
POSITION TITLE:	PHYSIOTHERAPIST
RESPONSIBLE TO:	Director Primary and Community Services
DEPARTMENT:	Community Services
AWARD:	Health Professionals Award
CLASSIFICATION:	Dependant on skills and experience
REPORTS TO:	Director Primary and Community Services
CONTRACT:	As per employment contract

POSITION STATEMENT

The Physiotherapist at Orbost Regional Health is responsible for the provision of Physiotherapy services in both the acute and community service settings, as well as providing community education and support for the prevention of illness and development of a healthy community. The Physiotherapist will provide high quality physiotherapy services to clients within a multidisciplinary framework, ensuring a best practice approach.

RESPONSIBILITIES AND KEY PERFORMANCE INDICATORS (Outcomes)

- Delivery of quality physiotherapy services across the multi-purpose service including acute, residential aged care and community services, and within the broader community.
- Plan, implement and evaluate specific group and individual physiotherapy programs in consultation with multi-disciplinary team members, and contribute to assessments, care planning and review as required.
- Undertake and participate in case management of complex clients as agreed with clients, carers, health professionals and other relevant service providers.
- Actively participate in the health service through formal and informal case conferences, appropriate referrals and participation in clinical duties as required.
- To develop, facilitate and assist with the running of health promotion, rehabilitation and support programs.
- To assess and respond to the need for clinical, educational and support outreach services in physiotherapy.
- Establish and maintain accurate and up to date client files according to ORH policy.
- Collect statistical data for physiotherapy services and provide regular reports as requested.

- As part of the community services team, participate in the ongoing evaluation and review of physiotherapy services and resources, including the identification of physiotherapy service needs and forward planning and service development.
- Participate in professional networks and maintain currency of knowledge within the physiotherapy field.
- Supervise physiotherapy and allied health assistant students and ensure that educational and placement goals are met.
- Where required provide supervision for staff in the completion of their roles and responsibilities, with particular focus on clinical skills based competencies. This includes monitoring of performance and providing guidance and facilitating education and training where skills are not at the required standard.
- Actively contribute to the maintenance of good manual handling practices as they relate to workplace occupational health & safety.

QUALIFICATIONS

Mandatory:

- A recognised degree in Physiotherapy.
- A current Victorian Physiotherapy Board registration or equivalent.

Other requirements:

- Driver's licence, ability to travel to regional centres, with possible overnight stays
- Eligible for membership of Australian Physiotherapy Association.

KNOWLEDGE, SKILLS and ATTRIBUTES

HUMAN RESOURCES

- Employees must comply with and demonstrate the Organisational Behavioural Values
 - Respect**
 - Integrity**
 - Compassion**
 - Excellence**
 - Community**
- All employees of Orbost Regional Health are required to participate in an annual Performance review and planning process, ensuring all documentation is provided for the personnel file.
- Participate in the annual review and planning process, completing an individual aims and achievements plan in line with the strategic objectives of Orbost Regional Health
- During the annual aims and achievements discussion review the annual information updates as listed in attachment 2.
- All employees will undertake an organisational orientation induction program and complete training requirements relevant to position, including mandatory training as listed in attachment 1.

- On an annual basis complete mandatory training as per attachment 1.
- ORH promotes the safety and wellbeing of all children and particularly those from culturally and/or linguistically diverse backgrounds. Working with children checks are required for staff who work with children under 16, and understanding of implementation of safe practices with children including mandatory reporting of child abuse is a requirement of ongoing employment.

ADMINISTRATION

- Be conversant with Orbest Regional Health policies and procedures and be able to demonstrate how to access relevant policies and procedures using the PROMPT system

OCCUPATIONAL HEALTH AND SAFETY

- Ensure that work practices are carried out in accordance to the Occupational Health and Safety policies, and the operational policies and procedures of the organisation.
- Ensure daily tasks are carried out in such manner that minimises risks to patients/residents, other staff members and visitors.
- Are confidently able to complete a Riskman incident report and report any safety issues immediately to the supervisor and/or Safety Representative.
- Ensure that infection control guidelines and requirements are known and incorporated into daily work activities.

QUALITY AND SAFETY

- Demonstrate a commitment to the delivery of quality services.
- Demonstrate a focus on partnering with consumers in the planning, delivery and evaluation of services and care, by actively seeking feedback and engaging consumers in their care planning as appropriate to employee role.
- Ensure all Multi Purpose Service activities are in accordance with the
 - National Safety and Quality Health Service Standards (organisation wide)
 - Community Care Common Standards (Home and Community Care)
 - Department of Human Services Standards (Disability and Homelessness Support)
 - Royal Australian College of General Practitioners Standards (Medical Clinic);
 - Diagnostic Imaging Standards (Radiology).
- Actively participate in the Orbest Regional Health quality program and accreditation processes against the above standards.
- Are confidently able to complete a RiskmanQ quality activity.
- Be able to identify risks and follow the Orbest Regional Health Risk Management Policy and procedure.
- Have processes to monitor and evaluate the performance of the services provided by the work area.

- Be aware of Orbest Regional Health's approach to quality and safety that includes: Risk management, Clinical governance, Patient centred care and Consumer rights and responsibilities, Diversity, Workplace Health, Safety & Wellbeing, Performance reporting and Monitoring, Partnering with Consumers, Quality Improvement and Open Disclosure. Refer Staff Guides located in Prompt.

