|  |  |
| --- | --- |
| A close-up of a logo  Description automatically generated | Position Description  |
| **Position Title:** | PHYSIOTHERAPIST IN REHABILITATION- First Year Graduate  |
| **Position Number:** | N/A | **Cost Centre:** | M1416 |
| **Site/Facility:** | KOGARAH |
| **Department:** | Physiotherapy |
| **Enterprise Agreement** | THE NAMED NSW (NON-DECLARED) AFFILIATED HEALTH ORGANISATIONS' PROFESSIONAL AND ASSOCIATED STAFF AGREEMENT  |
| **Classification:** | Physiotherapist level 1-2  |
| **Vaccination Category:** | A |
| **Reports To:** | Physiotherapy Department Head  |
| **Date of Preparation:** | 17/03/2016 | **Date Updated:** | 22/10/2024 |
| **Primary Purpose** |
| This position is for a 1st Year graduate Physiotherapist and will rotate across Rehabilitation Services within Calvary Health Care Kogarah i.e. : Inpatient Rehabilitation Unit ( IRU) and Day Rehabilitation Unit (DRU) **Level 1- First Year Graduate** The Level 1 clinician is responsible and accountable for providing a professional level of service to the Inpatient Rehabilitation Unit. The Level 1 clinician will exercise professional judgement commensurate with their years of experience, as experienced is gained, the level of professional judgement increases and direct professionals supervision decreases. The Level 1 clinician will participate in quality activities and workplace education. The Level 1 Clinician may be required to provide supervision to undergraduate students on observational placements and to work experience students.  |
| Organisational Environment |
| Founded in 1885 by the Sisters of the Little Company of Mary, Calvary is a charitable, not-for-profit, Catholic healthcare organisation. Our mission is to provide quality, compassionate health care to the most vulnerable, including those reaching the end of their life. With over 18,000 staff and volunteers, we have a national network of 14 Public and Private Hospitals, 72 Residential Care and Retirement Communities and 19 Community Care service centresCalvary continues the mission of the Sisters of the Little Company of Mary, a [mission](https://www.calvarycare.org.au/about/mission-and-values) focused on caring for those who are sick, dying and in need.  We express our values of hospitality, healing, stewardship and respect through “being for others” exemplified by the [Spirit of Calvary](https://www.calvarycare.org.au/about/mission-and-values/) and the example of Venerable [Mary Potter](https://www.calvarycare.org.au/about/heritage/).As an equal opportunity employer, we value diversity and are committed to fostering a workplace that is respectful, welcoming and inclusive where people are supported to draw strengths from their identity, culture and community. We value the integral dignity of each person and we encourage applications from First Nations peoples, people living with a disability, LGBTIQ+ people, people who have come to Australia as migrants or refugees and veterans.At Calvary our vision as a Catholic Health, Community and Aged Care provider, is to excel, and be recognised, as a continuing source of healing, hope and nurturing to the people and communities we serve.Our Services include public and private hospital care, acute and sub-acute care, community care and Retirement and aged care services, in both rural and metropolitan areas.Calvary Health Care Kogarah (CHCK) provides inpatient and community based Palliative Care and Rehabilitation and Aged Care services in the public health arena. CHCK operates within South Eastern Sydney Local Health District (SESLHD). |
| Accountabilities and Key Result Areas |
| ***People and Culture:*** * Practice in accordance with Calvary and relevant Government Health policies and procedures, the position description, Code of Conduct and industrial agreements.
* Work in accordance with the mission and vision of Calvary and actively participate in developing a culture that promotes Calvary’s values of healing, hospitality, stewardship and respect.

***Excellence in Care:*** * To Plan, co-ordinate and provide a comprehensive physiotherapy service to the clients of service.
* To assess the standard of treatment by utilising outcome measures.
* To function as a member of a multidisciplinary team.
* Maintain and monitor statistical records and documentation in medical records.
* Participate in hydrotherapy as required.

 **Access & Entry** * Ensure all clients admitted to the service are provided with an initial physiotherapy assessment
* Communicate with the Senior / Unit Head Physiotherapist regarding workload and allocation of clients to ensure all patients receive timely access to physiotherapy.

**Assessment** * Assess and treat patients admitted to the service.
* Conduct individual and group exercise sessions. Including providing patients/carers with an individualised and independent exercise program.
* Utilise assessment tools and objective measures to assist in gaining the best outcome for the patient.
* Assess suitability of clients for Hydrotherapy
* Undertake comprehensive assessment of clients allocated for the purposes of case management (TACS).

**Care Planning** * Be aware and accommodating of cultural and linguistic diversity of patients/clients and staff.
* To assess the standard of treatment utilising outcome measures and goal setting.
* Participate in patient/ staff education programs.
* Attend case conference and family meetings as required as part of the multidisciplinary team.
* Ensure any possible secondary referrals are discussed with client prior to discharge.
* Assist team in the planning of the Estimated Date of Discharge
* Consultation and collaboration with nursing, medical and allied health staff members in order to coordinate patient services and ensure quality patient care.
* Provide case management services for allocated clients (TACS).

