

Employment

Position Description

Position:	Physiotherapist – Allied Health Services
Award:	Lyndoch Living Allied Health Professionals Enterprise Agreement 2018-2022
Classification:	As per Enterprise Agreement
Status:	As per Contract of Employment
Qualifications:	Bachelor of Physiotherapy or equivalent qualification Registration with the Australian Health Practitioner Regulation Agency (AHPRA)

Position Objective(s)

The position requires a skilled physiotherapist to:

- Utilise specialist knowledge to assess, develop, implement and review goal directed therapy programs; specifically addressing the impacts of aging, disability and/or health issues on quality of life
- Provide therapy in a holistic, goal focused and person centred manner, with a strong emphasis on self-management and reablement
- Deliver individual and group interventions and/or therapy programs within a variety of different settings
- Work closely with the multidisciplinary allied health team to provide a flexible and responsive service that works to meet each consumer's identified 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, "nine 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 the staff and consumers we actively engage with causes that impact the local community.

Safety

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

Key Responsibilities and Duties

- Provide physiotherapy intervention for both consumers and participants including
 - assessment, program design, implementation and review processes in accordance with best evidence based practice
 - holistic goal setting with consumer / participant with measurable outcomes and timeframes
 - flexible delivery within the consumer / participant's home, the Community Rehabilitation Centre and/or the community
 - delivery in one to one, and group environments
 - individualised and generic programs
 - transiting consumer/participant to an alternative appropriate service when clinical indicated or goals achieved
- Develop, organise and supervise therapy / exercise programs in collaboration with team members including exercise physiologists and allied health assistants, and undertaking a clinical leadership role
- Demonstrate an ability to work as part of a multidisciplinary team; and be responsible for a clinical case load.
- Work independently and demonstrate sound decision making, communication and problem solving skills, throughout intervention
- Identify need and generate referrals to other discipline and services/supports

- Accept accountability and responsibility for own decisions, actions, behaviours and the delegation of clinical intervention to Allied Health Assistants
- Provide education, training and supervision of allied health assistants and students.
- Demonstrate a commitment to ongoing professional development that ensures interventions provided are in accordance with evidence based best practice, in a correct, safe and professional manner, that meets the competency standards required by the profession and Lyndoch Living
- Participate in quality improvement activities and assist in the development of the service
- To maintain clinical documentation to a medico-legal standard including provision care and engagement with internal and external key stakeholders
- Ensure compliance to all Work, Health and Safety policies and procedures
- Demonstrate knowledge of and adheres to the Australian Health Practitioner Regulation Agency (AHPRA) and Physiotherapy Board of Australia Professional Standards, and ensures integration with organisational policies and guidelines.
- Analyse and maintain processes to identify and or mitigate actual or potential risk and implement strategies to minimise risk as required, including initiation, follow up and completion of RISKMAN entries
- 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:	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 needs and requirements of older people, the aging process, best practice principles, and safe implementation of physiotherapy intervention to improve outcomes for consumers.
- Understand needs and requirements of young adults with a disability and best approach to support physiotherapy intervention to improve outcomes.
- Understand medical conditions that client's experience, to ensure best practice and the safe implementation of physiotherapy intervention.
- Consult with colleagues regarding best practice outcomes for consumers/participants.

- Foster increased consumer understanding of health promotion principles and practice to support client self-management to enable appropriate goal setting and assist overcome barriers to achieving goals
- To identify, prescribe and assist in funding and supply of appropriate aids, equipment and modification requirements to maximise consumers' abilities and function.
- As relevant imbed the principles of the:
 - Aged Care Standards
 - National Disability Insurance Scheme
 - National Safety and Quality Health Service Standards

Management Skills

The following management skills are required to be utilized:

- Support and direct staff, carers, family, 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 organisational continuous improvement processes that promote best practice and quality driven outcomes for clients.
- Supervision of students as required.
- Participate in a team focused work environment that encourages input from team members, enhancing job satisfaction and team performance.

Interpersonal Skills

The following interpersonal skills are required to be demonstrated:

- Able to participate in a multi-disciplinary team; work with colleagues to ensure appropriate clinical reasoning skills are applied and attend team meetings as scheduled
- Communicate with adults of all ages, their carers, family and relevant others.
- Excellent communication and interpersonal skills including proven ability to work with a diverse range of people and adults of all ages their carers, family and relevant others.
- Support and work with colleagues to ensure sound clinical reasoning skills are applied.

General

- Conduct work in line with all relevant OH&S legislation, and in accordance with organisational policies and procedures.
- Participate in relevant training to ensure continued professional development for the betterment of the organisation.

- Participate in continuous improvement activities in accordance with good work practice and accreditation guidelines.
- Respect diversity in values, customs and beliefs.
- Develop and deliver training to staff, students, volunteers and clients on topics relevant to clinical role and experience.
- 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: Director of Innovation & Organisational Development

Date: August 2022