

POSITION DESCRIPTION

Position Title	Grade 2 Continence Physiotherapist
Directorate	Community Executive
Operationally reports to:	Ambulatory Care Manager
Professionally reports to:	Senior Physiotherapist
Direct Reports	No
Enterprise Agreement	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026
Classification	As per award
Employment Status	Refer to contract of employment
Hours of work	Refer to contract of employment
Amendment Date	April 2024
Our Organisation	
<p>Dhelkaya Health is a new health service on Dja Dja Wurrung country; it is the coming together of Castlemaine Health, Maldon Hospital and CHIRP Community Health.</p> <p>Dhelkaya Health is shaping a better health system for the people of Mount Alexander Shire and beyond, while staying true and local in everything it does.</p> <p>Dhelkaya Health delivers a diverse range of inpatient, outpatient, aged care, community health and outreach services to Mount Alexander Shire. It also delivers assessment, rehabilitation and allied health services to neighbouring shires. Dhelkaya Health is committed to the quality, accessibility and sustainability of acute, aged and community-based healthcare, and family and housing services.</p> <p>Dhelkaya Health has campuses in Castlemaine and Maldon.</p>	
Position Overview	
<p>The Grade 2 Continence Physiotherapist works as part of our Ambulatory Care program within a multi-disciplinary team to provide high quality, person-centred assessment and management for people with bladder and bowel problems living in the Dhelkaya Health service catchment.</p> <p>The Continence service is time limited and provides essential and timely rehabilitation, support with self-management of continence and improved health literacy around understanding ongoing continence health needs. The Grade 2 Continence Physiotherapist works in an evidenced informed manner to achieve optimal health outcomes for those presenting with the need for tailored continence care. This includes patients presenting antenatal, postnatal, post operatively, pre-operatively and with other pelvic health concerns.</p> <p>A key part of this role is to support and build capacity for programs to deliver care that includes continence support and will frequently support the planning and delivery of continence education and health promotion for both health care workers plus consumers of Ambulatory Care services to ensure a coordinated and client centred approach for Continence Care.</p>	
Specific Accountabilities	
Client Assessment and Clinical Care	
<ul style="list-style-type: none"> Ensure that continence assessment and management is delivered at the highest possible standard according to evidence-based practice and person-centred care approaches 	

POSITION DESCRIPTION

- 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.
- Ability to manage workload independently, seek out supervision and support as required and work effectively to meet deadlines and manage workload demand.
- Contribute to discussion and review of clients within the multidisciplinary team
- Actively support service provision more broadly across the organisation as required or directed by the Ambulatory Care Manager. This may include clinical service provision in alternative community programs, or in alternate campus locations
- Establish and maintain positive and productive working relationships with other health and community care providers to ensure continuity of care for clients
- Develop person-centred care plans with clients that identify mutually agreed responsibilities, tasks, time frames and anticipated outcomes.
- Actively participate in case conferences, team meetings and other organisational meetings as directed when required

Reporting, Quality and Sustainability

- Comprehensively document assessment, care plans and clinical intervention in line with internal documentation procedures and accreditation standards
- Maintain respectful written and verbal communication
- Actively contribute to service development, evaluation and improvement
- Initiate, document and contribute to Quality improvement activities within the organisation
- Work within budgetary constraints, as guided by your manager or supervisor
- Meet activity targets and complete timely documentation, reporting and data collection
- Identify opportunities for consumer feedback and consumer participation in review and development of Continence services

Leadership and Culture

- Participate in relevant clinical networks and education opportunities in order to deliver care consistent with best practice standards, even when these training events may be outside of usual working hours
- Maintain respectful and productive working relationships with a range of key stakeholders across the organisation
- Contribute constructively to change processes where required, recognising that adaptability is important in a changing healthcare environment

Education, Learning and Improvement

- 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.
- Consider opportunities for, and participate in, evaluation of clinical practice.
- Participate in formal supervision and/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

Any other duties as required commensurate with the position classification and the employee's skills, knowledge, experience and qualifications.

Organisational Accountabilities

Confidentiality

POSITION DESCRIPTION

All staff members must comply with the principles of confidentiality relating to patients, residents, clients and other staff members.

Infection Control

All staff members are responsible for minimising the risk of patients, residents, clients, visitors and other staff members acquiring or being exposed to infections arising from activities within the health care environment. Staff members are to support risk management strategies by adhering to relevant Infection Control Guidelines.

No-Smoking Policy

To ensure a healthy and safe work environment for staff, volunteers, patients, residents, clients and visitors, smoking is not permitted on health service grounds, in buildings and offices or in any vehicle.

Occupational Health & Safety

All staff members have the right to a safe working environment and should advise their direct line manager of any risk or condition likely to result in accident or injury. All staff members have the responsibility to take reasonable care of their own health and safety, to co-operate with OH&S policies, and to participate in appropriate safety education and evaluation activities.