**Clinical** * To assist in the orientation, supervision and education of physiotherapy students, school students and volunteers.
* Conduct individual and group exercise sessions. Including providing patients/carers with an individualised and independent exercise program.
* Participate in Continuing Quality Improvement projects.
* Selects and implements intervention strategies and appropriate regimens to address problem areas identified in assessments and to meet goals.

 **Discharge** * Educate and counsel patients (and their families where appropriate) for case management and discharge
* To ensure all clients are seen and discharged in an efficient and timely manner.
* Ensure any secondary referrals are made on clients behalf prior to discharge.
* Provision of appropriate follow up or referral for patients requiring long term management
* Ensure all patients have required aides for discharge.
* Development and review of education resources and other educational material suitable for patients

 Performance indicators:  * Evidence of activities which demonstrate achievement of Physiotherapy assessment, intervention and evaluation procedures including:
* IRU: Completion of an Physiotherapy Initial Assessment within 24 hours after the first working day after IRU admission for all patients on the allocated medical team.
* Document patient care plan and PT interventions in medical records, in accordance with required guidelines within 1 working day in 100% of medical records.
* evidence of appropriate, timely and accurate handover to services impacting on discharge including TACS, CCH and other care providers
* Participation in Saturday roster as required when working in the Inpatient Rehabilitation Unit.
* Provision of individualized exercise programs based on clients’ goals.

***Service Development & Innovation:*** **Education** * Provide education to Nursing, Medical and Allied Health staff as required e.g. in-services or seminars
* Participate in evidence based practice activities within the department
* Participates in the department professional development programme and other Continuing Education activities.
* Maintain professional knowledge and skills by attending relevant conferences, workshops, courses, and training
* Attend hospital induction program upon initial appointment and then all mandatory hospital training as required
* Provide supervision to work experience students and students on clinical placement as required

 *Performance Indicators* * Evidence of participation in monthly clinical supervision meetings
* 100% Participation in rotational in-service program and presentation of one topic / year.
* Attends 100% of in-services within the department or as negotiated with the Unit Head
* Evidence of CPD activities which meet the requirement of AHPRA registration
* 100% attendance at annual training
* Attends CHCK induction program upon initial appointment and then mandatory in-service programs as requested.

***Wise Stewardship*** **Information Management and Documentation** * Comply with CHCK documentation standards and discipline specific guidelines for any entries into the medical records
* Maintain daily statistics as directed.
* Maintain appropriate departmental activity statistics as directed by the Physiotherapy department Head

*Performance Indicators* * Completed and accurate data collection by the end of each month
* 100% compliance for documentation and management of health care record

**Professional Attitude and Behaviour** * Complies with LCMHC code of conduct and EEO principles.
* Maintains the code of ethics relevant to individual professional registration body

*Performance Indicators* * Evidence of attendance at performance appraisals, probationary reviews for 6 months after commencement and then annually
* Evidence of monthly clinical supervision

 **General Duties** * Provide relief for other staff as required
* Adhere to the Department’s policies and procedures
* Carry out other duties as directed by the Physiotherapy Head of Department/ Unit Head.
* Attends 100% departmental business meetings.
* Evidence of attendance at departmental business meetings and external meetings representing the department as requested

***WH&S Responsibilities:*** * Take reasonable care of your own health and safety and the health and safety of others in the workplace;
* Comply with relevant Calvary WHS policies, procedures, work instructions and requests;
* Report to your supervisor any incident or unsafe conditions which come to your attention;
* Observe any additional requirements as outline in Calvary’s WHS Responsibilities, Authority and Accountability Table (published on Calvary intranet)
* Mandatory Covid-19 and Flu vaccination for all CHCK employees

***Community Engagement:*** **QI** * Participate in the quality improvement program within the department and hospital as directed
* Assist in the development of policies, procedures, standards, and practices
* Actively engage all consumer in the design and management of services.

*Performance Indicators** Participates at least one quality activity project per year that is relevant to the clinical area and evaluates the effectiveness of service provision and impact on patient outcomes
* Documentation outlining the plan and ongoing progress of the Quality activity saved on the J drive,

Appropriate Business plan and progress sent to Governance manager * Demonstrates consumer engagement in the development of all service activities.

**Research** * Participate in research projects within the hospital or department as required
 |
| **Key Relationships** |
| Internal: | **Key Relationships:** * Nurses, Doctors and other allied heath staff in the designated service.
 |
| External: | * Nurses, Doctors and other allied heath staff in the designated service.
 |
| **Position Impact** |
| Direct Reports: | * Nil
 |
| Budget: | * Nil
 |
| Selection Criteria |
| Criteria 1: Degree or Diploma in Physiotherapy with either current registration or pending registration by 1st February 2025 with AHPRA Physiotherapy Registration Board. Criteria 2: First physiotherapy employment post-graduation. Criteria 3: Ability to participate in supervising Allied Health Assistants. Criteria 4: Well developed time management skills and Excellent written / verbal communication and computer skills Criteria 5: Unrestricted Class C Driver licence and Current Working with Children Check Criteria 6: Knowledge of quality improvement and service evaluation processes Criteria 7: Demonstrated ability to work with minimal supervision and as part of a multidisciplinary team Criteria 8: Ability to work within the Mission and Values of Calvary Health Care Kogarah  |
| Approvals  |
| Job Holder’s signature: | Date: |
| Manager’s signature: | Date: |