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| **Position Title** | Physiotherapist |
| **Position Number** |  |
| **Department** | Community Services |
| **Classification** | Grade 2 |
| **Agreement** | [Allied Health Professionals (Victorian Public Health Sector) (Single Interest Employees) Enterprise Agreement 2021 - 2026](https://intranet.eghs.net.au/Files/Human%20Resources/Awards%20Agreements/Allied%20Health%20Professionals%20%28Victorian%20Public%20Sector%29%20%28Single%20Interest%20Employers%29%20Enterprise%20Agreement%202021-2026.pdf) |
| **Reports to:** | Senior Physiotherapist  |

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| **POSITION DESCRIPTION** |  |

**Position Purpose:**

Responsible for the assessment and treatment of East Grampians Health Service (EGHS) clients with a wide range of medical conditions and movement disorders in the acute, outpatient or aged care setting.

To coordinate and deliver the exercises classes to EGHS clients.

To coordinate, assess and supervise physiotherapy students during their placement at EGHS.

**Department / Unit Specific Overview**

EGHS Community Health Centre provides primary care to the Ararat and district community with Dental, Physiotherapy, Exercise Physiology, Occupational Therapy, Podiatry, Speech Pathology, Dietetics, Diabetes Education and Social Work services. While the majority of care is delivered from our recently re-developed Community Health Centre, clinicians also provide outreach clinics to Willaura; Bush Nursing Centres; Budja Budja Aboriginal Co-operative; and contracted services to correctional facilities. Allied Health and Dental teams also support other EGHS departments including our Inpatient Unit, Community Nursing and Residential Aged Care Facilities. Our centre hosts speciality clinics for visiting services and surgeons and is co-located with Ararat’s Maternal Child Health Nurse service.

**Our Values**

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| **Description: Description: S:\Health Information Management\EGHS Icons\EGHS_Integrity.jpg** | **Integrity** | We value integrity, honesty and respect in all relationships |
| **Description: Description: S:\Health Information Management\EGHS Icons\EGHS_Excellence.jpg** | **Excellence** | We value excellence as the appropriate standard for all services and practices |
| **Description: Description: S:\Health Information Management\EGHS Icons\EGHS_Community.jpg** | **Community** | We respect the dignity and rights of our community and acknowledge their beliefs, regardless of their cultural, spiritual or socioeconomic background |
| **Description: Description: S:\Health Information Management\EGHS Icons\EGHS_Working_Together.jpg** | **Working Together** | We value equally all people who make a contribution to EGHS to achieve shared goals |
| **Description: Description: S:\Health Information Management\EGHS Icons\EGHS_Learning_Culture.jpg** | **Learning Culture** | We strive to continually lead and develop through education, training, mentoring and by teaching others. |

**Organisational Context**

East Grampians Health Service is a rural health service located in Ararat and Willaura in Western Victoria and is an integral part of a thriving community that is committed to quality services providing health and wellbeing to people of all backgrounds.

Serving a diverse community, East Grampians Health Service delivers an extensive range of acute, residential, home and community based services. We strive to continually improve our services to best meet the needs of our patients, residents and the community.

**Our Vision**

To be leaders in rural health care

**Our Strategic direction**

EGHS strategic plan 2019-22 mirrors the Victorian Government Health 2040; Advancing Health, Access and Care guidelines and is underpinned by our organisational values and behaviours - ‘improving our communities health and quality of life through strong partnerships and by responding to changing needs’.  We incorporate our opportunities through Better Health, Better Access, and Better Care, which are pivotal in achieving our vision of being ‘leaders in rural health care’:

**BETTER HEALTH**

1. A system geared to prevention as much as treatment
2. Everyone understands their own health risks
3. Illness is detected and managed early
4. Healthy neighbourhoods and communities encourage healthy lifestyle

**BETTER ACCESS**

1. Care is always there when people need it
2. More access to care in the home and community
3. People are connected to the full range of care and support they need
4. There is fair access to care

