

Eastern Health

POSITION DESCRIPTION

Position Title:	Physiotherapy Clinical Lead (Neurology)
Award Classification:	Grade 4
Award / Agreement Name:	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026;
Position Reports to:	Professional: Physiotherapy Manager/Director of Physiotherapy Operational: Director of Physiotherapy

EASTERN HEALTH – GREAT CARE, EVERYWHERE, EVERY TIME

Eastern Health is one of Melbourne's largest metropolitan public health services. We provide a comprehensive range of high quality acute, sub-acute, palliative care, mental health, drug and alcohol, residential care, community health and statewide services to people and communities that are diverse in culture, age and socio- economic status, population and healthcare needs.



1. POSITION PURPOSE

The Grade 4 Physiotherapy Clinical Lead (Neurology) is a dynamic leader who is accountable for upholding and enhancing the profession-specific standards of practice for the Physiotherapy Profession within the designated specialty area/s or more broadly across the profession and/or allied health, as delegated by the Director or Manager of Physiotherapy. They will actively drive clinical safety, quality, improvement, research, specialty skill development and risk management within their areas of responsibility.

The Grade 4 Physiotherapy Clinical Lead (Neurology) will take a key lead in facilitating the timely translation of evidence to practice at scale across their profession and specialty as well as leading the generation of new evidence in areas of need and opportunity within their profession and specialty.

Building and fostering effective relationships and collaborations with other clinical services, professional leads and other directorates within Physiotherapy, Allied Health and across Eastern Health more broadly will be pivotal to the success of this role and ensuring that actions are consistent with [insert Profession strategic document reference if relevant], the 2024 – 2026 Allied Health Directions plan, the Eastern Health Strategic Plan 'Working Together Towards 2025' as well as delivering on the Eastern Health promise of *Healthier Together*.

As subject matter experts in their profession and relevant specialty area/s, the Grade 4 Physiotherapy Clinical Lead (Neurology) will - in consultation with the Director or Manager/s of Physiotherapy - ensure active representation and contribution of their profession through partnership with key clinical, operational, quality and education stakeholders within and outside of Eastern Health to ensure and enable excellence and innovation in all areas where Physiotherapy is indicated and/or employed. They will be champions of interprofessional practice and clinical excellence at all levels.

The Grade 4 Physiotherapy Clinical Lead (Neurology) will:

- Be a recognized clinical expert in Physiotherapy, with established strong internal/external clinical networks and peer recognition as a leader in their respective field of practice.
- Lead, develop and inspire a team of highly experienced and qualified people in accordance with the Eastern Health Values in Action, Code of Conduct and the code of conduct and/or standards of relevant professional peak bodies.
- Optimise patient care within the Physiotherapy Profession, (Neurology) and Eastern Health more broadly through high levels of collaboration and effective relationships across Eastern Health directorates, programs and sites.
- Lead and drive strategies which improve patient care, outcomes, patient flow and enhance patient experience within the Physiotherapy Profession, (Neurology) and across Eastern Health.
- Ensure a consistent, standardised evidence-based approach to the development and monitoring of standards and practice guidelines that ensure and improve quality, safety and risk management across the profession, specialty and more broadly as required.
- Identify and lead opportunities for innovation in both profession specific and inter-professional practice.
- Promote, support and facilitate the principle of learning and active translation of evidence to practice.
- Lead by example, actively enabling and empowering teams to expand their skills, knowledge and practices in the interests of safe, high-quality, contemporary care for patients.
- Empower and enable senior clinicians/team leaders and aspiring clinicians in Physiotherapy and (Neurology) to effectively lead and grow their teams, services and practices.
- Uphold and role model a personal practice and behaviour, which ensures staff, patients, clients, residents, and visitors are treated in a courteous, respectful, and non-discriminatory manner.
- Role model, promote and ensure effective teamwork and collaboration within and between professions, programs and campuses.

- Continuously champion and enhance the value of Allied Health within the profession, program and broadly across Eastern Health and the industry.

2. MAJOR DUTIES AND/OR RESPONSIBILITIES

The Grade 4 Physiotherapy Clinical Lead (Neurology) will:

