



POSITION DESCRIPTION

Position Title:	Physiotherapist
Department:	Physiotherapy
Location:	War Memorial Hospital
Uniting Purpose:	To inspire people, enliven communities & confront injustice
Uniting Values:	Imaginative, respectful, compassionate, bold

Classification:	Physiotherapist Level 1/2
Vaccination risk category:	A
Award:	Medically Supervised Injecting Centre (MSIC) and War Memorial Hospital (Waverley) (WMH) Health Service Employees Agreement 2016
Employment status:	Part Time Fixed Term: February 2022 – June 2023
Hours:	16 hours per week

Position reports to:	Physiotherapy Manager
Position Supervises:	Level 1 Physiotherapists, Allied Health Assistants and Physiotherapy students as required
Key relationships:	Physiotherapy Department and multi-disciplinary team

POSITION PURPOSE

The physiotherapist's role is to plan, coordinate and deliver high quality physiotherapy care to clients of War Memorial Hospital, consistent with South Eastern Sydney Local Health District (SESLHD) and Uniting policies, procedures and standards.

This position is an integral part of a small team of physiotherapists, who work with a multidisciplinary team. This position provides rehabilitation across a variety of settings including outpatients, aquatic physiotherapy and the integrated Rehabilitation and Enablement program (iREAP).

War Memorial Hospital
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125 Birrell Street
Waverley NSW 2024
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WMH operates under Uniting's values and Code of Conduct which employees are committed to uphold. It is important that the people who work at Uniting have a sense of commitment to our purpose. We are an equal opportunity employer and we select staff based on merit and experience. Uniting supports an inclusive approach in the workplace.

POSITION OBJECTIVES

To plan, coordinate and deliver high quality physiotherapy care to clients of War Memorial Hospital consistent with South Eastern Sydney Local Health District (SESLHD), Uniting and NSW Health policies, procedures and standards.

KEY RESPONSIBILITIES

Financial management & awareness:

- Demonstrate awareness of parameters of working within a budget and working within agreed resources.

Operational processes:

- Provision of high quality and client focused physiotherapy services consistent with experience, skills and qualifications
- Work within own scope of professional competence in line with principles of best practice, professional conduct and clinical governance
- Demonstrate the ability to plan and deliver care in an effective and resourceful manner within a model of person centered care
- Demonstrates the ability to plan, organise and manage time effectively
- Demonstrate flexibility and the ability to work effectively within a changing healthcare environment
- Work safely and in accordance with Uniting WHS policies and procedures.
- Participate and comply with all quality management systems and processes
- Maintain awareness of employee HSW rights and responsibilities.

Client management & engagement (internal & external stakeholders):

- Maintain a high standard of conduct and work performance to promote our reputation with key internal and external stakeholders.
- Display effective communication and interpersonal skills to support the provision of high quality clinical care
- Actively engage in effective therapeutic and professional relationships with clients, carers, colleagues and other agencies
- Demonstrate a commitment to assuring high standards and strive for a client centered service

People management & teamwork:

- Create and maintain effective working relationships with other physiotherapists as well as consultants, medical staff and the multi-disciplinary team.
 - Demonstrate effective team and leadership skills including the ability to work as a member of a multi-disciplinary team
 - Demonstrates self-awareness of own strengths and areas for development
 - Actively engage and participate in the company's performance management framework and review processes.
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KEY RESPONSIBILITIES

Financial management & awareness:

- Demonstrates awareness of parameters of working within a budget and working within agreed resources

