



POSITION DESCRIPTION

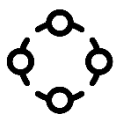
Position:	Physiotherapist Grade 1
Reports To:	Allied Health Manager
Department:	Physiotherapy
Award:	Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2021-2026
Minimum Qualifications:	Bachelor of Physiotherapy
Key Selection Criteria (Essential):	<ul style="list-style-type: none">• Current registration as a physiotherapist with the Australian Health Practitioner Regulatory Agency (AHPRA)• Demonstrated understanding of, and commitment to, the role of the physiotherapist in community and residential aged care settings utilising a person - centred approach• Demonstrated knowledge of program funding and referral pathways• Demonstrated experience within a rehabilitation/restorative care program with a focus on wellness and reablement including implementation of comprehensive, goal directed care plans• Demonstrated ability to be self-directed, motivated and to manage time effectively• Working knowledge of electronic data bases, recording statistics for compliance with funding targets• Demonstrated commitment to ongoing professional development and ability to meet the requirements of the Moyne Health Allied Health Credentialing and Scope of Practice
Desirable Selection Criteria:	<ul style="list-style-type: none">• Knowledge and understanding of: The National Safety and Quality Healthcare Standards; Aged Care Accreditation Standards• Intermediate skills in Microsoft. Office programs• Knowledge of TRAK, RISKMAN, Platinum
Date:	June 2023

ORGANISATIONAL PURPOSE AND VALUES

Our Purpose

Best Care - Every person, every time

Our Values (C.A.R.E.)



Collaboration

More we, Less me



Accountability

Own it. Do It.



Respect

Everyone matters



Excellence

Better, best, brilliant



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PRIMARY OBJECTIVES

Working as an effective interdisciplinary team member to provide high quality Physiotherapy service to a varied and complex caseload and be responsive to communities changing health needs. The breadth of service delivery includes: Commonwealth Support programs (CHSP); Short Term Restorative Care program (STRC); Home and Community Care program for younger people (HACC PYP); Home Care Packages (HCP); Department of Veterans Affairs (DVA)

DUTIES AND RESPONSIBILITIES

LEADERSHIP AND GOVERNANCE

- Work within the philosophy and objectives of Moyne Health Services ensuring that the Purpose and Values of Moyne Health Services is understood and practiced
- Participation in policy and procedure development
- Timely completion of administrative tasks following documentation guidelines

QUALITY IMPROVEMENT, SAFETY & RISK MANAGEMENT

In Community:

- Comprehensive assessment and treatment
- SMART goal setting and care planning
- Over-seeing and delivery of group programs
- Health coaching and promotion of self- management strategies
- Consistent, constructive and collaborative communication with clients, referrers, their families and carers to ensure best care at all times
- Provide case management and key contact responsibilities for allocated clients in home support programs

In Residential Care:

- Comprehensive resident assessment and reviews
- Review of falls and implementation of prevention strategies
- Delivery of rehabilitation programs
- Planning and implementation of group exercise
- Consistent, constructive and collaborative communication with residents and their families, staff and referrers, to ensure best care at all times for residents

In Acute Ward:

- Comprehensive patient assessment and treatment
- Review of falls and implementation of prevention strategies
- Health coaching and promotion of self-management strategies
- Comprehensive discharge planning and implementation
- Consistent, constructive and collaborative communication with patients and their families, staff and referrers, to ensure best care at all times for all patients

In General:

- Support and participate in organisational continuous improvement activities and development of department's annual improvement plan
- Rectify actual or potentially hazardous situations where appropriate
- Report as soon as practicable, unsafe equipment, work practices or conditions
- Adhere to MHS policies and procedures
- Timely completion of administrative tasks following documentation guidelines



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DEVELOPING OUR PEOPLE

- Participate in the annual performance review and development process
- Attend/ complete annual mandatory training session prior to the due date
- Demonstrated commitment to ongoing professional development and ability to meet the requirements of the Moyne Health Allied Health Credentialing and Scope of Practice

EFFECTIVE RELATIONSHIPS

- Build effective partnerships with external and internal stakeholder groups
- Demonstrated commitment to working in a multidisciplinary team that includes collaborative partnerships with service providers involved with the care of the client
- Demonstrated ability to communicate effectively across client, community and professional groups
- Demonstrated commitment and participation in Community engagement initiatives.
- Promote harmony by acknowledging peers
- Participate and contribute to team meetings

FINANCIAL SUSTAINABILITY

- Ensure material resources are utilised in a cost - effective way
- Take leave as per policy to assist with financial sustainability of MHS
- Regular input of statistics to ensure compliance with funding streams

