

Position Description

Position Title:	Physiotherapist
Department:	Allied Health
Reporting to:	Allied Health Manager
Classification / Code:	dependent upon skills and experience
Award Coverage:	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2025
Pay Rate & Hours of Work:	Dependant upon skills and experience. Permanent part time – up to 4 days per week.

Beaufort & Skipton Health Service

Vision

To be a vibrant provider of care.

Mission

To enable all people in our community to be connected, healthy and live well.

Values

Teamwork, Compassion, Accountability, Respect, Excellence

Beaufort and Skipton Health Service

Beaufort and Skipton Health Service is a small rural health service that was formed on 1 October 1996 following the amalgamation of the Ripon Peace Memorial Hospital and the Skipton and District Memorial Hospital.

The Health Service provides Urgent Care, Primary Care, Acute Inpatient, Residential Aged Care (Nursing Home and Hostel level care), and a Transition Care Program (TCP). Community and Allied health and home based services include District Nursing, Home Care Packages, Respite, Health Promotion, Diabetes Education and a large range of support programs.

Medical Clinical operates at Skipton along with specialist services that are available. Beaufort and Skipton Health Service serves nearly 6,000 people in Beaufort, Skipton and the surrounding area.

Purpose of Position

This Physiotherapy position sits within the Community Care program and is responsible for the provision of flexible and responsive services that work to meet each client's identified needs. As part of a multidisciplinary team, the Physiotherapist works closely with staff members of other teams and programs on client and organisational issues. The incumbent will practice a holistic approach to community care, working in partnership with other agencies, and being responsive to the needs of the client and team.

The physiotherapist offers a range of services to individuals and groups to improve, maintain and promote the physical health and general wellbeing of their clients. They see people who are currently experiencing, or at

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risk of developing, pain, injury, or dysfunction in relation to a range of predominantly musculoskeletal conditions.

The target population includes people with, or at risk of, chronic conditions, people with multiple and complex needs and those from culturally and linguistically diverse backgrounds. The Physiotherapist will provide assessment and treatment to the target group in a range of settings, predominantly centre based, including residential aged care and acute setting.

Key Responsibilities

- Provide physiotherapy assessment and treatment to clients of the target group.
- Assess clients for strength training, water exercise and other treatment and physical activity groups.
- Provide education to clients within a self-management framework.
- Participate in and provide access to Care Planning and Common Assessment for clients.
- Consult and liaise with Beaufort and Skipton Health Service staff and staff from other agencies who also work with this target group, to develop a comprehensive approach to service provision.
- Refer to other services as required.
- Plan, implement and evaluate Physiotherapy related programs.
- Provide secondary consultation to other members of the team and to external agencies, where relevant to client care and Physiotherapy practice.
- Participate in case review and other related quality assurance and clinical governance activities in accordance with Beaufort and Skipton Health Service policy.
- Maintain electronic health records, documentation and statistics according to Beaufort and Skipton Health Service policy.
- Coordinate and supervise Physiotherapy students as required.
- Oversee clinic equipment ordering and supplies.
- Promote effective communication within the team.
- Conduct oneself in a professional manner which is consistent with the Australian Health Practitioner Regulation
- Agency Code of Conduct for Physiotherapists.
- Identify continuous quality improvement opportunities and act upon when/where relevant.
- Undertake active and meaningful community participation and engagement.

The incumbent can expect to be allocated duties, not specifically mentioned in this document, but within the capacity, qualifications and experience normally expected from persons occupying a physiotherapist position.

Qualifications

- Degree or Diploma in Physiotherapy.
- Registration as a Physiotherapist with the Australian Health Practitioner Regulation Agency (AHPRA).
- Willingness to obtain an MBS Provider Number

BSHS Accountabilities

- Compliance with all BSHS Policies and Procedures.
- At all times practices works within the vision, mission and values of Beaufort and Skipton Health Service.
- Adherence to infection control policies and procedures as identified in the Beaufort and Skipton Health Services Infection Control Manuals.
- Participation in the BSHS risk management and quality improvement systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous

improvement in your workplace through communication and consultation with managers and colleagues.

- Ensures that the affairs of Beaufort and Skipton Health Service, its patients, consumers (residents), clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by Law. Such confidentiality will extend to the commercial and financial activities of Beaufort and Skipton Health Service.
- At BSHS we recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors, which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagements amongst BSHS employees.
- BSHS is committed to a patient/client centred approach in the provision of health care and services, consistent with the BSHS values, mission and vision. It is expected that you demonstrate the core values of patient centred care in every interaction with patients, carers and colleagues
- You must ensure that the affairs of BSHS, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of BSHS.

