

Eastern Health

POSITION DESCRIPTION

Position Title:	Physiotherapist Grade 2 – Chronic Rehabilitation and Hospital Admission Risk Program as part of Integrated Services
Award Classification:	Physiotherapist Grade 2
Award / Agreement Name:	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026
Position Reports to:	Operational: Designated Integrated Services Manager (Program) Professional: Designated Grade 3 or 4 Physiotherapist and Director of Physiotherapy

EASTERN HEALTH – HEALTHIER TOGETHER

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 state-wide services to people and communities that are diverse in culture, age and socio-economic status, population and healthcare needs



1. POSITION PURPOSE

A Grade 2 Physiotherapist in Integrated Services is responsible for the provision of therapy services in an area of clinical expertise requiring special knowledge and depth of experience. The Grade 2 Physiotherapist will provide best practice physiotherapy services, have a high level of clinical knowledge in chronic disease and act as a clinical advisor and resource for other staff in the specific area with involvement in ongoing training.

The Grade 2 physiotherapist is expected to supervise students and supervise junior staff members. The Grade 2 physiotherapist is able to work independently whilst at the same time contributing strongly to the multidisciplinary healthcare team and is expected to initiate and participate in teaching, training, research and quality activities.

The Grade 2 physiotherapist will also be able to represent Integrated Services / their discipline as requested by their manager. The Grade 2 physiotherapist is expected to continuously update knowledge and skills. In conjunction with other Grade 2 physiotherapists they are also expected to provide an appropriate level of support for the specific physiotherapy team when required; in the absence of the senior physiotherapist.

This position may be required to work across various Eastern Health sites.

2. MAJOR DUTIES AND/OR RESPONSIBILITIES

Clinical Skills

Demonstrate high level clinical skills within the designated area

Indicators:

- Model a client-centred approach with patients/clients and carers.
- Complete complex assessments using a range of assessment tools/frameworks according to departmental and professional standards.
- Develop and implement a complex treatment/intervention plan based on clinical assessment and evidence based practice.
- Is an effective multidisciplinary/healthcare team member contributing to the discharge plan of patients/clients.
- Complete all documentation in a timely and accurate manner in accordance with the departmental and organisational standards.
- Demonstrate and foster good understanding of professional values and ethics in clinical work.

Communication

Demonstrate and model effective written, verbal and non-verbal communication skills with others.

Indicators

- Demonstrate effective communication skills with the multi/interdisciplinary team in both formal and informal settings.
- Demonstrate effective communication with patients/clients, carers and community agencies.
- Demonstrate clarity in written skills.
- Document clear treatment goals and management plans in the patient Medical Record.

- Demonstrate knowledge of resources available for appropriate negotiation and conflict resolution.
- Demonstrate effective communication in providing formal and informal feedback to students.

Organisational Skills

Demonstrate and foster sound organisational skills.

Indicators

- Demonstrate punctuality and timeliness.
- Able to manage own time and prioritise competing demands to ensure completion of clinical work.
- Has detailed knowledge of, and is able to access resources internally and externally to achieve positive outcomes.
- Able to respond to referrals in agreed timelines as stated in departmental guidelines.
- Participate actively in departmental meetings and others as required.
- Ensure statistical information is recorded in a timely manner.
- Be responsible for maintenance of departmental resources and equipment.

Organisational Knowledge / Development

To possess a clear understanding of the factors affecting healthcare and apply this knowledge to activities and projects which deliver improved services and health outcomes.

Indicators:

- Demonstrate a clear understanding of the public health system and the role / responsibility of Eastern Health within this system.
- Demonstrate a clear understanding of the Allied Health Quality & Business Plan.
- Demonstrate a clear understanding of Accreditation Standards and processes.
- Identify and implement quality initiatives, participate in and, where appropriate lead multidisciplinary / departmental quality activities and undertake other relevant projects as instructed.
- Demonstrate sound knowledge of discipline specific policies and procedures, and, where appropriate and directed, develop or review these policies and procedures.
- Consistently apply Eastern Health policies and clinical procedures/guidelines in their practice.

Professional Development and Supervision

To have a commitment to and responsibility for individual professional development.

Indicators:

- Attend, actively participate and present in relevant internal and external professional development activities.
- Actively participate in and lead staff meetings and in-services.
- Model a strong commitment to professional development, ensure currency of clinical knowledge and actively integrate new learning into clinical practice.
- Support a learning culture within the professional department
- Consider opportunities for, and participate in, evaluation of clinical practice.
- Participate in formal supervision &/or actively seek supervision when needed, as per professional department guidelines.
- Provide supervision for junior staff and allied health assistants, as required by the manager
- Participate in the Performance Review process

Teaching & Research

Involvement in teaching, training and research programs.