FACILITIES EQUIPMENT & TECHNOLOGY

- Respect and appropriately care for the organisation's property & equipment
- Ensure that the equipment and environment support safe practice for the benefit of clients and staff
- Maintain competency and proficiency in the use of equipment

ACCOUNTABILITY AND EXTENT OF AUTHORITY

- Directly accountable to Allied Health Manager

JUDGEMENT AND DECISION MAKING

- Demonstrate an ability to make judgements and decisions regarding the appropriate program/activity for individual service users within scope of practise
- Be confident in the use of delegated authority to ensure best care
- Accountable for promoting and support of a safe workplace in accordance with Occupational Health and Safety Act and workplace Agreements

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. Duties and responsibilities may be reviewed according to service requirements



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Position Requirements	
A satisfactory NDIS Worker Screening Check	Required
Evidence of Professional Registration	Required
Evidence of Professional Qualification	Required
Valid Victorian Driver's Licence	Required
Valid Trade Licence	Not Required
Satisfactory Working with Children Check	Preferred
Undertake Pre-Employment Check as per MHS policy (This is mandatory prior to commencement and when required during employment)	Required
Typical Work Schedule	
This position is worked in business hours between Monday and Friday Availability to work additional hours occasionally may be requested	

JOB DEMANDS CHECKLIST

Moyne Health Services endeavours to provide a safe working environment for all staff. The purpose of this section is to ensure that you fully understand and are able to perform the inherent requirements of the role (with reasonable adjustments if required) and that you are not placed in an environment or given tasks that would result in risks to your safety or others.

Frequency Definitions		
I	= Infrequent	Activity may be required very infrequently
O	= Occasional	Activity required occasionally, not necessarily all shifts
F	= Frequent	Activity required most shifts, up to 50% of the time
C	= Constant	Activity that exists for the majority of each shift and may involve repetitive move for prolonged periods
N/A	= Not Applicable	Activity not performed

Aspects of Normal Workplace		Frequency				
Demands	Description	I	O	F	C	N/A
Physical Demands						
Sitting	Remain seated to perform tasks			✓		
Standing	Remain standing to perform tasks			✓		
Walking	Periods of walking required to perform tasks			✓		
Bending	Forward bending from waist to perform tasks		✓			
Kneeling	Remaining in a kneeling position to perform tasks		✓			



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Lifting/Carrying	Light lifting and carrying		✓			
	Moderate lifting and carrying		✓			
	Assisted lifting (mechanical, equipment, person assist)	✓				
Working at Heights	Ascending and descending ladders, stools, scaffolding					✓
Pushing / Pulling	Moving objects, e.g. Trolleys, beds, wheelchairs and floor cleaning equipment	✓				
Reaching	Arms fully extended forward or raised above shoulder		✓			
Crouching	Adopting a crouching posture to perform tasks		✓			
Foot Movement	Use of leg and/or foot to operate machinery					✓
Head Postures	Holding head in a position other than neutral (facing forward)	✓				
Fingers/Hand/Arm Movement	Repetitive movements of fingers, hands and arms e.g. computer keyboarding			✓		
Grasping/Fine Manipulation	Gripping, holding, clasping with fingers or hands		✓			
Driving	Operating a motor powered vehicle e.g. use of hospital cars, deliveries, visiting clients, tractor, ride on mower, forklift, bus, etc.		✓			

Aspects of Normal Workplace		Frequency				
Demands	Description	I	O	F	C	N/A
Psychosocial Demands						
Distressed People	Highly emotional people crying, upset, unhappy, depressed, e.g. emergency or grief situations		✓			
Aggressive / Unpredictable People	Raised voices, yelling, swearing and arguing e.g. drug/alcohol, dementia, mental illness	✓				
Exposure to Distressing Situations	E.g. Child abuse, delivering bad news, viewing extreme injuries, viewing deceased					✓
Environmental Demands						
Gases	Working with explosive or flammable gases requiring precautionary measures					✓
Liquids	Working with corrosive, toxic or poisonous liquids or chemicals requiring Personal Protective Equipment (PPE)					✓
Noise	Environmental/background noise necessitates people raising their voice to be heard	✓				
Biological Hazards	E.g. Exposure to body fluids, bacteria, infection diseases requiring PPE		✓			
Cytotoxic Hazards	Handling and/or preparation of cytotoxic materials					✓
Radiation	Working with radiologic equipment					✓



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I acknowledge that I have received a copy of this position description, I have read and understand the requirements of this position. I agree to work in accordance with this position description.

As the incumbent of this position, I confirm I have read the Job demands checklist, understand its content, and agree to work in accordance with the requirements of this position.

APPROVALS	<i>Name</i>	<i>Signature</i>	<i>Date</i>
Department Head:			
Employee:			