

POSITION DESCRIPTION

Physiotherapist – Grade 3

Supporting Everyone to be healthy and live well

PURPOSE OF THE ROLE

The Grade 3 Physiotherapist holds a senior leadership role within the Physiotherapy Department. They are responsible for the independent management of a clinical caseload delivering expert physiotherapy assessment and management for clients related to their area of expertise in Physiotherapy.

The role includes consultation with clients, carers and other members of the inter-professional team to enable the delivery of a high-quality Physiotherapy service that supports a client-centered approach to care.

The role also includes supervision and capacity building of Grade 1 & 2 Physiotherapy & AHA staff within the Physiotherapy department. It includes guidance and mentoring of Grade 1 & 2 Physiotherapists to enhance knowledge and support the development of clinical reasoning and care co-ordination / care planning skills.

The Grade 3 position involves liaison with the Manager Physiotherapy Services to ensure that service delivery is timely, effective and meeting all documentation and data collection requirements.

The position may involve working in or consulting with staff in one or more of the following clinical areas: Community / Outpatients, In-patient Rehabilitation programs, Community Rehabilitation Centre programs, Acute wards, Emergency department, Aged care.

Position Details	
Position Title:	Physiotherapist – Grade 3
Department	Physiotherapy and Exercise Physiology Department
Reports to:	Manager of Physiotherapy and Exercise Physiology
Positions Reporting to this role:	Gr 1-2 Physiotherapists and Exercise Physiologists, AHA's
FTE:	
Budget:	
Enterprise Agreement:	Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2021-2026
Position Classification:	Grade 3 Year 1-4 (based on experience); VB7-9, VC1
Position Description last reviewed:	May 2024

Key Accountabilities
Maintaining a clinical load relevant to their area of high level of specialist knowledge and complimentary to the services offered by the Physiotherapy department.
Having an advanced practice role as appropriate dependent on area expertise
Contributing to the day to day operation/function of the Physiotherapy department

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including distribution of workloads and consultation with staff on clinical matters regarding their area of expertise.
Demonstrating evidence-based Physiotherapy practices and promoting a culture of evidence-based practice within the health service.
Supporting service co-ordination practices within the Primary Care Division and embedding care co-ordination/care planning principles across Physiotherapy program areas.
Leadership, clinical supervision and support of Grade 1 and 2 Physiotherapists, Exercise Physiologists, AHAs and undergraduate Physiotherapy and Exercise Physiology students.
Leading and participating in quality improvement activities and promoting a culture of quality improvement within the Physiotherapy department.
Provide support to the Manger of Physiotherapy and Exercise Physiology Services in the planning, implementation and review of the clinical services across the health service.
Provide support to the Manger of Physiotherapy and Exercise Physiology Services in administrative matters to enhance the functioning of the department.

Organisational Responsibilities

Positively promote ERH within and externally to the organisation
Comply with the ERH and Victorian Public Sector Code (VPS) of Conduct
Each employee has a responsibility to comply and promote practices with all ERH policies and procedures and familiarise themselves with those relevant to their position
Comply with relevant registration bodies mandatory continuing professional development requirements
Carry out all work and interactions in alignment with the CARE values
Report all incidents and near misses as soon as possible after the event
Participate in risk management activities and assist with identification and control of risks within their department or area of work
Actively support compliance with the National Safety & Quality Health Service Standards and other professional standards and relevant regulatory requirements

CARE Values

All staff are expected to behave in a way that is in alignment with our corporate values:	
Collaboration 	Works with a team focus Cooperates with others and gains input and support to assist in achieving objectives We work with others to achieve shared goals
Accountability 	Monitors the impact of one's own behaviour on others Supports a "no-blame" culture in reporting incidents and helping to effectively resolve them
Respect 	Treats people fairly and openly Treats people with dignity Demonstrates personal standards of consistency, tolerance and patience
Excellence 	Consistently supports and follows organisational policies and procedures Actively participates in identifying opportunities to improve what we do

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Key Relationships	
Internal	External
The position is overseen by the Manager Physiotherapy Services and includes participation in Primary Care strategic processes. There is daily interaction with other Physiotherapy staff as well as members of the inter-professional team including clinical and administrative staff.	The position can require liaison with clients and community members, external agencies such as medical practices, service co-ordination agencies, welfare agencies, other health services and government agencies.

Selection Criteria
Essential:
Qualifications: <ul style="list-style-type: none"> • Minimum qualification of Bachelor of Applied Science (Physiotherapy) or Bachelor of Physiotherapy • Full registration with the Australian Health Professionals Regulation Agency (AHPRA)
Minimum 7 years clinical experience as a Physiotherapist including demonstrated skill and knowledge in relevant area of expertise
Proven organisational and time management skills including ability to prioritise and set goals / objectives in the clinical setting and develop individualised client care plans
Excellent interpersonal and communication skills and demonstrated ability to communicate professionally and effectively with people as part of an inter-professional team
A strong person centered approach to clinical practice including the ability to assist clients to identify and achieve their goals
Demonstrated commitment to ongoing professional development
Demonstrated commitment to Quality improvement processes
Commitment to safety and quality in all aspects of work and conduct
Understanding of primary health care and community services and willingness to work collaboratively to deliver program objectives.
Experience in supervision of students, AHAs and Grade 1 & 2 staff
Well developed interpersonal written and electronic skills
Satisfactory evidence of; National police check, Working with Children's and Vaccination status in line with policy and procedure at this time.
Desirable:
Post graduate qualification in relevant area of Physiotherapy.
Australian Driver's Licence.

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TERMS & CONDITIONS OF EMPLOYMENT:

Terms and conditions are in accordance with the Letter of Offer and Contract of Employment.

I acknowledge that I have received a copy of this position description. I have read (or have had read to me) and understand the requirements of this position. I agree to work in accordance with this position description.

Signed: _____ Date: / /

Print Name: _____

cc: Employee File