

JDF – Physiotherapist

POSITION

POSITION TITLE:	<i>Physiotherapist</i>
CLASSIFICATION/DIVISION:	Clinical
POSITION LEVEL:	<i>As Negotiated</i>
REPORTS TO:	<i>Senior Physiotherapist</i>
LAST UPDATED:	8 March 2021

ROLE PURPOSE

- To manage a clinical portfolio for physiotherapy services while utilising contemporary practice supported by clinical evidence, including:
 - Flexible and individualised services
 - Direct therapy
 - Plan, implement and review interventions
 - Writing Programs
 - Liaising with service users, families and other key supports as required.
- To direct and provide guidance to Personal Therapy Assistants in the provision of personal therapy services.

KEY RESPONSIBILITIES AND ACCOUNTABILITIES

Operations (*Key operational duties, including following to code of conduct and locations of work/travel*).

1. To ensure a high standard of clinical care to enhance the quality of life and independence of residents by delivering evidence-based physiotherapy interventions.
2. Contribute to the development of holistic, individualised, care plans in partnership with the resident, GP's and clinical team.
3. To always operate within their scope of practice as a Physiotherapist in accordance with the AHPRA.
4. Provide individualised therapy services, including mobility equipment prescription, enabling residents to maintain functional capacity, prevent deterioration, maximise quality of life.
5. Regularly review and evaluate therapy plans to ensure identified goals are achieved and quality of life and healthy ageing promoted.
6. Provide general advice and recommendations relating to equipment.
7. Attend and actively participate in family and staff meetings and mandatory training sessions.
8. Commitment to the ongoing development of the organisation and its services.
9. Understand and support the principles of individualised services with the ability to provide a service consistent with these principles and adapt quickly to changing priorities in service users' needs.
10. Deliver holistic, individualised pain management treatments.

11. Communicate in a manner that demonstrates respect, accepts individual differences and upholds rights and provide emotional support to residents and relatives when required.
12. Provide support and guidance to other therapy personnel within the Physiotherapy team.
13. Contribute to the maintenance of good staff morale.
14. To be professional, legally responsible and accountable for all aspects of your own work including the management of patients in your care.
15. Responsible for applying the principles of privacy and confidentiality to all activities carried out within NCH as per its relative legislation and the policies of the organisation.
16. Developed skills in the use of Microsoft Office eg. Word, Excel, Outlook.
17. To be responsible for the safe use of NCH resources and equipment, notifying the Care Manager of any equipment in need of repair or maintenance and employing effective use of reporting systems already in place.
18. Ensures behaviour of self and staff is appropriate and free of harassment, discrimination or victimisation towards any other person.
19. Other responsibilities as delegated from time to time by the Care Manager.

KEY PERFORMANCE INDICATORS

Operations (measurable criteria)

1. Demonstrates best practice and a commitment to quality standards, proactively identifying needs for improvement and showing initiative in meeting these improvement needs.
2. Manage time effectively including prioritising daily tasks according to workflow and possess the ability to work independently.
3. Provision of comprehensive assessments and treatment that identify the resident's functional capacity, strengths and lifestyle goals and to formulate effective, clinically reasoned treatment plans.
4. Provision of timely, accurate documentation and ensure are actioned in accordance with the policies and procedures of Narrogin Cottage Homes and relevant legislation.
5. Positively contribute to team environment and support others
6. Demonstrate the ability to effectively communicate complex and sensitive information to residents, carers and other staff.
7. To ensure timely and effective communication with the Care Manager and senior/junior staff on all professional matters.

Business relationships and personal development (measurable criteria)

1. Commitment to maintain and demonstrate your ongoing clinical professional development by keeping up to date with new treatment trends and research, incorporating them into your work as necessary.

2. Ensure responsibility for the safety of self and others in the course of daily duties including assessment, reporting and actioning any issue that would appear to create a health and safety risk within the facility.
3. Works effectively in a team environment as part of a multi-disciplinary team to achieve the best outcomes for all residents in an inclusive and respectful environment.
4. Establishes and maintains positive working relationships with clients, families, team members and other key stakeholders.

Business relationships and personal development (*measurable criteria*)

1. Commitment to maintain and demonstrate your ongoing clinical professional development by keeping up to date with new treatment trends and research, incorporating them into your work as necessary.
2. Ensure responsibility for the safety of self and others in the course of daily duties including assessment, reporting and actioning any issue that would appear to create a health and safety risk within the facility.
3. Provides leadership within the physiotherapy team.
4. Works effectively in a team environment as part of a multi-disciplinary team to achieve the best outcomes for all residents in an inclusive and respectful environment.
5. Establishes and maintains positive working relationships with clients, families, team members and other key stakeholders.

SKILLS/SELECTION CRITERIA

Relevant Qualifications (*Degree, Certificate, Licences*)

1. Recognised Tertiary qualifications in Physiotherapy and registration with AHPRA.
2. The successful applicant will be required to undergo and must satisfy, relevant security and employment checks (i.e. National Police Clearance).
3. The preferred candidate may be requested to undertake and pass a medical examination for fitness for work.

Essential Skills (*verbal and written communication, industry or general experience, interpersonal skill, ability to work autonomously/in a team, etc.*)

1. Proven interpersonal skills in the facilitation of effective team functioning.
2. Excellent written and verbal communication skills.
3. Previous experience as a Physiotherapist.
4. Excellent organisational and time management skills.

Desired Skills

1. Exposure to environment containing individuals with complex needs.
2. Training or exposure to Dementia or Geriatric care
3. Previous experience with 'iCare' software.
4. Experience in community based assessment and rehabilitation including equipment prescription, linking through onward referrals and service identification and sourcing.

5. High level communication skills with the ability to relate to residents and families on an individual level.
6. Exceptional organisational skills and the ability to work autonomously in a complex environment characterised by competing demands and tight timelines.
7. Demonstrated written communication skills including the ability to produce accurate client files, develop referral documentation and communicate to other health professionals.

A non-smoking policy is effective in Narrogin Cottage Homes' buildings, offices and motor vehicles.

POSITION DIMENSIONS

Internal Relationships (*Direct report, manager, team members, other internal divisions etc.*)

1. CEO
2. Care Manager
3. RN
4. Physiotherapist
5. Occupational Therapist
6. PTA Assistants

External Relationships (*Customers, clients, business partners, suppliers, service providers, etc.*)

1. Medical Professionals
2. Allied Health Professionals
3. Resident
4. Resident families/representatives

ACKNOWLEDGEMENT

Name of Employee			
Signature		Date	
Name of Employer Representative			
Signature		Date	

Works within the mission, vision and values of the organisation.

- Mission: To provide affordable, appropriate housing and residential aged care services to the seniors in our community.
- Vision: To be the premier rural residential aged care facility and laterate community housing provider for seniors in WA.
- Values: We believe in and respect:
- The individual worth and dignity of all people.
 - The right of all people to live in comfort and security.