

DEPARTMENT OF HEALTH

# Statement of Duties

<b>Position Title:</b>	Senior Physiotherapist
<b>Position Number:</b>	Generic
<b>Classification:</b>	Allied Health Professional Level 3
<b>Award/Agreement:</b>	Allied Health Professionals Public Sector Unions Wages Agreement
<b>Group/Section:</b>	Hospitals South – Allied Health Services Physiotherapy
<b>Position Type:</b>	Permanent/Fixed-Term/Casual, Full Time/Part Time/Casual
<b>Location:</b>	South
<b>Reports to:</b>	Discipline Lead / Deputy Manager - Physiotherapy Services
<b>Effective Date:</b>	February 2021
<b>Check Type:</b>	Annulled
<b>Check Frequency:</b>	Pre-employment
<b>Essential Requirements:</b>	<p>Tertiary qualification/program of study approved by the Physiotherapy Board of Australia</p> <p>Registered with the Physiotherapy Board of Australia</p> <p>Current Working with Children Registration (where applicable and as determined by individual position requirements)</p> <p><i>*Registration/licences that are essential requirements of this role must remain current and valid at all times whilst employed in this role and the status of these may be checked at any time during employment. It is the employee's responsibility to ensure that registration/licences remain current and to advise the Employer if their circumstances change. This includes notifying the Employer if a registration/licence is revoked, cancelled or has its conditions altered.</i></p>
<b>Desirable Requirements:</b>	<p>Current Driver's Licence</p> <p>Postgraduate qualifications or working towards this in the identified clinical area</p>

NB. The above details in relation to Location, Position Type and Work Pattern may differ when this position is advertised – please refer to these details within the actual advert. The remainder of the content of this Statement of Duties applies to all advertised positions.

## Primary Purpose:

Within the Department Framework and in accordance with Agency Policy and Procedures the Senior Physiotherapist will, within a defined clinical team and/or other specified areas of the Hospitals South:

- Provide care collaboratively with the patient/client and carer, and other members of the multidisciplinary team as relevant.
- Assist in the coordination of services and service development.
- Clinically supervise Level 1-2 Physiotherapists and/or Allied Health Assistants (AHAs), and physiotherapy and/or AHA students, as required.

## Duties:

1. Provide and coordinate a dedicated physiotherapy service for the management of patients/clients within the identified Hospitals clinical unit or team, and related areas such as Acute, Sub-Acute, and Community.
2. Assess, plan and arrange implementation of specific treatment programs for individual clients according to current evidence and best practice guidelines for the identified clinical area/s.
3. Educate patients, carers and other members of the health care team.
4. Be a Hospitals South resource in the relevant core areas of physiotherapy practice and provide services on a statewide basis as and when required.
5. Liaise with other members of the health care team and other agencies to facilitate timely interventions and smooth patient flow between services.
6. Provide authoritative technical and policy/guideline advice which draws on in-depth knowledge in the designated clinical areas.
7. Initiate and implement quality improvement programs and clinical research activities and assist in the development and implementation of strategies for change that contribute to continuous improvement in the delivery of care to patients in the identified clinical area/s and/or units.
8. Supervise, educate and assess the competency of physiotherapists, undergraduate physiotherapists, other health professionals and relevant support staff as required.
9. Actively participate in and contribute to the organisation's Quality & Safety and Work Health & Safety processes, including in the development and implementation of safety systems, improvement initiatives, safeguarding practices for vulnerable people, and related training.
10. The incumbent can expect to be allocated duties, not specifically mentioned in this document, that are within the capacity, qualifications and experience normally expected from persons occupying positions at this classification level.

## Key Accountabilities and Responsibilities:

The Senior Physiotherapist is responsible to:

- The Discipline Lead - Physiotherapy Services, through the relevant Deputy Manager, for professional functions.
- The relevant Team Leader for efficient and effective physiotherapy service provision and performance management.