- Have demonstrated expert clinical knowledge and skills in the relevant field of practice.
- Have demonstrated ability to provide expert clinical consultation on matters pertaining to Physiotherapy and (Neurology) clinical service delivery, and healthcare delivery more broadly.
- Provide professional leadership as delegated from the Director or Manager of Physiotherapy, including the oversight of credentialing and scope of practice for their respective profession, particularly in (Neurology), ensuring an appropriately skilled and available workforce across Eastern Health by:
 - Staff are working within their scope of practice, consistent with appropriate qualifications and training.
 - Staff are credentialed to practise on recruitment to Eastern Health.
 - Escalation to the Director Profession occurs as required for any alleged or substantiated issues regarding credentialing and scope of practice of the Physiotherapy or allied health workforce, most notably those requiring contact with Australian Health Practitioner Regulation Agency (AHPRA) or for non-regulated professions to the relevant professional body.
 - Conduct and behaviour are consistent with the Eastern Health Code of Conduct and the code of conduct of professional associations.
 - Professionally inform and plan for appropriate workforce profiles for Physiotherapy and (Neurology), supporting and advising the senior program leaders via the Director or Manager of Physiotherapy regarding strategies to ensure an adequate mix of staff to support clinical supervision and safe, appropriate, effective care provision.
 - Ensure there is continuing professional education and skill development of Physiotherapy staff to meet the professional requirements of their designated role, latest evidence aligned to relevant models of care.
 - Deliver and facilitate effective, evidence-based clinical supervision for your profession.
 - Inform service planning within Eastern Health's programs and services.
 - Implement workforce reform that contributes to achievement of Eastern Health's objectives.
 - Contribute to the development, implementation and monitoring of Improvement and Innovation Plans (IIPs) relevant to Physiotherapy (Neurology) and Allied Health, including achievement of Key Performance Indicators in line with the Eastern Health Strategic Plan, Eastern Health Allied Health Directions paper, relevant Clinical Services Plans and the Eastern Health Statement of Priorities.
- Monitor current trends, emerging issues and developments in the practice of Physiotherapy and (Neurology) and their potential impact on Eastern Health.
- Review clinical incidents and provide recommendations.
- Be accountable for ongoing monitoring and improving of standards and outcomes of Physiotherapy practice within (Neurology) and for addressing practices that are not consistent with policies, standards, procedures and evidence-based research.
- Promote, support and facilitate the principle of lifelong learning and active translation of evidence to practice.
- Sponsor/undertake specific work related to Physiotherapy and the specialty of (Neurology) as required, which may include multidisciplinary/allied health works as directed by the Director or Manager of Physiotherapy.
- (In partnership with the Director and of Physiotherapy) Co-ordinate regular profession (Neurology) meetings and communication and contribute to allied health communication as required.

- Embed and continuously enhance a dynamic culture of inter-professional, collaborative, patient-centred care and ensure that patients and staff are at all times treated with dignity, courtesy, respect and kindness.
- Uphold and role model a personal practice and behaviour, which ensures staff, patients, clients, residents, and visitors are treated in a courteous, respectful and non-discriminatory manner.
- In discussion with the Director or Manager of Physiotherapy, contribute to the development of service plans/models of care for any programs/directorates across Eastern Health, to enhance clinical coordination and integration of clinical services in an effective and efficient manner across Eastern Health.
- Liaise with other Professions, Programs, Directorates and external stakeholders as appropriate to ensure the profession operates in a safe, coordinated, integrated, efficient and effective manner.
- Foster and promote an environment of participation and collaboration in program service development and improvement through consultation with government agencies, non-government organisations and community groups.
- Actively contribute and lead activities, innovations, and daily work practices to ensure Physiotherapy, Allied Health and Eastern Health meet the requirements for accreditation under NSQHS (National Safety and Quality Health Service) standards, or any other accreditation or certification standards as relevant to the specific profession and/or specialty.
- Represent and promote Eastern Health and the profession and or/specialty at internal and external forums, conferences and events.
- Inform identification of healthcare equipment requirements for the profession and/or specialty.
- Identify opportunities to engage with consumers and incorporate their feedback/ participation within the given programs /projects.
- Prepare business cases, proposals and briefing papers.
 - Lead and innovate in a delegated portfolio of work.
 - Other duties as requested from time to time.

In addition, Grade 4 Physiotherapy Clinical Lead (Neurology) will:

- Work collaboratively with the Physiotherapy leadership team and Learning and Teaching directorate to support the development and capability of clinical staff in the provision of high quality undergraduate and/or postgraduate education programs for Physiotherapy, (Neurology) and Allied Health and support and enable the provision of pre-registration student training.
- Work collaboratively with the research team within the Eastern Health Institute, along with the Quality and Patient Safety and the Strategy and Improvement directorates to initiate and enhance service delivery.
 - Promote and conduct research, quality improvement and critical analysis to ensure Physiotherapy and Allied Health service and practice benchmarks are achieved.

3. SAFE PRACTICE AND ENVIRONMENT

Occupational Health and Safety

Eastern Health is committed to providing and maintaining a working environment for all staff that is safe and without risk to health. All staff are to take care of their own health and safety and the health and safety of any other person who may be affected by your acts or omissions at the workplace. Understand responsibilities and accountabilities to yourself and others in accordance with OH&S (Occupational Health and Safety) legislation and Eastern Health policies and promote a working environment that is congruent with these guidelines. This includes staff reporting of all clinical and OHS (Occupational Health and Safety) incidents and near misses, particularly those related to Occupational Violence, Manual Handling and Slips, trips, and falls.