Operational Processes

- Assess, plan, organise, evaluate and deliver quality Physiotherapy care in accordance with AHPRA, Uniting, NSW Health and SESLHD policies and clinical practices, to achieve patient/client health outcomes within specified timeframes
- Provide comprehensive physiotherapy assessment for all clients appropriately referred for physiotherapy services.
- Development and implementation of care plans in negotiation with the clients, carers and health professionals based on assessment findings and clinical reasoning
- Prescription and provision of safe, effective and individualised exercise programs based on current evidence
- Plan and deliver physiotherapy education to patients, their families, and other health care professionals and provide support and guidance to students on clinical placement and work experience as required
- Prescription of gait and transfer aids as identified by assessment findings and clinical reasoning
- Ensure client privacy and integrity are respected
- Liaison and referral to other health professionals as required
- Participation in clinical care meetings, clinical handover, case conference and multidisciplinary meetings as required.
- Provide clinical supervision and support to undergraduate students and work experience students on observatory placements
- Plan and prioritise own work requirements effectively to meet defined patient/client care objectives within agreed timeframes
- Care delivery shall be evaluated through performance indicators and outcome measures to ensure care meets the needs of the clients
- Document all aspects of patient care, including education, progress notes and referrals in compliance with NSW Health, SESLHD and War Memorial Hospital documentation standards and procedures to ensure continuity of safe and effective patient care
- Maintain adequate documentation utilizing electronic systems including CHOC, eMR and other patient record systems as required
- Maintain all statistic and other records as required
- Report all patient incidents/near misses using the electronic Patient Incident Management reporting tool
- Maintain up to date knowledge and skills, and practice within the risk management, safety, and quality frameworks as applicable to SESLHD, to ensure the health and safety of staff, patients and visitors
- Identify opportunities for improvement in clinical practice and actively participate in the development and implementation of quality improvement activities to improve Physiotherapy Services on an ongoing basis.
- Work collaboratively with the Physiotherapy and MDT as well as other relevant staff to improve the delivery of services at War Memorial Hospital through the implementation of quality improvement activities
- Contribute to the development of clinical practices, procedures and protocols that support the continuum of care engaging in cross-discipline referencing where relevant
- Monitor and provide reports and collect data and statistics on clinical practices and outcomes in accordance with organisational and management requirements Maintain up to date knowledge and skills, and practice within the risk management, safety, and quality

frameworks as applicable to SESLHD, to ensure the health and safety of staff, patients and visitors

- Actively participate in Physiotherapy and War Memorial Hospital service evaluation and accreditation

Client management & engagement (internal & external stakeholders):

- Communicate effectively in a culturally sensitive manner with patients/clients, families, and other health care professionals to plan and implement intervention strategies, to ensure patient needs are identified and their requirements are addressed where possible
- Consult and liaise with health care professionals within the multi-disciplinary team to establish co-ordinated and continuity of care to patients/clients
- Liaise with patients and their families, other health professionals, supervisors, students and researchers as required
- Provide general clinical advice to members of the multidisciplinary team, service managers and other stakeholders regarding service delivery and clinical service development
- Actively contribute to service and caseload management and planning within the multidisciplinary team
- Contribute to effective team dynamics and client and stakeholder relationships utilising high level communication and negotiation skills
- Facilitate delivery of an effective, flexible, innovative and integrated physiotherapy service
- Escalates issues outside of policies and procedures and complex or unusual care requirements to senior clinicians, Deputy manager and Physiotherapy /Manager as appropriate

People management & teamwork:

- Act as an appropriate and effective role model and promote a culture and supporting practices that reflect the organisational values through demonstrated behaviours and interactions with patients/clients/employees
- Maintain responsibility for personal and professional development by participating in evidence based practice activities, training/education, and performance reviews/appraisals in order to continuously improve the level of service provided to patients/clients
- Maintain a high level of personal professional and clinical performance by active participation in appropriate continuing education and professional development
- Participate in monthly supervision and annual performance development
To participate in relevant in-services and seminars organised internally and by other hospitals and professional groups
- Provide relevant education to nursing, medical staff and other health professionals as requested
- To participate in relevant in-services and seminars organised internally and by other hospitals and professional groups
- Keep updated regarding current research in the field of aged care physiotherapy and be involved in implementing innovative approaches to practice.

KEY PERFORMANCE INDICATORS

Financial management & awareness:

- Evidence of awareness of parameters of working within a budget and working within agreed resources

Operational processes:

- Evidence of training in relation to clinical service provision and policies and procedures
- Service delays identified
- Reports and statistics submitted by designated deadlines

- All clinical events are documented in accordance with SESLHD, WMH & UCA documentation standards
- Evidence of participation in in-services, staff education and research activities
- Evidence of participation in Quality Improvement activities
- Awareness of parameters of working within a budget and working within agreed resources.

