

Role Description

Role Title:	Team Leader - Adult Acute and Paediatric Services}
Role Level:	HP5
Level of Accountability:	Leader of Others
Mater Ministry:	Mater Health
Service Stream/Department:	Physiotherapy Department
Manager Role Title:	Director – Physiotherapy
Date Created/Reviewed:	May 2022

Role Context

The Physiotherapy department at Mater Health provides a broad range of public and private acute health services with adults, women's health, neonatology, children and adolescent services. The Acute and Paediatric Physiotherapy teams provide specialist services to inpatients and outpatients across the lifespan continuum in variety of public and private services. The team encompasses 30 Physiotherapists and assistants (18 FTE) who are passionate about delivering evidence based, high-level physiotherapy clinical care across a 24 hours/7 days per week service.

Role Purpose

As a member of the Physiotherapy leadership team, you will clinically and operationally lead the Adult Acute and Paediatric Services team. In addition to providing high level clinical services with patients, you will lead the team's performance and coordinate the delivery of quality, innovative and efficient services through building team cohesion, a learning environment, and coordinating quality improvement and research initiatives aligned to departmental strategy.

Behavioural Standards

This role requires the incumbent to adhere to the Mater behavioural standards including the Mater Mission, Values, Code of Conduct, Mater Credo as well as any other relevant professional and behavioural standards, translating these into everyday behaviour and actions, and holding self and others to account for these standards.

Accountabilities

In this role	
Role requirements	Is clear on the behaviour, tasks and accountabilities that are associated with the role, fulfils mandatory and professional competency requirements, contributes to own performance development planning, proactively seeks feedback, carries out individual development plan and actively contributes to own team/s
As a Mater person	
Safety	Every decision and every action taken has safety as its guiding principle.
Experience	Consistently seeks to meet or exceed each and every person's service expectations, each and every time through the provision of differentiated customer service.
Quality	Consistently seeks to continuously improve the quality of our service, through contributing to delivering evidence based low variability healthcare
Efficiency	Seeks opportunities to deliver services for more people within existing resources, which means being innovative and focussed, and demonstrating

	strong stewardship of our finite resources.
Future viability	Consistently seeks to improve, innovate and evolve, through looking for new trends and opportunities which will ensure Mater can meet the challenges of the future by making sensible decisions today.

Role Specific Expectations

Function	Key Accountabilities
Clinical Practice and Scope	<ul style="list-style-type: none"> Clinically lead and coordinate services across the breadth of Physiotherapy intervention delivered by the Adult Acute and Paediatric Services team } Deliver generalist clinical and consultancy services of a complex nature with significant scope across the Adult Acute team
Leading and Managing Work Productivity	<ul style="list-style-type: none"> Drive workforce productivity and planning through the operational and professional management of Adult Acute and Paediatric team } services, staff and resources Provide direction and clinical supervision to health practitioners, allied health assistants, students, support staff and volunteers in the delivery of Acute and Paediatric clinical services
Developing and Delivering Our Service	<ul style="list-style-type: none"> Operationally manage financial and staffing resources and day-to-day service delivery of the Adult Acute and Paediatric Services team } Provide strategic direction to Adult Acute and Paediatric Services team and shape service profile through developing and extending scope of practice, models of care and clinical practices in line with departmental plan Take a leadership role in departmental planning and translating organisational and divisional strategy to operational outcomes
Integrating Quality Improvement and Research	<ul style="list-style-type: none"> Lead change through initiating and implementing quality and service improvement initiatives Develop a research agenda for the Adult Acute and Paediatric Services team to improve practice standards, models of service delivery and patient outcomes and support team to engage in research
Communicating and Engaging with Others	<ul style="list-style-type: none"> Provide authoritative counsel to management, colleagues and external stakeholders regarding delivery of Adult Acute and Paediatric clinical services Foster engagement and alignment of team activity with departmental priorities and influence culture towards a common vision Actively promote and advocate for team and profession in multidisciplinary forums
Developing Ourselves and Others	<ul style="list-style-type: none"> Drive and champion a learning and development agenda across the Adult Acute and Paediatric Services team Monitor and ensure the appropriate application of professional standards, including assessment of clinical competencies, and coordination and provision of professional development opportunities

Qualifications and Experience

Essential Qualifications

- Bachelor of Physiotherapy (or equivalent)
- Current AHPRA registration
- Eligibility to obtain a Medicare provider number

Desirable Qualifications

- Post graduate qualifications in Adult Acute care, Leadership or Education

Skills, Knowledge and Experience

- High level Physiotherapy clinical skills in Adult Acute care specialty areas (which may include, examination, investigation, diagnosis, treatment and case management) to provide optimal patient outcomes for complex clinical presentations, in accordance with prescribed professional and ethical standards.
- Demonstrated leadership at state and organisational level for translating emerging evidence, innovative models of care, departmental planning and organisational and divisional strategy, into operational outcomes.
- Demonstrated national linkages (or the ability to rapidly acquire) in the field of Adult Acute care, to facilitate state-wide leadership in the development and implementation of novel models of care and the translation of emerging research into practice.
- Demonstrated advanced level clinical expertise and ability to clinically lead and coordinate a team in the delivery of patient centred care
- Demonstrated experience in leading, operationally managing and growing a clinical service in line with departmental plan/strategy
- Demonstrated experience in driving workforce productivity and leading change through in the development of research, quality improvement initiatives and innovative models of care
- Advanced communication and negotiation skills including experience in fostering engagement, influencing outcomes, addressing conflict and advocating with profession and multidisciplinary teams, patients, carers and other stakeholders