



POSITION DESCRIPTION

JOB TITLE	THERAPIST - LEVEL 1
DEPARTMENT	Residential
REPORTS TO	Residential Service Manager
DIRECT REPORTS	Nil

ROLE PURPOSE

As a member of the Residential Services Allied Health Therapist team you are responsible for the provision of high quality services that support the Healthy Ageing of SCC residential service customers. You will work as part of a multi-disciplinary team of management, allied health, nursing, care workers, fitness and other health professionals in delivering services that optimise the wellbeing, mobility, pain management and recovery of older adults living in residential aged care.

You will be part of the clinical care team of a particular residential home under the management of the Residential Site Manager while also being part of the organisational-wide Allied Health team where you may be required to assist with care services across the organisation.

As a Level 1 Therapist you are expected to demonstrate progressively increasing levels of independence with experience and proactively work on building your individual learning through professional development and seeking support from your colleagues as appropriate.

KEY RESPONSIBILITIES

KEY OUTCOMES	KEY ACTIVITIES
<p>High quality therapy services and customer care outcomes - contribute to the efficient and effective delivery of high quality client therapy services to achieve optimal health outcomes for residential care customers</p>	<ul style="list-style-type: none"> • Contributes to better client care outcomes by conducting high quality, efficient and timely clinical services • Demonstrates progressive levels of independence, ability to manage complex care and improving customer outcomes with increasing experience • Seeks support from colleagues as required to ensure optimal resident care • Pro-actively engages in ongoing professional development and learning to improve your capacity to optimise resident wellbeing outcomes
<p>Multi-disciplinary collaboration and teamwork – work collaboratively and productively with the wider Residential Care team</p>	<ul style="list-style-type: none"> • Contributes to the Early Intervention Working Party and in the delivery of Recovery Pathways to support residents to bounce back • Participates in face to face handover with nursing staff at the beginning and end of each day to improve communication about resident needs and therapy • Undertakes accurate and complete record keeping about resident assessment, care plans and therapy to enable clear communication across the team about resident needs and progress • Establishes and maintains effective working relationships with staff, residents and family • Provides orientation to new therapy team members as required • Participates in team meetings as required

<p>Meeting organisational priorities – contribute to all organisational customer service goals</p>	<ul style="list-style-type: none"> ● Monitors, reports and evaluates client numbers and client outcome data (as per KPIs and scorecard) to assist in planning and program direction. ● Supports achievement of AN-ACC targets through meeting assessment, review and output KPIs and ensuring documentation meets requirements ● Identifies opportunities for improvement in the service, including participating in quality improvement activities ● Contributes to student clinical placements ● Undertakes clinical audits as required
<p>Other duties as reasonably directed</p>	<ul style="list-style-type: none"> ● Contributes to ongoing service development activities as required ● Responds to requests and directives from Managers – AN-ACC, Residential Site and Allied Health ● Supports the needs of other residential sites as required
<p>Safe Work Environment (WHS)</p>	<p>Personally work in a safe and healthy manner and take reasonable care to protect your own health and safety, and to avoid adversely affecting others including but not limited to:</p> <ul style="list-style-type: none"> ● report for duty in a condition not adversely affected by alcohol or drugs to the extent that would endanger your own safety or the health and safety of others ● as far as is reasonably possible, use equipment provided for WHS purposes, obey reasonable WHS instructions, comply with all SCC WHS policies, procedures, safe working instructions, specified work practices and associated WHS documents ● identify and report any work health and safety hazards/near miss incidents/injuries and maintenance/repair issues

PERSON REQUIREMENTS

Essential Requirements

Qualifications

- A bachelor or master degree in an allied health discipline and current registration with AHPRA.
- Broad relevant experience leading to a current understanding of clinical practice in an aged care setting.
- Knowledge of residential aged care practice, including understanding and experience of AN-ACC

Experience

- Experience working from a Healthy Ageing approach

Skills

- Ability to model a positive, professional service that is responsive to organisational and client needs.
- Demonstrated commitment to meeting the needs of both internal and external customers.
- Ability to efficiently respond to customer needs and manage expectations. Interpersonal, negotiation and influencing skills that foster the co-operation and support of clients, carers, staff, external service providers and other stakeholders.
- Proficiency communicating by email, including timely response to queries.
- Problem solving skills.
- Ability to actively listen and adapt communication to audience.
- Strong organisational and time management skills.
- Demonstrated initiative and ability to work with minimal supervision, whilst taking ownership of own workload to meet deadlines.
- Strives for a standard of excellence.
- Able to build strong internal relationships and contribute to the team to foster positive working relationships.
- Demonstrates respect for co-workers and are approachable and helpful at all times. Proficient computer and keyboard skills and the ability to use Microsoft Office (Word, Excel, Outlook and in-house databases).

Knowledge

- Mindset and knowledge for Healthy Ageing
- A basic knowledge of the requirements of the Aged Care Standards as are applicable to the role

Personal Attributes

- Ability to fit the work culture and a commitment to SCC's Values & "Better for life" model
- Ability to build positive relationships with residents and their representatives
- Commitment to work collaboratively as a positive and productive team member
- Demonstration of integrity, calmness and personal resilience
- Commitment to provide person centred customer service
- Commitment to work to the best of your ability
- Commitment to a problem solving approach to managing risks

Desirable Requirements

- Nil

STATEMENT OF ACCOUNTABILITY

I have read, understand and accept the requirements of this position description, including but not limited to the obligation to:

- Work to and demonstrate commitment to SCC's "Better for life" model in everything I do
- Perform all duties and behave at all time in accordance with the SCC Code of Conduct
- Perform my duties to meet contemporary best practice professional standards applicable to my role
- Treat all residents, clients and their family and support persons, staff and volunteers with respect, dignity and good humour
- Participate in a performance review during the probationary period and at subsequent annual and as required reviews
- Exercise a duty of care and comply with other common law and regulatory requirements in the performance of my duties
- Work in a safe and healthy manner at all times
- Maintain privacy and confidentiality standards applicable to residents, clients and SCC
- Work to and promote SCC's approach to healthy ageing and person centred care
- Comply, as applicable, to all legislative and regulatory requirements including the Aged Care standards
- I commit to modelling SCC's values at all times:

SERVICE	Be the difference to people in our community, through your service, dedication and positive commitment to helping others.
COURAGE	Be the difference by having the courage to step out of your comfort zone to do what needs to be done and trusting in your teammates to do the same.
COMPASSION	Be the difference by working with compassion, a deep sense of empathy, concern and humanity towards others.

- I acknowledge that the duties of my role may change with duties added to, deleted or modified, and I may be required to do additional duties over those listed in this PD from time to time in line with the skills requirement of the role
- I understand the consequences of not adhering to the requirements of the position description may involve disciplinary action up to and including termination of employment.

YOU

Name			
Signed		Date	

Version No	Updated	Approved by	Date approved	HR Review date	HR Reviewer
5	15/05/2025				