Client management & engagement (internal & external stakeholders):

- Display awareness and appreciation of the clients and the ability to empathize with and treat others with dignity and respect
- Display effective communication and interpersonal skills
- Attendance at team meetings, and relevant meetings and case conferences
- Service attendance and discharge monitored
- Evidence of advocacy for clients and carers with other service providers

People management & teamwork:

- Evidence that positive outcomes are shared and celebrated
- Evidence of engagement with MDT to critically reflect on and explore potential to improve practice
- Participation in inter-discipline initiatives as appropriate
- 100% compliance with Registration renewal
- 100% up to date professional development plans and performance reviews
- Evidence of formally structured and participation in clinical supervision

Work Health Safety and Welfare Requirements:

All staff are required to assist in creating and maintaining a safe and healthy work environment by working in a safe and healthy manner taking all reasonable care for self and others, adhering to instructions, policies, procedures and training relating to work health, safety and wellbeing and using the equipment provided in accordance with safe operating procedures.

Where appropriate, staff will initiate and participate in worksite inspections, identify safety hazards, risks, concerns or incidents through accident reporting and investigations within required timeframes, develop safe work procedures and provide appropriate information, instruction, training and supervision.

- Incident rates monitored related to policy and procedure requirements or breaches
- Evidence of training in relation to clinical service provision and policies and procedures
- 100% compliance with mandatory training requirements
- Incident and complaint response and turnaround times are within requirements
- Escalation of issues identified in relation to resources and unit performance
- Evidence that complaint causes are used to remodel service delivery
- Evidence of Quality Improvement outcomes
- Risk assessments are undertaken and documented
- Reporting of incidents related to WHS, infection control and sterilisation issues
- Monitoring of locally agreed Key Performance indicators

PROFESSIONAL SKILLS AND KNOWLEDGE

Skills & Experience:

- Experience working as a physiotherapist in aged care and/or rehabilitation
- Demonstrated ability to provide comprehensive client centred assessment, outlining clinical reasoning, and care plan development in consultation with the client, carer and multidisciplinary team

- Demonstrated ability to provide safe and effective therapeutic interventions in both individual and group modes which maximise improvements in clients' functional abilities
- Proven high level written and verbal communication and interpersonal skills, and the ability to proactively engage with patients/clients and the MDT to enhance service delivery
- Demonstrated ability to work effectively as part of a multi-disciplinary team and to exercise independent professional judgement on routine matters, commensurate with years of experience
- Computer skills and the capacity to use health information systems
- Demonstrated commitment to quality improvement and evidence based practice and a commitment to ongoing clinical and professional learning

Qualifications:

- Degree or Post-Graduate Qualification in Physiotherapy and current registration with Australian Health Practitioner Regulation Agency

Employee Name:		Managers Name:	
		Title	
Date:		Date:	
Signature:		Signature:	

JOB DEMANDS CHECKLIST

Job Title: Physiotherapist Service/Unit: War Memorial Hospital
 Department: Physiotherapy Manager / Supervisor: Physiotherapy Manager
 Assessor: Jill Hall Date of Assessment: Jan 2022
 Date of Assessment review: Jan 2023

Definitions:

★ Denotes a critical requirement of the job

Frequency

I	Infrequent – intermittent activity exists for a short time on a very infrequent basis	C	Constant – activity exists for more than 2/3 of the time when performing the job
O	Occasional - activity exists up to 1/3 of the time when performing the job	R	Repetitive – activity involves repetitive movements
F	Frequent – activity exists between 1/3 and 2/3 of the time when performing the job	N/A	Not applicable – activity is not required to perform the job

