

Statement of Duties

Position Title: Senior Physiotherapist	Position Number: Generic	Effective Date: May 2016
Group and Unit: Tasmanian Health Service (THS) – Clinical Support		
Section: Physiotherapy	Location: South	
Award: Allied Health Professionals Public Sector Unions Wages Agreement	Position Status: Permanent/Fixed Term/Casual	
	Position Type: Full Time/Part Time/Casual	
Level: 3	Classification: Allied Health Professional	
Reports To: Discipline Lead - Physiotherapy Services		
Check Type: Annulled	Check Frequency: Pre-employment	

Focus of Duties:

Within the THS 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 Tasmanian Health Service (THS):

- 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 THS clinical unit or team, and related areas such as Acute, Sub-Acute, and Community Outreach.
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 THS resource in the relevant core areas of physiotherapy practice and provide services on a state-wide 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 the development and implementation of safety systems, improvement initiatives and related training, ensuring that quality and safety improvement processes are in place and acted upon.
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.

Scope of Work Performed:

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 Australian Physiotherapy Association 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 WH&S legislation.
- Comply at all times with policy and protocol requirements, in particular those relating to mandatory education, training and assessment.

Essential Requirements:

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 of any new criminal convictions and/or if a registration/licence is revoked, cancelled or has its conditions altered.

- Registered with the Physiotherapy Board of Australia.
- 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.

Desirable Requirements:

- Current Driver's Licence.
- Post graduate qualifications, or working toward this in the identified clinical area.

Selection Criteria:

1. Significant general physiotherapist experience with significant experience in the practice areas relevant to the identified clinical area/unit.
2. Sound knowledge of contemporary physiotherapy practice including assessment, intervention techniques, literature, resources and equipment relevant to the caseload of the identified clinical area/unit.
3. Proven commitment to ongoing education and a continuing contribution to the knowledge in the identified clinical area/unit.
4. Demonstrated excellent communication skills and ability to work effectively in a complex multidisciplinary environment.
5. 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.
6. Demonstrated ability to supervise and educate other health professionals, undergraduate students and support workers.
7. Demonstrated understanding of the strategic, legal and ethical issues relevant to the provision of contemporary public physiotherapy clinical services.
8. Sound knowledge of all relevant WH&S 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 (DoH) and Tasmanian Health Service (THS) are committed to improving the health and wellbeing of patients, clients and the Tasmanian community through a sustainable, high quality, safe and people-focussed health system. Alongside this, staff are expected to act with integrity, be accountable for their actions, and work collegially with colleagues and others to provide better outcomes for Tasmanians.

State Service Principles and Code of Conduct: The minimum responsibilities required of officers and employees of the State Service are contained in the *State Service Act 2000*. The State Service Principles at Sections 7 and 8 outline both the way that employment is managed in the State Service and the standards expected of those who work in the State Service. The Code of Conduct at Section 9 reinforces and upholds the Principles by establishing standards of behaviour and conduct that apply to all employees and officers, including Heads of Agencies. Officers and employees who are found to have breached the Code of Conduct may have sanctions imposed.

The *State Service Act 2000* and the Employment Directions can be found on the State Service Management Office's website at <http://www.dpac.tas.gov.au/divisions/ssmo>

Fraud Management: The Department has a zero tolerance to fraud. Officers and employees must be aware of, and comply with, their Agency's fraud prevention policy and procedure and it is the responsibility of all officers and employees to report any suspected fraudulent activity to their Director or line manager, the Chief People Officer or to the Manager Internal Audit. The DoH and THS are committed to minimising the occurrence of fraud through the development, implementation and regular review of fraud prevention, detection and response strategies, and are conscious of the need to protect employees who advise management of suspected fraudulent activity from reprisal or harassment, and to comply with its obligations under the *Public Interest Disclosure Act 2002*. Any matter determined to be of a fraudulent nature will be followed up and appropriate action will be taken. This may include having sanctions imposed under the *State Service Act 2000*.

Delegations: This position may exercise delegations in accordance with a range of Acts, Regulations, Awards, administrative authorities and functional arrangements mandated by Statutory office holders including the Secretary. The relevant Unit Manager can provide details to the occupant of delegations applicable to this position. The DoH and THS have a zero tolerance in relation to fraud and in exercising any delegations attached to this role the occupant is responsible for the detection and prevention of fraud, misappropriation and other irregularities, and for ensuring that all officers and employees are aware of their Agency's fraud policy and reporting procedures.

Blood borne viruses and immunisation: Health Care Workers (as defined by DoH and THS policy) within DoH and THS are expected to comply with their Agency's policies and procedures relating to blood borne viruses and immunisation, including against Hepatitis B. Depending on the level of risk associated with their duties, Health Care Workers may be required to demonstrate current immunity, previous seroconversion to Hepatitis B or immunity following vaccination.

Records and Confidentiality: Officers and employees of the Department are responsible and accountable for making proper records. Confidentiality must be maintained at all times and information must not be accessed or destroyed without proper authority.

Smoke-free: DoH and THS workplaces are smoke-free environments. Smoking is prohibited in all State Government workplaces, including vehicles and vessels.