

<b>Position:</b>	<b>Physiotherapist</b>
<b>Division:</b>	BaptistCare at home
<b>Reports to:</b>	Allied Health and Development Unit Manager
<b>Band:</b>	Band 6

We all want to be part of something bigger than ourselves. And with us, you can be part of an organisation that truly makes a difference. Here's how.

**YOUR ROLE** | **Physiotherapist**

As a Physiotherapist with BaptistCare at home, you will provide high quality, evidence based Physiotherapy services to our clients. These services aim to promote independence and restore functional performance to enable our clients to remain living at home.

**YOUR TEAM** | **BaptistCare at home**

We believe in discovering what's possible in peoples' lives and empowering them to live well. Our unique Well-Living® approach to care enables our clients to live their best possible lives at home, where they're surrounded by the people, community and memories they love most. Together as a team we help people feel loved, valued and respected.



**OUR SHARED VALUES**

BaptistCare's Values have been chosen to reflect both what we as an organisation value, and what our customers have said is important to them. That's why we call them our Shared Values. You will recognise the Values are being lived when you hear your customers say:

**LOVE**

- You genuinely care and enjoy being with me while you're in my home
- You help me maintain my dignity, you smile and connect with me
- You engage me at my level and our interactions are positive and friendly

**RESPECT**

- You give me the freedom and flexibility to choose what's right for me
- You are respectful and courteous of my individual journey
- You listen to my stories, you are engaged at every interaction

**RELIABILITY**

- You do what you say and deliver what you promise. You build trust.
- You move past problems to focus on solutions that work for me
- You are transparent, open and honest. I feel at ease with you

**EMPOWERMENT**

- You help me preserve and extend my independence
- You focus on my abilities and on helping me to maximise what is possible
- You enable and equip me to live the life I want to live

*Because we care*

# Position Description

## Key responsibilities

### Physiotherapy Assessment and Intervention

Providing an effective, high quality physiotherapy therapy service, based soundly on the principles of best practice and established physiotherapy professional standards. This will include:

- Providing clinical services incorporating:
  - client assessment
  - treatment plan development, implementation and evaluation
  - separation/discharge and referral for ongoing community management, in consultation with the client and team
  - use of performance indicators and outcome measures to ensure care meets client needs
- Providing a timely and responsive service in accordance with pre-determined key performance indicators
- Planning and delivering care in accordance with the objectives of the Commonwealth Home Support Program and the Home Care Package Program
- Utilising physiotherapy interventions that focus on restoring, improving or maintaining client's independent functioning and wellbeing, and supporting them to remain living in the community

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### Exceptional Client Service

Deliver exceptional service to BaptistCare clients by:

- Interacting respectfully and building genuine, caring relationships.
- Communicating with clarity and compassion.
- Delivering care that is responsive to a client's identity, culture and background, and in accordance with their preferences.
- Equipping clients with the information they require to make informed decisions about their care and services.
- Delivering a timely, professional response to client feedback and complaints and actively assisting with addressing and resolving these matters

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### Reporting and Compliance

Provide high quality services, in accordance with organisational and legislative requirements by:

- Understanding and embedding the principles of the Aged Care Quality standards into daily practice, treatment plan development and service delivery
- Contributing to continuous improvement through systematic service evaluation and the initiation of improvement activities
- Maintaining timely, accurate client and organisational records
- Fulfilling monthly reporting requirements
- Attending all meetings as required, and actively participating in discussions when relevant
- Complying with BaptistCare policy and procedures
- Providing reports as requested by management

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### Leadership/Individual & Team Objectives

Meet individual and team objectives by:

- Contributing to team workplace innovation, change and quality improvement activities
- Effectively liaising with team members to support achievement of quality client outcomes
- Participating in the orientation, training and development of home services staff, when requested

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# Position Description

## **Professional Network and Knowledge**

Meets individual and organisational objectives by:

- Maintaining currency of knowledge through independent study and engagement in professional development activities
- Maintaining an affiliation with relevant professional bodies
- Participating in performance and development planning

## **Work Health & Safety (WHS)**

Take care of your own and others health and safety by:

- Working safely using our STAR method to minimise risks to self and others
- Complying with Work Health and Safety (WHS) policy and procedures
- Reporting any hazards, near misses or incidents through the appropriate channel
- In the event of a work place injury, participate, contribute and engage in Return to Work plans

## **Business Plan Objective(s)**

Meets individual or team objectives as determined by Divisional business plan for each financial year

## **Key requirements**

### **Essential qualifications and experience:**

- Tertiary qualification in Physiotherapy and current registration with the Australian Health Professional Regulation Agency
- Post graduate experience working in a variety of aged care services, including the community setting

### **Essential competencies:**

- Demonstrated ability to assess Physiotherapy needs and develop individualised programs for aged care clients living in the community
- Knowledge of wellness, re-ablement approaches and restorative approaches in a community setting
- Demonstrate an understanding and appreciation of BaptistCare's Christian identity and promote the organisation's values through interactions at work
- Demonstrated ability to work in a multi-disciplinary team, and independently
- Excellent written and verbal communication skills
- Demonstrated computer literacy and willingness to utilise required software

### **Desirable qualifications, competencies and experiences:**

- Demonstrated ability to deliver training to staff
- Knowledge of the objectives of the Commonwealth Funded Aged Care programs including the Commonwealth Home Support Program and the Home Care Package program
- Knowledge of community aged care services

### **Other Pre-requisites**

- Registered vehicle with minimum of Third Party Insurance
- Current unrestricted drivers licence
- Current First Aid Certificate or willingness to obtain

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# Position Description

## Other important information

Here are some other important items to take note of:

- You are required to work in accordance with the Aged Care Quality Standards
  - You will successfully complete all prescribed mandatory training and participate in an annual plan and appraisal development process
  - It is a requirement of the role that you undergo a Police Background Check
  - This is not a complete list of what is expected in your role. You are required to complete additional tasks that may be asked of you having regard for your skills, training and experience
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