CRITICAL ★	PHYSICAL DEMANDS - DESCRIPTION (comment)		FREQUENCY					
			I	O	F	C	R	N/A
	Sitting	Remaining in a seated position to perform tasks			X			
	Standing	Remaining standing without moving about to perform tasks		X				
	Walking	Floor type: even/uneven/slippy, indoors/outdoors, slopes			X			
	Running	Floor type: even/uneven/slippy, indoors/outdoors, slopes	X					
	Bend/ Lean Forward from Waist	Forward bending from the waist to perform tasks		X				
	Trunk Twisting	Turning from the waist while sitting or standing to perform tasks		X				
	Kneeling	Remaining in a kneeling posture to perform tasks		X				
	Squatting/ Crouching	Adopting a squatting or crouching posture to perform tasks		X				
	Crawling	Moving by crawling on knees & hands to perform tasks		X				
	Leg/ Foot Movement	Use of leg and or foot to operate machinery		X				
	Climbing (stairs/ladders)	Ascend/ descend stairs, ladders, steps, scaffolding		X				
	Lifting/ Carrying	Light lifting & carrying – 0 – 9kg			X			
		Moderate lifting & carrying – 10 – 15kg	X					
		Heavy lifting & carrying – 16kg and above						X
	Reaching	Arms fully extended forward or raised above shoulder	X					
	Pushing/ Pulling/ Restraining	Using force to hold/restrain or move objects toward or away from body	X					
	Head/ Neck Postures	Holding head in a position other than neutral (facing forward)	X					
	Hand & Arm Movements	Repetitive movements of hands & arms		X				
	Grasping/ Fine Manipulation	Gripping, holding, clasping with fingers or hands		X				
	Work at Heights	Using ladders, footstools, scaffolding, or other objects to perform work						X
	Driving	Operating any motor powered vehicle		X				
CRITICAL ★	SENSORY DEMANDS - DESCRIPTION (comment)		FREQUENCY					
			I	O	F	C	R	N/A
	Sight	Use of sight is an integral part of work performance e.g. viewing of X-rays, computer screen				X		
	Hearing	Use of hearing is an integral part of work performance e.g. telephone enquiries				X		
	Smell	Use of smell is an integral part of work performance e.g. working with chemicals	X					
	Taste	Use of taste is an integral part of work performance e.g. food preparation						X

	Touch Use of touch is an integral part of work performance		X				
CRITICAL *	PSYCHOSOCIAL DEMANDS – DESCRIPTION (comment) Assisting ↓	FREQUENCY					
		I	O	F	C	R	N/A
	Distressed people e.g. emergency or grief situations	X					
	Aggressive & uncooperative people e.g. drug/alcohol, dementia, mental illness	X					
	Unpredictable people e.g. dementia, mental illness and head injuries	X					
	Restraining Involvement in physical containment of patients/clients	X					
	Exposure to distressing situations e.g. child abuse, viewing dead/mutilated bodies	X					
CRITICAL *	ENVIRONMENTAL HAZARDS – DESCRIPTION (comment)	FREQUENCY					
		I	O	F	C	R	N/A
	Dust Exposure to atmospheric dust						X
	Gases Working with explosive or flammable gases requiring precautionary measures						X
	Fumes Exposure to noxious or toxic fumes						X
	Liquids Working with corrosive, toxic or poisonous liquids or chemicals requiring PPE						X
	Hazardous substances e.g. dry chemicals, glues						X
	Noise Environmental/background noise necessitates people to raise their voice to be heard	X					
	Inadequate lighting Risk of trips, falls or eyestrain	X					
	Sunlight Risk of sunburn exists from spending more than 10 minutes per work day in sunlight			X			
	Extreme temperatures Environmental temperatures are < 15°C or > 35°C	X					
	Confined spaces Areas where only one egress (escape route) exists	X					
	Slippery or uneven surfaces Greasy or wet floor surfaces, ramps, uneven ground	X					
	Inadequate housekeeping Obstructions to walkways and work areas cause trips & falls	X					
	Working at heights Ladders/stepladders/ scaffolding are required to perform tasks						X
	Biological hazards e.g. exposure to body fluids, bacteria, infectious diseases		X				

Additional Position Requirements/Demands Summary: From the checklist, outline the main requirements or demands of the job. This information will then be transferred to the Position Description. Anything that is frequent and above or identified as critical to the job should be included in the position description.

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Signature of Manager: **Date:**/...../20.....

☐ I am able to fulfil the above requirements without modification.

☐ I am unable to fulfil the above job requirements and need the following modifications:

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Signature of Employee: **Date:**/...../20.....