

Employment

Position Description

Position:	Physiotherapist- Rehabilitation Services
Award:	Lyndoch Living Health Professionals Enterprise Agreement 2013-2016
Classification:	Physiotherapist – Grade dependent upon experience/negotiation
Status:	As per Contract of Employment
Qualifications:	Bachelor of Physiotherapy or equivalent qualification Registration with the Australian Health Practitioner Regulation Agency Current Drivers Licence

Position Objective(s)

- To assess, plan, implement and review physiotherapy services delivered by Lyndoch Living Rehabilitation Services to centre based and/or home based clients.

Lyndoch Living Vision

By recognising each person for the individual they are, we will strive to provide them with the specific services, care and support they need to enjoy a lifestyle that is their own – dignified, engaging, fulfilling and rewarding.

The Lyndoch Way

To support a positive work environment and culture that we believe will best fit the future we are strategically planning for, “seven pillars” have been identified.

One Team

We value and recognize individuality as a vital part of developing a unified voice.

Pride

We support pride and passion in our work and in doing so, we attract others who share our values.

Welcoming Workplace

We encourage warm, friendly and respectful interactions across all aspects of our services.

Yes Culture

We always start with 'yes' in every deliberation.

Customer Service

We ensure that customers feel engaged and valued in every interaction.

Innovation

We will enhance our services and exceed customers' expectations, by embracing innovation and fresh ideas.

Fun and Enjoyment

We recognize that fun and enjoyment are critical to success.

Key Responsibilities and Duties

1. A demonstrated ability to assess, plan and implement physiotherapy interventions to achieve realistic, goal driven outcomes for clients.
2. Display excellent interpersonal and communication skills to achieve identified client outcomes and maximize service delivery.
3. To develop, implement and supervise individual and group based physiotherapy programs in collaboration with the team leader and allied health assistants.
4. An ability to work as part of a multidisciplinary team, take a lead clinical role and be responsible for a clinical case load.
5. To be able to work independently and demonstrate sound decision making and problem solving skills whilst implementing rehabilitation programs.
6. Ensure interventions provided are in accordance with evidence based practice, in a safe and professional manner that meets the competency standards required by the profession.
7. Demonstrated commitment to ongoing professional development
8. Participate in quality improvement activities and commitment to delivering an ongoing quality service.
9. There is an expectation that the role will include direction to perform other duties that must be reasonable in relation to the employee's skills and abilities.

Organisational Relationships

Reports to:	Manager – Rehabilitation Services and program Team Leader.
Supervises:	Allied Health Assistants and students
Collaboration:	Allied Health colleagues
Internal Contacts:	All Lyndoch Living staff, clients, carers and families
External Contacts:	Members of the public, contractors, and service providers

Specialist Knowledge and Skills

The following knowledge and skills are required to be utilized:

- Understand needs and requirements of older people or young people with a disability
- Understand complex requirements of clients of all ages with neurological, musculoskeletal, cardiorespiratory conditions and conditions affecting mood or cognition.
- Ability to assess, implement and continuously evaluate physiotherapy treatment programs with respect to client goals
- Consult with other clinicians in the multidisciplinary team to maximize rehabilitation outcomes for clients.
- To prescribe and assist in the use of appropriate aids and equipment
- To ensure safe and effective handling of equipment and clients during therapy.

Management Skills

The following management skills are required to be utilized:

- Support and direct staff, carers, students and volunteers who are required to assist with physiotherapy interventions
- Ensure clinical documentation standards are met, and client statistics are recorded in a timely manner.
- Demonstrated computer literacy and working knowledge of software applications
- Be involved in organizational continuous improvement processes that promote best practice and quality driven outcomes for clients
- Supervision and co-ordination of students as required

Interpersonal Skills

The following interpersonal skills are required to be demonstrated:

- Well-presented with sound interpersonal skills
- Able to participate in a multi-disciplinary team environment.
- Support and work with colleagues to ensure sound clinical reasoning skills are applied
- Communicate with adults of all ages, their carers, family and relevant others.