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AUTHORITY AND CONDITIONS

- All employees of Orbest Regional Health must sign a Confidentiality Statement. This is to ensure that employees shall not at any time, either during the period of employment, or at its completion, divulge either directly or indirectly to any person, confidential knowledge or information acquired during the course of this employment.
- All employees of Orbest Regional Health are required to recognise consumer rights and operate within the Charter of Human Rights.
- Adhere to the level of authority under the Organisation Instrument of Delegation.
- This position carries a Level N/A under the Instrument of Delegation.

I have read, understood and accepted this Position Description.

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(Employee Name)

.....
Director Primary and Community Services

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Signature

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Signature

.....
Date

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Date

Orbest Regional Health reserves the right to review and amend this document at its discretion.

KEY SELECTION CRITERIA

Essential Criteria

- A recognised degree in Physiotherapy.
- A current Victorian Physiotherapy Board registration or equivalent.
- Demonstrated level of professional competence and eligibility for membership of the Australian Physiotherapy Association.
- Demonstrated understanding of contemporary physiotherapy theory and practice.
- Demonstrated competence in clinical and problem solving skills.
- Demonstrated skills and abilities in time and workload management.
- Demonstrated ability to work as an effective member of a multi disciplinary team.
- Ability to work independently and be self-motivated.
- Experience in planning, implementing and evaluating physiotherapy and health promotion programs.
- An understanding of and ability to undertake health promotion practice in consultation with colleagues and line managers.
- An understanding of quality processes and standards
- Ability to work in a diverse range of settings and ability and willingness to travel to remote areas with overnight stays.
- Current Police Check and WWC Check
- Drivers Licence

Orbost Regional Position Description - Attachment 1
Organisation wide – Mandatory Training

Focus area	Frequency	Classification	Staff	Training Type	Committee Responsible
Emergency Response	Orientation & Annual	Mandatory	All ORH Staff	Online training	Emergency Preparedness & Resilience
Manual Handling	Orientation & Annual	Mandatory	All ORH Staff	Online training	OH&S
No Lift	Orientation & Annual	Mandatory	Nursing Staff	Online training and practical assessment	OH&S
Hand Hygiene	Orientation & Annual	Mandatory	All ORH Staff	Online training	Infection Control
Basic Life Support	Orientation & Annual	Mandatory	All Nursing Staff Medical Staff	Self-directed learning package- clinical skills practical assessment	Clinical Standards
Medication Administration General Adult & IV competency	Orientation & Annual	Mandatory	All Nursing staff (including medication endorsed ENs).	Online training	Clinical standards
Falls Prevention	Orientation & Annual	Mandatory	All nursing staff	Online training	Clinical Standards
Neonatal Resuscitation	Orientation & Annual	Mandatory	All Midwives	Online training	Clinical Standards
Advanced Life Support	Orientation & Annual	Mandatory	All ALS responders – grade 5/ ANUMs	Self-directed learning package- clinical skills practical assessment	Clinical Standards
Triage	Orientation & Annual	Mandatory	Grade 5 / ANUM	Online Training	Clinical Standards
Blood Safe	Orientation & Annual	Mandatory	All Nursing Staff	Online Training	Clinical Standards
Aseptic Technique	Orientation & Annual	Mandatory	All Nursing & Medical Staff	Online Training	Infection Control
Bullying and Harassment	Orientation & Annual	Mandatory	All ORH Staff	Online Training	People and Culture
Risk Management	Orientation & Annual	Mandatory	Managers	Online Training	OH&S
Occupational Violence	Orientation & Annual	Mandatory	All ORH Staff	Online Training	OH&S
OHS	Orientation & Annual	Mandatory	All ORH Staff	Online Training	OH&S
Cybersecurity training for health services	Orientation & Annual	Mandatory	All ORH Staff	Online Training	MPS Managers

Orbost Regional Health Position Description – Attachment 2
Organisation wide – Orientation & Annual Information Update

Focus area	Frequency	Classification	Staff	Training Type
Occupational Health & Safety	Orientation & Annual	Info Update	All ORH Staff	Manager Discussion
People & culture	Orientation & Annual	Info Update	All ORH Staff	Workshop
Diversity	Orientation & 2 years	Info Update	All ORH staff	Manager Discussion
Clinical Governance	Orientation & annual	Info Update	All ORH staff	Manager Discussion
Resource Management	Orientation & 2 years	Info Update	All ORH staff	Manager Discussion
Risk Management	Orientation & Annual	Info Update	All ORH staff	Manager Discussion
Quality Improvement	Orientation & Annual	Info Update	All ORH staff	Manager Discussion
Partnering with Consumers	Orientation & Annual	Info Update	All ORH staff	Manager Discussion
Performance Reporting and Monitoring	Orientation & 2 years	Info Update	All ORH staff	Manager Discussion
Patient Rights & Responsibilities	Orientation & Annual	Info Update	All ORH staff	Manager Discussion
Emergency management & Business Continuity	Orientation & Annual	Info Update	All ORH staff	Manager Discussion
Review & Planning Process	Orientation & 2 years	Info Update	All ORH staff	Manager Discussion
Environmental sustainability	Orientation & 2 years	Info Update	All ORH staff	Manager Discussion