Staff are required to comply with all state legislative requirements in respect to the Occupational Health and Safety Act 2004 and the Workplace Injury Rehabilitation and Compensations (WIRC) Act 2013.

4. TRAINING AND DEVELOPMENT

Relevant, practical and timely education should direct, facilitate, enhance and support the professional growth and practice of employees in a health environment characterised by change. All programs should endeavour to promote evidence-based practice, a problem-solving approach and to be competency based.

You are expected to participate in the personal development process on an annual basis.

5. QUALITY

As a staff member of Eastern Health staff are required to comply with Eastern Health performance standards and participate in continuous monitoring and improvement as part of your role. You are also required to comply with legislation, professional standards and accreditation standards.

As a staff member employed by Eastern Health services you must have and maintain the appropriate skills and knowledge required to fulfil your role and responsibilities within the organisation. In addition, you must ensure that you practice within the specifications of this position description, and where applicable within the agreed scope of practice.

You are responsible for ensuring safe high-quality care in your work. This will include complying with best practice standards, identifying and reporting any variance to expected standards and minimising the risk of adverse outcomes and patient harm. In addition, you will ensure that service and care is consistent with the EH approach to patient and family centered care.

6. CONFIDENTIALITY

Any information obtained in the course of employment is confidential and should not be used for any purpose other than the performance of the duties for which the person was employed. Staff are bound by the Information Privacy Act 2000 and the Health Records Act 2001.

7. EQUAL EMPLOYMENT OPPORTUNITY

You agree to adhere to the Equal Employment Opportunity policies and practices of the Health Service. Discriminatory practices, including sexual harassment, are unlawful. The Health Service will not tolerate discriminatory behaviour, and any such conduct may lead to the invoking of the Disciplinary Policy and Procedure, which may result in termination of employment.

8. PERFORMANCE DEVELOPMENT

A Performance Review, that includes agreed targets, will occur three (3) months from commencement and then annually on the basis of the duties and responsibilities outlined in this position description. This is an opportunity to review personal and the allocated work unit's service performance, facilitated by the setting of objectives/goals and ongoing evaluation of performance and achievement. Objectives will be developed annually, documented, discussed and agreed with the immediate line manager, who will act as the assessor. The incumbent is expected to demonstrate and show evidence annually of on-going self and allocated work unit's service development.

9. ATTACHMENTS

Attachment 1 Key Selection Criteria

10. NOTE

Statements included in this position description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all-inclusive.

Prior to accepting any offer of employment, prospective employees will be required to read and commit to the Eastern Health Code of Conduct, including (but not limited to) issues of Occupational Health and Safety, Equal Opportunity and Confidentiality.

Vaccination against infectious disease is a mandatory requirement of this role. An offer of employment is conditional on you providing evidence that you are currently vaccinated against COVID-19, prior to commencing employment.

Signed: _____

Date: ____/____/____

Manager

INCUMBENT STATEMENT

I _____ (Incumbent Name) have read, understood and accepted the above Position Description and associated Attachments.

Signed: _____

Date: ____/____/____

ATTACHMENT 1

KEY SELECTION CRITERIA

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Essential

Key Selection Criteria

- Excellent communication and interpersonal skills, both written and verbal.
- Demonstrated leadership and change management skills.
- Clinical qualification and registration with Australian Health Practitioner Regulation Agency, or, if a non-registered profession, eligibility for membership of professional association, where relevant.
- Recognised clinical expertise and experience as required to effectively fulfil the role requirements and lead the profession.
- Demonstrated experience improving and enhancing clinician skills, knowledge and subsequent patient and service outcomes through continuous improvement, research and education.
- Knowledge of relevant legislation, policy directions, strategic documents, service issues and funding models.
- Experience providing clinical expertise to a variety of health professionals and healthcare stakeholders, with a commitment to excellence in the provision of health services.
- Demonstrated ability to innovate, develop and successfully implement and sustain creative solutions to complex systemic and organisational problems.
- Experience in successfully working with health care professionals and senior health service leaders.
- Ability to successfully lead and coach high performing teams and individuals and address underperformance issues as they arise.
- Demonstrated experience and expertise in developing and implementing research, quality improvement and quality assurance activities.
- Post-graduate qualifications in an appropriate field.
- Publications and conference presentations relevant to specific area of practise.
- Current driver's licence.

Key Capabilities & Attributes

- Exemplifies the Eastern Health values in action.
- Effective and adaptable communication including motivation, negotiation and conflict resolution skills.
- Adaptability and continuous improvement focus.
- Demonstrated understanding of organisational change concepts and practices.
- Teamwork and collaboration.
- Strategic perspective with a keen ability to also consider the detail.

Key Areas of Responsibility

- Supporting Director or Manager Physiotherapy in professional governance of Eastern Health Physiotherapy.
- Ensuring the delivery of safe, appropriate and effective care by Physiotherapy in the areas of (Neurology), across all relevant programs/directorates at Eastern Health.