

Employment

# Position Description

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

## Position Objective(s)

- To work effectively as a member of the Allied Health Services multidisciplinary team in providing physiotherapy services to individuals living in the community, and in residential care if requested.
- To assess, plan, advise, implement and review Physiotherapy services delivered as part of Lyndoch Living Allied Health Services to consumers choosing to remain living at home.
- To deliver high quality, best practice care when working with consumers to achieve their rehabilitation goals.

## 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 recognise 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 service.

**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 recognise that fun and enjoyment are critical to success.

**Social Purpose**

Through the social conscience of our staff and consumers we actively engage with causes that impact our local community

**Safety**

We actively promote safety through the provision of innovative and high quality training, monitoring of risk, and compliance with OHS regulations

## Key Responsibilities and Duties

- To assess, plan and implement physiotherapy interventions in a safe and effective manner, that: is best practice, goal directed, tailored to individual needs and optimises the health and wellbeing of the consumer.
- To be able to work autonomously and collaboratively within scope of practice; demonstrating sound decision making and problem solving skills.
- Demonstrate excellent interpersonal and communication skills, and a positive consumer focused profile to all stakeholders.
- To develop, implement and supervise individual and group therapy programs in collaboration with consumers and other staff members.
- Demonstrated ability to work as part of a multidisciplinary team, take a lead clinical role and be responsible for a clinical case load, ensuring best consumer outcomes whilst maximising service delivery.

- 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.
- Maintain relevant consumer documentation within involved internal and external key stakeholders.
- Demonstrated commitment to ongoing professional development.
- Participate in quality improvement activities and commitment to delivering an ongoing quality service.
- Provide supervision and guidance to students undertaking student placement.
- Participate as a key member of the Allied Health Services team providing a service to demonstrate a level of professional conduct that reflects the Lyndoch Living Vision, Mission and Values.
- 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.
- Compliance to all Work, Health and Safety responsibilities.

## Organisational Relationships

**Reports to:** Allied Health and Reablement Manager

**Supervises:** Allied Health Assistants and Students

**Internal Contacts:** All Lyndoch Living staff, consumers and families

**External Contacts:** Members of the public, contractors, suppliers, and other service providers including but not limited to General Practitioners, Case Managers, other allied health professionals

## Specialist Knowledge and Skills

The following knowledge and skills are required to be utilised:

- Understand complex requirements of older persons and younger adults with neurological or musculoskeletal or other disabling conditions.
- Ability to assess, implement and continuously evaluate physiotherapy treatment programs.
- Consult with other clinicians in the multidisciplinary team to maximise rehabilitation outcomes for consumers.
- To identify, prescribe and assist in funding and supply of appropriate aids, equipment and modification requirements to maximise consumers' abilities and function.
- Provide education to consumers and families to ensure safe and effective handling of aids and equipment.

## Management Skills

The following management skills are required to be utilised:

- Support and direct staff, carers and students who are required to assist with interventions.
- Ensure clinical documentation standards are met, and information required for reporting purposes are recorded in a timely manner.
- Demonstrated computer literacy skills and working knowledge of software applications.
- Be involved in organisational continuous improvement processes that promote best practice and quality driven outcomes for consumers.
- An ability to provide guidance and intervention when implementing therapeutic strategies that is respectful of consumer choice.

## Interpersonal Skills

The following interpersonal skills are required to be demonstrated:

- Well-presented person with sound interpersonal skills.
- Able to work autonomously and as part of a multidisciplinary team.
- Have an ability to relate to aged people, and young people with a disability, their carers, family and relevant others.
- Able to adjust to the communication needs of all key stakeholders.

## General

- Conduct work in line with all relevant OH&S legislation and in accordance with organisational policies and procedures.
- Participate in quality activities within the work area to improve the efficiency of the Department.
- Participate in relevant training to ensure continued professional development for the betterment of the organisation.
- Participate in mandatory organisational training and ongoing staff review.
- 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.

## 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: Fiona Bourke

Date: January 2020

## 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 annual review your personal effectiveness in your role.

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 six (6) 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 Living Inc ("the employment")

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 Living 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 Living 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**

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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)

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