Key Selection Criteria

- Demonstrated understanding and commitment to Community Health philosophy.
- Demonstrated ability to provide physiotherapy services to aged and young people with a range of acute or chronic conditions, multiple and complex needs.
- Highly developed interpersonal, communication and negotiation skills.
- Demonstrated ability to work both independently and as a member of a multidisciplinary team.
- Demonstrated skills in networking, liaison and the development of strong links with relevant service providers and users.
- Excellent time management and organisational skills.
- Well-developed computer skills including electronic health records

Jobs Demand Checklist

Beaufort and Skipton Health Service has a duty of care to all staff. The purpose of this section is to ensure that you fully understand and are able to perform the inherent requirements of the role (with reasonable adjustments if required) and that you are not placed in an environment or given tasks that would result in risks to your safety or others.

PHYSICAL DEMANDS

Sitting – remaining in a seated position to perform tasks	Frequent
Standing – Remaining standing without moving about to perform tasks	Occasional
Walking – Floor type: even / uneven/ slippery / indoors/ outdoors / slopes	Indoor /even – Frequent
Running – Floor type: even / uneven/ slippery / indoors/ outdoors / slopes	Not Applicable
Bend / Lean Forward from Waist – forward bending from the waist to perform tasks	Frequent
Trunk Twisting – Turning from the waist while sitting or standing to perform tasks	Occasional
Kneeling – remain kneeling posture to perform tasks	Occasional
Squatting / Crouching – Adopting a squatting or crouching posture to perform tasks	Occasional
Leg / Foot movement – Use of leg and / or foot to operate machinery	Frequent
Climbing (stairs / ladders) – Ascend / descend stairs, ladders, steps etc	Occasional

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Lifting / Carrying – light lifting and carrying: <10 kg	Frequent
Lifting / Carrying – Moderate lifting and carrying: 10 -15 kg	Occasional
Lifting/ Carrying – Heavy lifting and carrying: >15kg	Not Applicable
Reaching – Arms fully extended forward or raised above shoulder	Occasional
Pushing / Pulling / restraining – Using force to hold / restrain or move objects toward or away from the body	Occasional
Head / Neck Postures – Holding head in a position other than neutral (facing forward)	Not Applicable
Hand & Arm movements – Repetitive movements of hands and arms	Frequent
Grasping / Fine Manipulation – Gripping, holding, clasping with fingers or hands	Frequent
Work at Heights – Using ladders, footstools, scaffolding, or other objects to perform work	Not Applicable
Driving – Operating any motor powered vehicle	Not Applicable
SENSORY DEMANDS	
Sight – Use of sight is an integral part of work performance e.g. viewing of X-Rays, use of computer screens	Frequent
Hearing – Use of hearing is an integral part of work performance, e.g., telephone enquiries	Frequent
Smell – Use of smell is an integral part of work performance e.g., food preparation	Not Applicable
Taste – Use of taste is an integral part of work performance e.g., Food preparation	Not Applicable
PSYCHOSOCIAL DEMANDS	
Distressed People - e.g., Emergency or grief situations	Occasional
Aggressive & Uncooperative People – e.g., Dementia, mental illness, head injuries	Occasional
Unpredictable People – e.g., Dementia, mental illness, head injuries	Occasional
Restraining – involvement in physical containment of patients / clients	Not Applicable
Exposure to Distressing Situations - e.g., Child abuse, viewing dead / mutilated bodies	Not Applicable
ENVIRONMENTAL DEMANDS	
Dust – Exposure to atmospheric dust	Not Applicable
Gases – Working with explosive or flammable gases requiring precautionary measures	Not applicable
Fumes – Exposure to noxious or toxic fumes	Not Applicable
Liquids – Working with corrosive, toxic or poisonous liquids or chemicals requiring PPE	Not Applicable
Hazardous Substances – e.g., Dry chemicals, glues	Not Applicable
Noise – Environmental / background noise necessitates people raise their voice to be heard	Occasional
Inadequate Lighting – Risk of trips, falls or eyestrain	Not Applicable
Sunlight – Risk to sunburn exists from spending more than 10 minutes per day in sunlight	Not Applicable
Extreme Temperatures – Environmental temperatures are less than 15 c or more than 35 c	Not applicable
Confined Spaces – area where only one egress (escape route) exists	Frequent
Working at Heights – Ladders / stepladders / scaffolding are required to perform tasks	Not Applicable
Biological Hazards – e.g., exposure to body fluids, bacteria, infectious diseases	Occasional

Incumbent Statement

I have read this document and agree to undertake the duties and responsibilities listed above.

I acknowledge that:

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- Appointment is subject to a satisfactory staff immunisation clearance, a satisfactory current Police Record Check and current Working with Children Check.
- Statements included in this Position Description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all inclusive.
- Where additional training and support is required to fulfil extra or other duties of a similar level of responsibility, it will be provided within the guidelines of the organisation.
- Management may alter this Position Description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).
- An interim performance development and review discussion will occur with your Manager within your probation period from your commencement date and per annum. Your performance review is intended to be a positive discussion, outlining the key roles and responsibilities outlined in this Position Description. The performance review discussion provides an opportunity to clarify your role, revise key performance activities and identify any objectives or goals for the year ahead.

Employee Name: _____ Signature: _____ Date: _____