

## Statement of Duties

<b>Position Title:</b> Clinical Lead Physiotherapist - Rheumatology	<b>Position Number:</b> 518985	<b>Effective Date:</b> November 2017
<b>Group and Unit:</b> Tasmanian Health Service (THS) – Clinical Support		
<b>Section:</b> Physiotherapy	<b>Location:</b> South	
<b>Award:</b> Allied Health Professionals Public Sector Unions Wages Agreement	<b>Position Status:</b> Permanent	
	<b>Position Type:</b> Part Time	
<b>Level:</b> 4	<b>Classification:</b> Allied Health Professional	
<b>Reports To:</b> Deputy Manager - Physiotherapy Services		
<b>Check Type:</b> Annulled	<b>Check Frequency:</b> Pre-employment	

### Focus of Duties:

The Clinical Lead Physiotherapist - Rheumatology will:

- Provide clinical leadership and oversee best practice standards for physiotherapy services provided by the Musculoskeletal Physiotherapy Team at the Royal Hobart Hospital (RHH) in accordance with contemporary professional physiotherapy standards.
- Provide specialist physiotherapy assessment, care planning, advice and intervention for clients of the Spinal Assessment Clinic (SAC) and Inflammatory Spinal Clinic (ISC), and consultancy advice for the management of rheumatology patients at the RHH and outlying areas as required by RHH Consultant Rheumatologists and the Deputy Manager - Physiotherapy Services.
- Act as a resource for education and training initiatives across the Tasmanian Health Service (THS) in the specialised field of rheumatological physiotherapy.
- Develop and implement research programs involving the specialised field of rheumatological physiotherapy.
- Participate in the ongoing service development of the SAC and ISC, and the strategic management of clinical musculoskeletal physiotherapy services at the RHH, as required by the Deputy Manager - Physiotherapy Services.

### Duties:

1. Work as an effective member of the multi-disciplinary RHH Rheumatology Team, in the planning, implementation and evaluation of physiotherapy and other services provided by the Rheumatology Team for patients, families and carers.
2. Provide high-level clinical services to the Rheumatology Team, including specialised physiotherapy assessments, interventions, referrals, management plans, reports and other services as required.

3. Provide high-level clinical leadership within a professional scope of practice, and in accordance with clearly identified needs of the RHH Rheumatology Team and Physiotherapy Services.
4. Initiate and develop evidence based practice standards, clinical practice guidelines and staff educational/professional development programs to support best practice rheumatology physiotherapy services across the THS.
5. Participate in the clinical education and teaching of physiotherapy staff and other health professionals as well as the supervision and assessment of physiotherapy students in the Physiotherapy Rheumatology Team and other relevant areas of the RHH.
6. Provide policy and strategic advice to the multidisciplinary Rheumatology Team and Physiotherapy Services including contributing to decision-making processes and development of management pathways for patients across the THS.
7. Initiate, develop and participate in quality assurance and clinical education programs and instigate and lead relevant research projects as part of the Rheumatology Team and Physiotherapy Services across the THS in accordance with the organisation's protocols.
8. Actively update personal professional knowledge and its application to pain management through appropriate continuing professional development activities, including specialist physiotherapy training.
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 Clinical Lead Physiotherapist - Rheumatology is responsible for the provision of efficient and effective clinical physiotherapy services, with professional direction, support and advice provided by the Deputy Manager - Physiotherapy Services, including evaluation of work performance. The Clinical Lead Physiotherapist will:

- Provide high-level, specialised physiotherapy assessments, treatment planning, interventions and investigation/intervention referrals for patients of the SAC and ISC.
- Work independently, in collaboration with the Senior Physiotherapist (Team Leader) and the multidisciplinary Rheumatology Team, to deliver direct patient care in accordance with patients' developed management plans.
- Provide professional leadership and direction, and evaluate physiotherapy performance and interpreting policy in the Rheumatology Team and Physiotherapy Services.
- Be responsible for establishing and maintaining a collaborative working relationship within the multi-disciplinary Rheumatology Team to achieve optimal client outcomes.

- Demonstrate commitment to clinical quality and safety through continual learning and development and application of evidence based practice and research.
- Exercise high-level initiative and independent judgement in the resolution of more complex technical or critical professional problems.
- Participate in and provide high-level clinical advice to professional development programs for staff of the RHH.
- Be responsible for own practice within relevant professional guidelines.
- Be responsible for the efficient and effective management of delegated activities.
- Regularly attend state and national clinical conferences relevant to this specialised area.
- 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:**

- Professional qualifications in the relevant area or progress towards a relevant qualification.

**Selection Criteria:**

1. Demonstrated extensive general physiotherapist experience or significant experience and knowledge in the areas of rheumatological physiotherapy including pain management.
2. Demonstrated commitment to the provision of a high standard of patient care, including experience in providing inter-disciplinary assessments, high-level expertise in the physiotherapy management of rheumatology patients with complex care needs, and a comprehensive understanding of the medical management of chronic pain, spinal and rheumatological conditions.
3. Demonstrated high-level conceptual and analytical skills, an understanding of the political and organisational environment and the ability to develop, implement and evaluate policies and procedures.
4. Excellent communication, interpersonal, negotiation and conflict resolution skills with a proven ability to work collaboratively as part of a multi-disciplinary team, and be adaptable and flexible in a complex environment subject to change.
5. Demonstrated commitment to and significant experience in a broad range of continuous quality improvement and research projects, as well as a proven ability to supervise other professional staff, under-graduate physiotherapy students and a well-developed history in ongoing professional development.
6. Sound knowledge of all WH&S legislation and codes of practice including implementation of WH&S requirements and basic accident investigation 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.