Organisational Values

All staff members must demonstrate and uphold their health service's vision, mission and values. This includes accepting accountability and responsibility for their actions, demonstrating a commitment to ongoing education and professional development, and working within current scope of practice.

Pre-Employment Security Screening

All staff members must obtain and/or maintain a current and satisfactory National Police Check for the duration of employment. A Working with Children Check and National Disability Insurance Scheme (NDIS) check may also be required for particular positions.

Quality Improvement

Staff members are required to participate in Continuous Quality Improvement programs to encourage excellence of care and ensure effective and safe use of resources. Staff members have a role and responsibility in identifying opportunities for improvement and implementing strategies to do so.

Our Health Services are committed to providing an environment that promotes quality learning and further education. Where relevant, staff are required to contribute to the planning and delivery of further education placements, participate in appropriate staff development, training and education opportunities and share knowledge with other staff members.

All staff members are required to participate in regular formal and informal performance review meetings.

Risk Management

All staff members have a duty to take a proactive role in contributing to the identification, management and reporting of risks, including near misses and hazards. Staff members who identify a risk are required to take first line action to minimise the risk and to then report it to their direct line manager for further management. All staff members are required to report any incidents that occur during the course of their duties.

Workplace Behaviour and Codes of Conduct

- All staff members are required to carry out lawful and reasonable directions as outlined in this position description or as delegated to them
- All staff members are required to comply with the legal requirements associated with general employment and those specific to their qualifications and area of work
- Where required, staff members must abide by professional standards and codes of conduct and ethics issued by the professional association relevant to their discipline

POSITION DESCRIPTION

- All staff members are required to demonstrate behaviours that are consistent with their health service's Codes of Conduct and the Code of Conduct for Victorian Public Sector Employees.
- All staff members have the right to equal opportunity and a work environment free from any form of workplace harassment and bullying. All staff members must adhere to their health service's policies in this regard and participate in education and training
- All staff members must demonstrate an understanding of appropriate behaviours when engaging with children in line with their health service's child safety policies and codes of conduct.

Qualifications

Essential:

- Recognised tertiary qualification in Physiotherapy.
- Registration as a Physiotherapist with AHPRA
- Post Graduate Certificate in Continence and Pelvic Floor or courses equivalent
- Current Working with Children Check
- Current Victorian driver's licence

Key Selection Criteria

- Advanced clinical skills in managing a complex caseload and comprehensive discharge planning using a client-centred approach.
- Excellent skills and knowledge of the relationship of continence management and the pelvic floor.
- Ability to assess and treat incontinence and related/associated conditions including undertaking vaginal and rectal examinations as necessary.
- Experience and knowledge in regard to using equipment associated with the treatment of pelvic floor eg. electrical stimulation and biofeedback.
- Broad clinical experience encompassing diverse patient presentation.
- Previous clinical experience working in an aligned clinical environment.
- 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.
- Commitment to improving own practice and undertaking quality and research activities.

Additional Information

Diversity and Inclusion

Our health service values diversity and inclusion and fostering a workforce that is welcoming of all individuals. Staff members are required to have an awareness of inclusive practice principles as they relate to vulnerable community groups.

Health and Wellbeing

Our health service has a strong commitment to staff wellbeing and supports the professional growth and accountability of all staff through organisational supervision and a multidisciplinary team approach.

Innovation

Staff members recognise that innovation contributes to the successful delivery of contemporary health services to the community. All staff members are encouraged to demonstrate innovation through exploring ideas that solve problems and create solutions.

Montessori Model of Care

POSITION DESCRIPTION

Our health service has implemented the Montessori approach as a model of care which focuses on the persons' abilities, capturing their interest and showing respect. It supports people to stay as independent as possible through involvement in meaningful roles and activities.

Person Centred Care

Person Centred Care (PCC) is a philosophical approach to how health services provide care to patients, residents, clients and interact with other customers, including staff, volunteers and visitors. PCC is based on the principles of respect, value of the individual and the need to deliver service in an environment that supports peoples' physical, emotional, social and psychological needs. PCC is underpinned by a culture of collaboration and partnership and all staff of our health services are required to adhere to these principles.

Social Model of Health

Where programs and services operate within the Social Model of Health, an understanding of the social determinants of health will be incorporated in the planning and delivery of programs and services. Staff members will engage and partner with clients and communities to achieve optimal health outcomes.

Other

- This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required.
- This Position Description may be amended and activities added or removed as the need arises. Any such amendments will be made in consultation with the relevant staff member/s.

Employee Acceptance

I acknowledge that:

- I have read and understood the requirements of the position as outlined in the Position Description.
- I possess the necessary skills, knowledge, experience and abilities to successfully perform in this position

Name (print):

Signature:

Date:

/ /