

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Clinical Lead - Physiotherapist
Position Number:	503778, 526599, 526600
Classification:	Allied Health Professional Level 4
Award/Agreement:	Allied Health Professionals Public Sector Unions Wages Agreement
Group/Section:	Hospitals North - Launceston General Hospital Physiotherapy
Position Type:	Permanent, Full Time/Part Time
Location:	North
Reports to:	Discipline Lead - Physiotherapy
Effective Date:	November 2021
Check Type:	Annulled
Check Frequency:	Pre-employment
Essential Requirements:	<p>Tertiary qualification/program of study approved by the Physiotherapy Board of Australia</p> <p>Registered with the Physiotherapy Board of Australia</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>
Desirable Requirements:	Current Driver's Licence
Position Features:	Some intrastate or interstate travel may be required

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:

Provide clinical leadership, expertise, and specialist advice regarding complex and/or chronic conditions to enable the delivery of high-quality advanced physiotherapy care for patients.

Develop and promote effective partnerships within Hospitals North and with external community service providers for liaison, education, and support for complex and high-risk patients.

Provide authoritative specialist clinical advice on the development of policies and the delivery of services across the continuum of care.

Duties:

1. Apply significant professional knowledge and independent judgement in relation to delivering novel, complex or critical physiotherapy services including monitoring standards of direct and indirect patient care, quality improvement, professional development, supervision, teaching and research activities.
2. Provide leadership, specialist advice and support for complex and high-risk patients, coordinating clinical advice to and from internal Hospitals North and external community service providers and stakeholders with regards to risk identification.
3. Act as an expert resource providing authoritative specialist clinical advice to the internal Hospitals North and external community service providers within the scope of specialty practice.
4. Work in close liaison with medical, nursing and allied health staff to deliver direct and comprehensive care and enable a timely and efficient response to all referrals, ensuring close linkages with external community service providers involved in patient care.
5. Participate in and promote research and quality improvement activities including analysing and interpreting results of research and investigations and providing authoritative advice to inform allied health professional practice.
6. As a senior member of an individual service, initiate and participate in the ongoing development, implementation and evaluation of relevant policies and procedures, including ensuring the active involvement of, and consultation with, key local stakeholders.
7. Act as a patient advocate to enable seamless navigation through the health network for patients, ensuring patient and family/carers and other key stakeholders are involved and educated, as required and appropriate.
8. Identify opportunities and make recommendations to other allied health professionals and members of the treatment team regarding on-going care of patients and supporting strategies.
9. Provide supervision to less experienced allied health professional staff and students as well as administrative, assistant and technical staff.
10. Lead the implementation of continuous quality improvement programs.
11. Provide authoritative clinical, technical or policy advice which draws on in-depth knowledge in a professional or technical field or discipline.
12. 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.

13. 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 Clinical Lead - Physiotherapist works with a significant degree of autonomy, with broad direction and supervision provided by the Discipline Lead - Physiotherapy. The occupant is expected to autonomously provide significant professional input and high-level judgment to solve novel, complex and critical systems and human issues, and is responsible for:

- Providing professional leadership and direction; evaluating physiotherapy performance and interpreting policies, procedures and legislation pertaining to Physiotherapy Services.
- Practicing within the Professional Code of Conduct.
- Working in liaison with Department Managers of all Medical, Nursing and Allied Health areas, including external providers.
- Recognising and maintaining own professional development needs.
- Championing 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, exercising 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.
- Complying 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. Extensive physiotherapy experience, including clinical expertise and knowledge in a across the acute, community and/or residential settings, and significant experience in clinical and/or team leadership, or specialised clinical expertise in a specialty area.
2. Extensive experience in the provision of physiotherapy to adult and/or paediatric clients with complex care needs, including demonstrated ability to research, appraise and incorporate current best evidence.
3. Extensive experience in developing and maintaining partnerships and relationships with community service providers both internal and external.
4. Comprehensive and demonstrated experience in leading and working within a multidisciplinary team, including the ability coordinate, supervise and motivate both trained and untrained staff within the context of the multidisciplinary team.
5. Highly developed interpersonal and communication skills including the ability to provide high level advice to other professionals and consumers as well as the ability to provide relevant reports and documents as required.
6. Sound knowledge of all Work Health and Safety Legislation and codes of practice, including accident investigation, hazard controls and reporting requirements.

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](#).