**BETTER CARE**

1. Target zero avoidable harm
2. Healthcare that focuses on outcomes
3. People are active partners in care
4. Care fits together around people’s needs

**Organisational Responsibilities**

* Be aware of and work in accordance with all EGHS policies and procedures and [Victorian Public Sector - Code of Conduct](http://intranet.eghs.net.au/Files/Human%20Resources/Victorian%20Public%20Sector%20-%20Code%20of%20Conduct.pdf)
* Be respectful of the needs of patients, visitors and other staff and maintain a professional approach in all interactions, creating exceptional experiences.
* Be aware of the National Safety and Quality Health Service Standards and/or Aged Care Quality Standards as it relates your area of work and associated accreditation.
* Undertake other duties as directed that meet relevant standards and recognised practice.
* Agree to provide evidence of a valid employment Working with Children Check and provide the necessary details for East Grampians Health Service to undertake a National Police Check.
* All staff are expected to identify and report incidents, potential for error and near misses and supports staff to learn how to improve the knowledge systems and processes to create a safe and supportive environment for staff and patients.
* Contribute to a positive and supportive learning culture and environment for health professional students and learners at all levels.
* Participate in all mandatory education and orientation sessions as outlined by EGHS.
* East Grampians Health Service is an equal opportunity employer and is committed to providing for its employees a work environment which is free of harassment or discrimination.

EGHS reserves the right to modify position descriptions as required. Staff will be consulted when this occurs.

**Responsibilities and Major Activities**

* Provide physiotherapy assessment and treatment to clients independently in a safe environment. This may include video conferencing or face-to-face consultation as appropriate.
* Complete documentation of this assessment and treatment in the patient’s electronic medical record (BOSSnet)
* Complete ISOFT documentation and paperwork
* Provide feedback to the referrer promptly
* Coordinate /provide input into shared support plans for clients as appropriate
* Collaborate with EGHS staff and external organisations to provide the best outcomes for clients
* To advocate for the client as required
* To complete EGHS mandatory education
* To continue to enhance clinical skills with professional development opportunities
* To assess, coordinate and supervise physiotherapy students
* To work within the strategic direction of EGHS and potentially grow this service
* To keep in touch with team and community services issues by reading and contributing to team and community services meetings as appropriate

 **Key Performance Indicators**

* Demonstrates practice within the Vision, Mission and Values of EGHS.
* Demonstrates understanding, application of knowledge and implementation of the organisation’s clinical governance framework to ensure the provision of high quality health care through continuous improvement.
* Promotes and maintains an environment of teamwork and professionalism
* Demonstrates commitment to personal and professional development supervising student placements.
* Participates in regular clinical supervision, annual professional development planning & identifies key areas for professional and personal growth
* Personal Development Plan (PDP) completed annually
* Measured in accordance with the capabilities outlined in the Victorian Allied Health Capability Framework level 2
* Clinical time/productivity maintained at average of 80%
* Completion of ISOFT and paperwork accurately at the end of each day

Key Selection Criteria

**Essential Criteria:**

* Bachelor of Physiotherapy
* Experience in treating general acute and orthopaedic clients
* Evidence of a commitment to the concepts of best practice and continuous quality improvement
* Proven verbal and written communication skills to write reports and communicate in a variety of settings.
* Evidence of working successfully in a multidisciplinary team and independently
* Sound organisational skills, particularly an ability to set priorities and use time management strategies.
* Demonstrated ability to mentor/supervise less experienced staff and students

Must comply to having or completion of:

* National Police Check (renewed every 3 years)
* Working with Children Check (renewed every 5 years)
* NDIS Worker Screening Check
* Immunisation requirements (annually)

**Desirable Criteria**

* Active interest in development of leadership skills

**Acknowledgement**

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| **Employee Signature:** |
| **Employee Name:** | **Date:** |
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| **Manager Signature** |
| **Manager Name:** | **Date:** |
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| **Developed Date: March 2023** |
| **Developed By: Senior Physiotherapist.** |