Indicators:

- Demonstrate ability to initiate, implement and evaluate quality projects, and participate in research with support where appropriate.
- Contribute to the evaluation and development of the undergraduate student program in consultation with the student co-ordinator.
- Supervision of students and others as delegated by senior staff.
- Development and evaluation of the teaching process, education programs and educational material.
- Demonstrate a willingness to be a mentor.
- Take on a teaching role to internal and external customers as required.
- Knowledge of research, new developments and evidence-based practice in discipline specific and related areas.

Professional Leadership

Represents Allied Health or individual discipline.

Indicators:

- Willingness to take a leadership role in the department as required.
- Display strong representation of Allied Health and/ or individual discipline as part of working parties, committees and internal and external meetings and forums.
- Recognise and support and be involved in changes in work processes.
- Act as a role model for staff within Allied Health and individual discipline

3. SAFE PRACTICE AND ENVIRONMENT

Occupational Health and Safety

Eastern Health is committed to provide and maintain 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 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 incidents and near misses, in particular 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 Compensation (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 centred 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. EASTERN HEALTH'S PROMISE

Our promise to our communities, patients, consumers and staff is that we will be **HEALTHIER TOGETHER**. Bolder than a vision for the future, our promise calls us to action. We know that working together is the only way we can achieve what is necessary for a healthier future.

Our values are ones in action and are the behaviours that matter most.

- Respect for all
- Safe always
- Partnering in care
- Learning and improving everyday

Learning from the challenges of the past and looking to the future, we understand that we are building towards a more engaged, more reliable, always safe health service in partnership with our people to improve every day.

10. ATTACHMENTS

- Attachment 1 Key Selection Criteria

11. 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

- Recognised tertiary qualification in Physiotherapy
- Current registration with the Physiotherapy Board of Australia
- Eligibility for practicing membership of the Australian Physiotherapy Association
- Demonstrate recent experience in managing a diverse workload in a range of clinical areas including cardiorespiratory and/or aged and complex care (within bed based or community environments)
- Advanced clinical skills in managing a complex caseload and comprehensive discharge planning using a client-centred approach.
- Experienced in or interested in developing skills in, the development of treatment strategies using a client-centred, health coaching approach with a focus on self-management.
- High level communication skills, both written and oral.
- Demonstrated capacity to work / show leadership in a multidisciplinary team.
- Experience in supervision of staff and/or students.
- Demonstrated ability to introduce innovative practice.
- Commitment to improving own practice and undertaking quality and research activities.
- Demonstrated understanding of professional codes of conduct.
- Current Victorian Drivers Licence.

Desirable

- Recent experience within acute bed-based services
- Experience in supervision of students and/or post-graduate clinicians
- Working towards post graduate qualification would be highly regarded.
- Member, Australian Physiotherapy Association with current involvement in relevant special interest groups

ATTACHMENT 2

EASTERN HEALTH/DEPARTMENT INFORMATION

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SPECIALTY SPECIFIC INFORMATION

Organisational Environment

Eastern Health provides a broad range of acute, subacute aged and mental health services to approximately 800,000 people in the eastern suburbs of Melbourne. Eastern Health has approximately 6,500 staff and covers a geographical area of 2800 sq kms. Eastern Health is affiliated as a teaching health service with Deakin, Latrobe and Monash Universities

Eastern Health provides health care in the areas of acute care, aged care, rehabilitation within the inpatient and ambulatory setting, community health and mental health from campuses including:

- Angliss Hospital
- Box Hill Hospital
- Healesville Hospital
- Maroondah Hospital
- Peter James Centre
- Wantirna Health
- Yarra Ranges Health – Lilydale
- Yarra Valley Community Health Service

Although this position is initially aligned with a single campus within Eastern Health – there could be an expectation to work at any campus located within the Eastern Health service.

Aboriginal & Torres Strait Islander Candidates

Eastern Health's Aboriginal Workforce Plan 2023 – 2026 has recently been released. With a strong focus on cultural safety and belonging, actions included in the Workforce Plan provide practical supports for all Aboriginal and/or Torres Strait Islander staff.

An Aboriginal Employment Coordinator is available to ensure each person has culturally safe and positive employee experiences which foster belonging and access to diverse experiences and career pathways.

Should you require further information regarding this position or support to complete an application, please contact the Recruitment Manager for this position or Eastern Health's Aboriginal Employment Coordinator at Aboriginal.Workforce@easternhealth.org.au