The Senior Physiotherapist:

- Works independently at the unit level and receives regular guidance and support from the relevant Team Leader.
- Works collaboratively with the patient, their carer/s and multidisciplinary teams to deliver direct patient care in accordance with the patient's developed management plan.
- Exercises a high degree of independent professional judgment in the resolution of more complex technical or critical professional problems.
- Provides professional leadership and direction evaluating physiotherapy performance within a defined clinical area, and interpreting policy relevant to the team.
- Is responsible for clinical supervision and competency development, within the scope of a defined clinical area, of physiotherapists, allied health assistants, students and other staff as required.
- Is responsible for the efficient and effective management of delegated activities.
- Regularly attends state and national clinical conferences relevant to the practice area.
- Is responsible for physiotherapy practice as defined by the Physiotherapy Board of Australia in accordance with the *Health Practitioner Regulation National Law Act (Tasmania) 2010*.
- Complies with other relevant legislation and professional standards applicable to this physiotherapy role.
- Maintains the Code of Professional Conduct of the Physiotherapy Board of Australia and the Agency's policies and procedures.
- Demonstrates commitment to clinical quality and safety through continual learning and development and application of evidence-based practice and research.
- Exercises reasonable care in the performance of duties consistent with the relevant Work Health and Safety legislation.
- Champions a child safe culture that upholds the National Principles for Child Safe Organisations. The Department is committed to the safety, wellbeing, and empowerment of all children and young people, and expect all employees to actively participate in and contribute to our rights-based approach to care, including meeting all mandatory reporting obligations.
- Where applicable, exercises delegations in accordance with a range of Acts, Regulations, Awards, administrative authorities and functional arrangements as mandated by Statutory office holders including the Secretary and Head of State Service. The relevant Unit Manager can provide details to the occupant of delegations applicable to this position.
- Complies at all times with policy and protocol requirements, including those relating to mandatory education, training and assessment.

## Pre-employment Conditions:

*It is the Employee's responsibility to notify an Employer of any new criminal convictions during the course of their employment with the Department.*

The Head of the State Service has determined that the person nominated for this job is to satisfy a pre-employment check before taking up the appointment, on promotion or transfer. The following checks are to be conducted:

1. Conviction checks in the following areas:
  - a. crimes of violence
  - b. sex related offences
  - c. serious drug offences
  - d. crimes involving dishonesty
2. Identification check
3. Disciplinary action in previous employment check.

## Selection Criteria:

1. Significant general and specific physiotherapist experience relevant to the identified clinical area/unit in conjunction with sound knowledge of relevant contemporary physiotherapy practice including assessment, intervention techniques, literature, resources and equipment.
2. Proven commitment to ongoing professional development and ability to supervise and educate other health professionals, undergraduate students and support workers and a continuing contribution to knowledge in the identified clinical area/unit.
3. Demonstrated excellent communication skills and ability to work effectively in a complex multidisciplinary environment.
4. Proven commitment to evidence-based practice activities, quality improvement, policy development and research with the ability to analyse service needs and plan, implement and evaluate services accordingly.
5. Demonstrated understanding of the strategic, legal and ethical issues relevant to the provision of contemporary public physiotherapy clinical services.
6. Sound knowledge of all relevant Work Health and Safety legislation and codes of practice, including basic incident investigation, and the implementation of risk management strategies and hazard controls.

## Working Environment:

The Department of Health is committed to improving the health and wellbeing of patients, clients and the Tasmanian community through a sustainable, high quality and safe health system. We value leading with purpose, being creative and innovative, acting with integrity, being accountable and being collegial.

The Department of Health is committed to improving the way we work with vulnerable people, in particular implementing strategies and actions to promote child safety and wellbeing, empower, and prevent harm to children and young people.

The Department upholds the *Australian Charter of Healthcare Rights* in our practice and is committed to the safeguarding and protection of the welfare and rights of all people, particularly those that may be at risk of abuse, neglect, or exploitation. We place emphasis on the provision of culturally safe, respectful, and inclusive care that is responsive to diverse needs.

The Department seeks to provide an environment that supports safe work practices, diversity and respect, including with employment opportunities and ongoing learning and development. We value the diverse backgrounds, skills and contributions of all employees and treat each other and members of the community with respect. We do not tolerate discrimination, harassment or bullying in the workplace. All employees must uphold the *State Service Principles* and *Code of Conduct* which are found in the *State Service Act 2000*. The Department supports the [Consumer and Community Engagement Principles](#).