



# Position Description

Position Identification			
Position Title:	Physiotherapist		
Direct Reports	0	Indirect Reports:	0
HRIS Position Number:		Effective Date:	November 2018
Location:	Glenroy		
Scope of Practice:	Scope of Practice		
Delegation of Authority:	Refer to Delegation of Authority Policy		
Agreement/Classification: *HR Use Only	Victorian Stand Alone Community Health Centres, Health Professionals Multi-Employer Agreement <ul style="list-style-type: none"> <li>Physiotherapy, Grade 2</li> </ul>		
Organisational Context			
Divisional:	Aged & Primary Care		
Program:	Aged Care	Unit: Aged Specialist Services	
Organisational Chart	<pre> graph TD     Manager[Manager, Aged Care] --- TL[Team Leader, Aged Specialist Services]     TL --- Physiotherapist[Physiotherapist]           </pre>		
Position Summary			
<p>The Grade 2 Physiotherapist role is funded by the Commonwealth Home Support Program Specialist Support Services (CHSP-SSS) and sits within the Aged Specialist Services within Aged &amp; 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"> <li>The Specialist Memory and Dementia Service: an early intervention service for clients diagnosed with dementia or self-reporting cognitive decline utilising strengths based framework.</li> <li>Rapid Reablement Service: provision of goal-focussed, time limited allied health services for CHSP-SSS eligible clients.</li> </ul> <p>The Grade 2 Physiotherapist is responsible for providing clinical assessment and rehabilitation for clients referred by primary, secondary and tertiary providers to the Aged Specialist Services. The Grade 2 physiotherapist will work across both service arms of the Aged Specialist Services.</p>			
Position Accountabilities			
Responsibilities	<b>Clinical</b> <ul style="list-style-type: none"> <li>Deliver physiotherapy clinical services for clients 65 years and older (50</li> </ul>		



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and older for Aboriginal and Torres Strait Islander people), utilizing 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.
- Individual assessment, diagnosis and treatment for clients with musculoskeletal, orthopaedic and neurological health conditions.
- Equipment prescription (particularly for gait-aids)
- 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.
- Utilize communication and negotiation skills with patients and their families, other health professionals, referrers, and students to facilitate cooperation, positive relationships and effective service delivery.
- Have evidence of regular continuing education relevant to the physiotherapy management of older clients.

## General

- 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.
- 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.
- 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.



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	<ul style="list-style-type: none"> <li>• Develop effective and productive professional relationships with external and internal stakeholders, demonstrating highly developed communication, negotiation and conflict resolution skills.</li> <li>• Ensure compliance with all relevant legislation, funding guidelines, service standards and contractual obligations.</li> <li>• Participation in planning, designing and implementation of group exercise classes.</li> <li>• 1:1 centre-based physiotherapy treatment: short-term treatment options including, but not limited to manual therapy, electrotherapeutic and thermal modalities (Ultrasound, paraffin-wax, heat packs), taping &amp; exercise prescription tailored to client's need and clinical presentation.</li> <li>• Group exercise programs to improve clients' mobility and level of functional activity, to help recover from injury or illness.</li> <li>• Health education (both on an individual basis as well as part of group programs).</li> <li>• Maintain equipment in appropriate working order. Support and supervise the practice of Allied Health Assistant staff (if required)</li> <li>• Practice complies with AHPRA and delegated scope of practice.</li> <li>• Undertake any reasonable additional tasks as directed by Merri Health.</li> </ul>
<p><b>Safety and Risk</b></p>	<p><b>Occupational Health &amp; Safety (OHS)</b></p> <ul style="list-style-type: none"> <li>• 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.</li> </ul> <p><b>Physical Inherent requirements (PIR)</b></p> <ul style="list-style-type: none"> <li>• Involves sedentary tasks requiring a low level of physical activity and alternation between seated and standing positions</li> <li>• 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</li> <li>• Sound upper limb joints, with the ability to withstand repetitive upper limb activity</li> <li>• May be required to occasionally lift and carry items weighing up to 10kgs</li> </ul> <p><b>Quality &amp; Risk</b></p> <ul style="list-style-type: none"> <li>• Be proactive in risk identification, notification and management.</li> <li>• Comply with Merri Health's policies and procedures</li> <li>• Participate in quality improvement activities and engage clients in these activities when relevant.</li> </ul> <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>
<p><b>Capabilities</b></p>	<p>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 be found within Merri Health's Capability Matrix.</p>



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<b>Key selection criteria</b>	
<b>Essential</b>	<ul style="list-style-type: none"><li>• Bachelor's Degree in Physiotherapy, or Masters of Physiotherapy (Graduate Entry).</li><li>• Minimum 2 years' experience working with clients with musculoskeletal, orthopaedic and neurological conditions.</li><li>• Ability to work autonomously.</li><li>• Experience with development, implementation and evaluation of group programs.</li></ul>
<b>Desirable</b>	<ul style="list-style-type: none"><li>• An interest in working with clients who have dementia or self-reported cognitive changes.</li><li>• Experience in self-management education.</li><li>• Experience working in a community setting.</li><li>• Experience with communities with low health literacy and socioeconomic disadvantage.</li><li>• Experience working with people from CALD backgrounds.</li><li>• Experience working in a multidisciplinary team.</li><li>• Experience working with clients residing in public housing.</li></ul>
<b>Checks, Licences and Registration</b>	<ul style="list-style-type: none"><li>• National Police Check (NPC)</li><li>• Current full or probationary drivers licence</li><li>• AHPRA Registration</li><li>• Working with Children Check (WWCC)</li><li>• Disability Worker Exclusion Scheme (DWES)</li></ul>