General

- Conduct work in line with all relevant OH&S legislation, and in accordance with organisational policies and procedures
- To be actively involved in activities to assist meet external accreditation requirements
- Participate in mandatory organisational training and annual staff review
- Develop and deliver training to staff, students, volunteers and clients on topics relevant to clinical role and experience
- Perform any other duties to ensure the efficient operation of the Department

Agreement

I accept and agree to the duties in this Position Description. I understand that this Position Description is to be read in conjunction with the General Terms and Conditions of Employment and I agreed to abide by terms and conditions stipulated therein.

Name (Please print)

Signature

Date

Authorised by: Belinda Van Zelst, Acting in Charge Rehabilitation Services
Date: November 2018

Appendix 1

General Conditions of Employment

Terms and Conditions of Employment

The conditions of employment are in accordance with the relevant Award and Agreement to which you are employed under. Copies of Awards and Agreements are available from the Human Resources Department.

Performance Review

In order to assist your development in your role, your manager and you will review your role and personal effectiveness annually.

The performance review is a formal means of receiving feedback on your performance and of discussing training, development and career opportunities.

Probationary Period

This position is subject to a three (3) month probationary period during which time mutual suitability will be determined. During the probationary period either party may terminate the employment by giving two weeks' notice in writing.

At the expiration of the probationary period, should the appointment be confirmed, the terms of the Position Description and these Conditions of Employment will continue to apply to your employment.

Termination

Employment may be terminated in accordance with the provisions of the relevant Agreement.

Policy and Procedures of the Employer

The Employer directs you to abide by the policies and procedures of the Employer as varied from time to time.

Apparel and Equipment

You are required to use/wear safety equipment and apparel provided to you by the Employer and to abide by all the Employer's safety rules and regulations.

Notification of Prior Injury

Under the Accident Compensation Act 1985, the Employer requires you to disclose all pre-existing injuries and diseases which you foresee could be affected by the nature of your employment. Failure to do so may render you ineligible for Workers' Compensation in some circumstances. You are required to complete and return the Pre-injury Declaration Form as attached.

Appendix 2

Pre-existing Injury Declaration Form

Please complete and return with your Application for Employment

In accordance with s.82(7)-(9) of the *Accident Compensation Act 1985* (Vic) ("the Act"), you are required to disclose any or all pre-existing injuries, illness or disease (pre-existing conditions) suffered by you which could be accelerated, exacerbated, aggravated or caused to recur or deteriorate by your performing the responsibilities associated with the employment for which you are applying with Lyndoch Warrnambool Inc ("the employer").

In making this disclosure, please refer to the attached position description, which includes a list of responsibilities and physical demands associated with the employment.

Where you have a pre-existing condition, consideration will be given to reasonable modification to the environment or tasks if at all possible or practicable.

Please note that, if you fail to disclose this information or you provide false and misleading information in relation to this issue under s.82(8) and s.82(9) of the Act you and your dependents may not be entitled to any form of workers compensation as a result of the recurrence, aggravation, acceleration, exacerbation or deterioration of a pre-existing condition arising out of, in the course of, or due to the nature of your employment.

Please note that the giving of false information in relation to your application for employment with Lyndoch Warrnambool Inc may constitute grounds for disciplinary action including termination of your contract.

Employee Declaration

I _____ (print name) declare that:

I have read and understood this form, position description and have discussed the employment with Lyndoch Inc. I understand the responsibilities and physical demands of the employment.

I acknowledge that I am required to disclose all pre-existing conditions which I believe may be affected by me undertaking the employment.

I acknowledge that failure to disclose the information or providing false and misleading information may result in invoking section 82(7)-(9) of the *Accident Compensation Act 1985* (Vic) which may disentitle me or my dependents from receiving any workers compensation or any pre-existing condition which I may have arising out of, in the course of, the employment.

Please delete whichever of the following statement is **NOT** applicable

I have suffered no prior injuries that may recur or deteriorate, accelerate or be exacerbated or aggravated by the employment.

OR

I have suffered the following conditions that may recur or deteriorate, accelerate or be exacerbated or aggravated by the employment.

Please list details for all pre- existing conditions

I acknowledge and declare that the information provided in this form is true and correct in every particular.

Applicants Signature

Print name of Applicant

Witness Signature

Print name of Witness

Date

Date

Office Use Only

Additional Comment/ Requisite Modifications
(To be completed by Senior Manager/ CEO)
