



Position Description

Position Identification			
Position Title:	Grade 1 Physiotherapist		
Direct Reports	0	Indirect Reports:	0
HRIS Position Number:		Effective Date:	November 2022
Location:	Bell Street, Coburg and other Merri sites dependent on client demand		
Scope of Practice:	Scope of Practice Link		
Delegation of Authority:	Refer to Delegation of Authority Policy		
Classification/Agreement: *HR Use Only	Victorian Stand Alone Community Health Centres, Health Professionals Multi-Employer Agreement <ul style="list-style-type: none"> Physiotherapy, Grade 1 		
Organisational Context			
Divisional:	Aged & Primary Care		
Program:	Aged Care	Unit:	Independent Living
Organisational Chart	<pre> graph TD GM[General Manager Aged & Primary Care] --- M[Manager Aged Care] M --- TL[Team Leader Independent Living] TL --- GP[Graduate Physiotherapist] </pre>		
Position Summary			
<p>The Graduate Physiotherapist role is funded by the Commonwealth Home Support Program (CHSP).</p> <p>The CHSP funds services for clients 65 years and older (50 and older for Aboriginal and Torres Strait Islander people). This program is underpinned by a wellness approach, which focusses on clients' strengths, is goal oriented and aims to maximise independence and autonomy. The CHSP also embraces principles of reablement and restorative care which are time limited and goal oriented approaches that help clients adapt to a functional loss and/or address a particular deficit.</p> <p>The Graduate Physiotherapy Program is designed to promote career opportunities for Physiotherapists in the Primary Care setting. It aims to develop skills, knowledge and networks to help a new physiotherapist build a future career in community health. The program provides on the job training, professional development and support to help the graduate advance their career.</p>			
Position Accountabilities			
Responsibilities	<ul style="list-style-type: none"> Maintain and enhance professional knowledge and technical skills by 		



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	<p>keeping up to date with new developments and relevant trends.</p> <ul style="list-style-type: none">• Undertake any reasonable additional tasks as directed by Merri Health.• Ensure compliance with all relevant legislation, funding guidelines, service standards and contractual obligations.• Provision of high quality, evidence based services for all clients consistent with accepted professional and organizational policies and procedures, including but not limited to assessment, diagnosis and treatment of common musculoskeletal, orthopaedic and neurological conditions, including managing such conditions effectively with clients who have low health literacy.• Gait aid assessment and prescription of appropriate gait aids, subsequent funding applications/ordering of equipment as required.• Conduct and supervise group exercise programs (including water based exercises) to improve client's mobility and level of functional activity, to help recover from injury or illness.• Ensure that initial assessment of clients incorporates consideration of their individual circumstances and health needs from a holistic perspective, and referrals to other allied health professionals as required.• With the support of the Grade 2 Physiotherapists and Team Leader, manage time and prioritise competing demands so that clinically appropriate care is delivered in a timely fashion, and non-clinical deadlines and responsibilities are met.• Record appropriate information and outcomes in an accurate and timely manner (eg. initial clinical assessment of client documented in Client Information Management System within 24 hours) and be aware of and adhere to required documentation standards.• 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 Allied Health staff in facilitating multidisciplinary student placements.• 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 program and foster a multidisciplinary approach to client care.• Undertake an active learning approach to maintain and enhance professional skills.• Utilise self-reflection, supervision and client feedback to identify and address individual training and development needs, particularly with regards to clinical skills development.• Practice complies with AHPRA and delegated scope of practice.
Safety and Risk	Occupational Health & Safety (OHS) <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.



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	<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 • 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>
<p>Capabilities</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>
<p>Key selection criteria</p>	
<p>Essential</p>	<ul style="list-style-type: none"> • Degree in Physiotherapy • Well-developed oral and written communication skills, including the ability to clearly explain complex ideas to clients with varying levels of health literacy. • Good interpersonal skills, including the ability to network and liaise with others and contribute effectively in a team environment. • Outcomes focused, including the ability to manage time, meet deadlines and deliver expected results. • Knowledge of community health principles and the role of community health physiotherapy in the broader health system. • An understanding of health challenges associated with ageing. • Ability to work under supervision and with increasing autonomy as skills develop
<p>Desirable</p>	<ul style="list-style-type: none"> • Experience on placement in a community health environment. • Relevant second language.
<p>Checks, Licences and Registration</p>	<ul style="list-style-type: none"> • National Police check (NPC) • Current full or probationary drivers licence • Professional registration – AHPRA • Working with Children’s Check (WWCC) • Disability Worker Exclusion Scheme (DWES)