leader.• Support the Aged & Disability program staff in facilitating multidisciplinary student placements.• Adhere to Occupational Health and Safety standards within the organisation to ensure a safe work place.• Adhere to Organisational and Program policies and procedures.• Support and supervise the practice of Allied Health Assistant staff (if required)• Participate in project work in conjunction with other relevant health professionals.• Participate in relevant networks and forums and maintenance of links with key external agencies.



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	<ul style="list-style-type: none"> • Undertake professional development activities to maintain and enhance skills. • Participate in the Individual Performance Review (IPR) process including the development of annual work plan, ensuring activities are carried out as outlined. • Attend service unit meetings, staff meetings and other organisational meetings as required. • Contribute to a positive culture within the Aged & Disability program and foster a multidisciplinary approach to client care. • Utilise self-reflection, supervision and client feedback to identify and address individual training and development needs, particularly with regards to clinical skills development. • Demonstrate expertise in a range of clinical work that is guided by evidence based practice and in which outcomes are monitored. Modifications to clinical service are proposed, planned and initiated using a quality improvement methodology aimed at promoting cost-effective, safe, efficient and client-centred services. • Work with Team Leaders and the Aged & Disability Program Manager to develop a positive culture within the physiotherapy department and model active participation within the multidisciplinary team. • Develop effective and productive professional relationships with external and internal stakeholders, demonstrating highly developed communication, negotiation and conflict resolution skills. • Model professional leadership and act as a mentor/supervisor within Physiotherapy and across disciplines and programs <p>Key Performance Measures</p> <ul style="list-style-type: none"> • Achieve targets set by funding agreements. • Initial clinical assessment of client documented in Client Information Management System (CIMS) within 24 hours. • Goal Directed Care plan developed, reviewed and updated as per Work Practice, and finalised prior to discharge of client. • Appropriate and timely communication with GPs and referrers, as outlined in the relevant Work Practice. • 80% client satisfaction with services reflected by the client satisfaction survey. • Satisfactory rating regarding compliance with Merri Health policies and procedures. • Achievement of KPOs and development plan as outlined in IPR. • 70% attendance of and participation in team and Program Meetings. • 100% attendance and participation in operational and clinical supervision. • My Aged Care portal administration completed for each client as required to ensure adherence to Key Performance Indicators (KPIs).
<p>Safety and Risk</p>	<p>Occupational Health & Safety (OHS)</p> <ul style="list-style-type: none"> • All employees have a duty to take reasonable care for the health and safety of themselves and others affected by their actions at work, and to comply with Merri Health’s OHS Frameworks. <p>Physical Inherent requirements (PIR)</p> <ul style="list-style-type: none"> • Involves sedentary tasks requiring a low level of physical activity and alternation between seated and standing positions • Incorporates computer based activities, where employees are required to maintain a slight to moderate degree of cervical flexion for periods of several minutes at a time, occasionally sitting for periods in excess of 20 minutes • Sound upper limb joints, with the ability to withstand repetitive upper limb activity



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	<ul style="list-style-type: none"> • May be required to occasionally lift and carry items weighing up to 10kgs <p>Quality & Risk</p> <ul style="list-style-type: none"> • Be proactive in risk identification, notification and management. • Comply with Merri Health’s policies and procedures • Participate in quality improvement activities and engage clients in these activities when relevant. <p><i>Merri Health is an equal opportunity employer and committed to ensuring a safe environment for children and young people. We encourage individuals of diverse backgrounds including but not limited to those from the Aboriginal and Torres Strait Islander, Culturally and Linguistically Diverse and the GLBTIQ community to join our workforce.</i></p>
Capabilities	All employees are expected to align their behaviours and utilise capabilities (or ‘soft skills’) in line with our organisational values and the level of responsibility of the position. The capabilities for this position can found within Merri Health’s Capability Matrix.
Key selection criteria	
Essential	<ul style="list-style-type: none"> • More than 5 years post graduate clinical experience. • At least 4 years rehabilitation experience in, subacute or community settings working with people with neurological conditions, post stroke, dementias, balance and vestibular disorders, general deconditioning and musculoskeletal conditions. • Demonstrated knowledge and experience in planning, implementation and evaluation of service models and novel models of care. • Demonstrated high level interpersonal and communication skills both written and verbal (including conflict resolution and negotiation). • Demonstrated ability to impart knowledge to staff at all levels and across services, as well as members of the wider community. • Demonstrated ability and experience working as part of a multidisciplinary team. • Demonstrate leadership skills and initiative in developing and promoting evidence-based clinical care. • Innovative problem-solving skills. • High level organisational skills and computer literacy. • Understanding of health structures and health service interfaces. Including the interfaces between health care, services for the aged and marginalised communities.
Desirable	<ul style="list-style-type: none"> • Knowledge and experience of client-centred self-management principles. • Research skills. • Involvement in professional groups associated with neurological rehabilitation. • Possess knowledge and understanding of the cultural diversity of the community. • Relevant postgraduate qualifications (Clinical Master of Physiotherapy or equivalent) or progression toward these, with a commitment to completion.
Checks, licences and registration	<ul style="list-style-type: none"> • Degree qualified in Physiotherapy. • Current registration as a Physiotherapist with the Australian Health Practitioner Regulation Agency. • National Police Check. • Current Victorian Driver’s Licence.