



# Position Description

## Physiotherapist, Community Services

Stage:

**Issued**

Version:

**10.004017**

Group:

**Position  
Descriptions**

### Reports To:

Regional Manager, Community Services

### Employment Status:

Full Time, Part Time or Casual

### Grade/Award:

As outlined in Letter of Employment

### Primary Objective:

As a member of the Community Services team, you will provide innovative mobile assessment, case management and physiotherapy services. Reporting to the Regional Manager, Community Services, you will provide goal focused reablement, restorative assessments and care planning supported by a range of Commonwealth funding. This funding includes Home Care Packages, Short Term Restorative Care programs, a range of physiotherapy programs and services provided in the homes of clients and in the community, within residential and retirement settings and 'virtually' using our new technologies. You will draw upon your expertise to work in partnership with clients to improve their fitness, functional capacity, mobility and support their individual wellness goals.

### Key Responsibilities:

#### Section A Key Role Specific Responsibilities

##### Client Services:

- Enhance the quality of life and independence of our clients by delivering evidenced based physiotherapy interventions and services including Feros Care's unique restorative care programs
- Conduct assessments underpinned by the Wellness Framework that identify the clients' lifestyle goals, strengths and functional capacity to develop holistic, collaborative and customised action plans in partnership with the client
- Develop individualised service delivery and support plans that respect each client's right to take dignified risks, and provide the evidenced based interventions necessary to drive positive health outcomes while achieving the clients' personal lifestyle goals
- Undertake short term case management or care coordination services as required to provide episodic assistance in overcoming barriers and linking clients to appropriate service providers and supports both within and outside of the aged care sector
- Lead group exercise and healthy lifestyle classes to engage, motivate and develop improved strength, balance and a wellness mindset in the community
- Provide education to our clients, their families and their Feros Care team, about services promoting preventative health strategies, reablement and healthy lifestyle
- Maintain the responsibility of acquiring current knowledge of contemporary therapies, techniques and healthcare issues, and ensure all clinical practice is compliant with relevant regulations
- Inform the development of new areas of business via our business planning process
- Contribute to our very own in-house wellness initiatives, orientation and training programs and provide workplace assessments for staff
- Ensure effective and efficient daily workload planning including travel, documentation, reporting and administrative duties
- Maintain the current knowledge and meet the requirements necessary for Physiotherapists providing services funded via multiple private, state and national government sources

##### Leadership:

- Actively ensure exemplary quality processes are maintained, and identify areas for practice innovation and quality improvement, documenting the strategies implemented and outcomes achieved
- Provide education, training and mentoring to the client, their family and the care team ensuring each member is empowered to support allied health led interventions

- Lead by example as a mentor and positive role model to all team members regardless of their role promoting everyone matters' in the spirit of collegiality, demonstrating positive attitudes and working together
- Conduct and participate in professional support and supervision meetings as scheduled
- Attend meetings, professional development and consultation forums as required
- Ensure effective and efficient daily workload planning including travel, documentation, reporting and administrative duties

#### **Documentation:**

- Ensure all documentation including, client service agreements, are completed in accordance with legislative requirements, operational requirements, funding body guidelines and organisation policies and procedures
- Collect and document the defined measures necessary to ensure client outcomes are verifiable
- Ensure all client assessment and review information is documented on-line in real time
- When internet connection is not available, ensure all client assessment and review information gathered off-line or in paper-based format is entered into the client's on-line record within 24 hours
- Ensure the efficient use of program resources through thorough documentation, time recording, client budgeting and detailed support plans, care notes and related monitoring tools

#### **Business Development:**

- Undertake assessment activities as scheduled to ensure compliance with operational requirements.
- Provide backfill support to the mobile assessment/case management teams as required to meet business operational needs.
- Maintain and develop comprehensive knowledge and strong understanding of funded and non-funded regional service providers, service options and support agencies
- Develop comprehensive working knowledge of the MyAgedCare website, other relevant websites and internet search engines to match clients to appropriate preferred service providers, prioritised service providers or non-funded service providers
- Promote Feros Care services through profile building activities and networking opportunities as requested
- Actively contribute to growing the Allied Health business
- Actively participate in the development and implementation of new services in line with the requirements of each program and the Feros Care Allied Health business development plans

#### **Quality and Continuous Improvement:**

- Participate and contribute to the planning processes, policy and procedure formulation as pertains to area of responsibility
- Participate in ensuring exemplary quality processes are nurtured and maintained, and ideas and innovations are encouraged and explored
- Complete reports and contribute to ensuring a cycle of continuous improvement is embedded in the way services are provided

### **Section B - Our Common Purpose**

#### **Contribution to Culture**

At Feros Care, every person plays an important role in helping us to **empower people to live their best life**. Our six core Values are the foundation of our decision making, reward, recognition and culture, which we practice every day. As part of the Feros Care team you are expected to display the following values in everything you do:

- Ensure everyone belongs and is an essential part of the Feros Community - **Everyone Matters**
- Take responsibility for your own learning and development and commit to a continuous journey of personal growth - **Life Long Learning**
- Contribute to an environment filled with energy, laughter and purpose - **Positive Energy**
- Always strive to be the best you can and surpass expectations - **Service Excellence**
- Think outside the square to inspire new ideas for excellence - **Innovative Thinking**
- Commit to professionalism and accountability - **Absolute Integrity**

#### **Leading with Technology**

Feros Care utilises technology to not only support our clients live their best lives, but it's also the way we communicate; the way we report and document; the way we learn; the way we participate and most importantly how we engage with each other. To join us you must be:

- Willing to embrace technology solutions that will not only help our clients but also allow you to learn, participate and engage with your work colleagues and the organisation
- Confident using technology such as smart phones, tablets, laptops, video conferencing, GPS and search engines to access information and support our clients
- Eager to look for new and exciting ways to support our clients with technology that will solve issues and achieve their goals

**Work Health and Safety (WHS)**

All Feros Care staff have a duty of care and a legal obligation to ensure that they:

- Undertake work in a manner that is not harmful to their health and safety or the health and safety of others
- Proactively identify and address potential risk to ensure the safety, so far as is reasonably practicable, of service users, staff, volunteers, stakeholders and the organisation in accordance with legislated responsibilities and Feros Care's Quality and Risk Management System
- Comply with the Feros Care WHS Management System requirements particularly manual handling, infection control, emergency, food safety and personal protective equipment requirements
- Attend and actively participate in WHS and other mandatory training
- Monitor workplace conditions and report:
  - Ideas which may improve health and safety
  - Any work related or personal injury or illness (where it may affect their ability to work safely)
  - Any work related incident they witness, including bullying and harassment
  - Hazards and incidents including any malfunction or inadequacies of equipment
- Correct minor hazards as applicable

All staff are encouraged to be proactive and participate in activities and programs designed to improve health and safety.

**Personal Attributes and Qualities:**

To be highly effective in this role you will need to identify with the following personal qualities:

- Provides clear direction and monitors progress
- Motivated by making a real difference to the lives of others
- Clearly enjoys interacting and engaging with clients
- Confidently communicates to engage and motivate others
- Can flex style and approach to suit the needs of the situation
- Finds the win win when influencing
- Hungry to learn and build professional expertise
- Actively searches out new technologies, processes, techniques and service ideas
- Considers all elements of wellness when focussing on client experience
- Actively participates in the development and implementation of new services
- Adapts willingly to change, viewing it as a learning opportunity
- Committed, driven and passionate about enabling seniors to live their best independent life
- Accountable for decisions and actions

**Criminal History:**

This position requires a mandatory National Police Check to be conducted if chosen to be the successful candidate. The Police Check will be renewed every 3 years.

**Essential Criteria for Position:****Essential Skills, Experience and Knowledge:**

- A current Working with Children and Vulnerable People clearance or willingness to obtain one
- Proof of or willingness to be immunised in accordance with the Vaccine Preventable Disease (VPD) Policy
- Demonstrated excellence in specialist assessment and the delivery of evidenced based physiotherapy individual and group reablement and restorative interventions
- Previous experience in aged care and/or health care industry
- Well-developed organisation, negotiation, facilitation and communication skills
- Well-developed computer skills including proficiency in MS Office and client management software applications

**Qualifications, Certificates and Registrations:**

- Current registration as a Physiotherapist with the Australian Health Practitioner Regulation Agency
- It is a condition of your continuing employment that you annually demonstrate your ability to meet the Physiotherapy Board of Australia competencies for a Physiotherapist, hold current registration as a Physiotherapist with the Australian Health Practitioner Regulation Agency (AHPRA) and provide evidence of professional development activities in order to accumulate Continuing Professional Development (CPD) points necessary for annual re-registration

- Willingness to register with Medicare Australia
- Current drivers licence and ability to travel using own vehicle
- Current vehicle registration including compulsory third party personal injury insurance

**Essential Ability Requirements:**

- Physical suitability and competence: Physical fitness including (but not limited to): manual handling, carrying, standing/sitting for long periods of time

**Desirable Criteria for Position:**

- Otago Falls Prevention training or LIFE training
- Ability to train, motivate, develop and provide feedback to staff in a team environment

**Links:**

Allied Home Health Service Access - DVA	Procedure -Client Services - General
Allied HomeHealth Equipment Guide	Procedure -Client Services ( <b>Not Issued</b> - In Draft)
Allied HomeHealth Initial Assessment	Procedure -Client Services
Allied HomeHealth Initial Assessment	Procedure -Client Services ( <b>Not Issued</b> - In Draft)
Allied HomeHealth Physiotherapy Equipment guide	Procedure -Client Services
Allied HomeHealth Service Access - HCP	Procedure -Client Services ( <b>Not Issued</b> - In Draft)
Allied HomeHealth Service Access - MBS	Procedure -Client Services
Allied HomeHealth Service Access - Private	Procedure -Client Services
Allied HomeHealth Service Access - Private	Procedure -Client Services ( <b>Not Issued</b> - In Draft)
Completing an Allied HomeHealth DVA voucher	Procedure -Client Services - General

**Summary of Specific Responsibilities**

Note: Refer to Procedures, Work Instructions and Practice Documents to view the responsibilities of this Position.

**Incumbent Statement:**

I have read, understand and accept the above Position Description for Physiotherapist, Community Services.

Signed: ..... Date: ... / ... / .....

<b>Author:</b> Natasha Sams	<b>Owner:</b> Head of Workforce	<b>Template:</b> tpg/x3docgrp4.asp	<b>Doc Id:</b> 36339/24705	<b>Session:</b> 632447492	<b>Next Review:</b> 21/09/2019
<b>Created:</b> 21/09/2018	<b>Completed:</b> 21/09/2018	<b>Authorised:</b>	<b>Reviewed:</b> 21/09/2018	<b>Issued:</b> 23/09/2018	

**Keywords:** physio allied health