

## DEPARTMENT OF HEALTH

# Statement of Duties

<b>Position Title:</b>	Clinical Lead - Physiotherapy Improvement and Service Design
<b>Position Number:</b>	526387
<b>Classification:</b>	Allied Health Professional Level 4
<b>Award/Agreement:</b>	Allied Health Professionals Public Sector Unions Wages Agreement
<b>Group/Section:</b>	Policy, Purchasing, Performance and Reform – Health Planning Acute Service Development and Enhancement
<b>Position Type:</b>	Permanent, Full Time
<b>Location:</b>	South, North, North West
<b>Reports to:</b>	Assistant Director of Nursing (ADON) - Service Development Program
<b>Effective Date:</b>	October 2021
<b>Check Type:</b>	Annulled
<b>Check Frequency:</b>	Pre-employment

NB. The above details in relation to Location, Position Type and Work Pattern may differ when this position is advertised – please refer to these details within the actual advert. The remainder of the content of this Statement of Duties applies to all advertised positions.

## Primary Purpose:

Within the Agency Framework and in accordance with policy and procedures, the Clinical Lead - Physiotherapy Program Support will:

- Participate in the ongoing development of physiotherapy service improvement within the acute hospital setting and support the development of models of care for physiotherapy across the hospitals, as required and in collaboration with operational units and the Assistant Director of Nursing (ADON) - Service Development Program.
- Contribute to the overall clinical, managerial, and operational leadership of Physiotherapy Services as it relates to service improvement.

## Duties:

1. Responsible for the provision of an efficient and effective Physiotherapy Service improvements, including monitoring standards of direct and indirect patient care; quality improvement, professional development, supervision, teaching and research activities.
2. Responsible for the development and flexible coordination of human and physical resources relating to improvement models and service changes.
3. Provide authoritative technical or policy advice drawing on expert physiotherapy knowledge and act as a hospital and statewide resource responding to and participating in negotiations to improve collaboration, contingency planning, manage risks and propose improvements.
4. Support and lead on evaluation of cost-effectiveness, safety, and quality of new and existing services.
5. Establish and maintain a collaborative working relationship within multi-disciplinary health services across the Agency to achieve optimal client outcomes across the continuum of care.
6. Develop relevant policies, procedures and practice guidelines which reflect the strategic requirements of the Physiotherapy Services in promoting commitment to an integrated continuum of patient care.
7. Proactively engage with and promote the image and profile of the Physiotherapy Team to all internal and external stakeholders to support Physiotherapy Service improvements.
8. Promote a culture of risk identification and minimisation throughout the Physiotherapy Team in all settings. Ensure compliance with the Work, Health and Safety Act 2012 and Occupational Health and Safety procedures.
9. Actively participate in and contribute to the organisation's Quality & Safety and Work Health & Safety processes, including in the development and implementation of safety systems, improvement initiatives and related training.
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.

## Key Accountabilities and Responsibilities:

- Is responsible for physiotherapy practice as defined by the Physiotherapy Board of Australia in accordance with the Health Practitioner Regulation National Law (Tasmania) Act 2010.
- Complies with other relevant legislation and professional standards applicable to this physiotherapy role.
- Maintains the Code of 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
  - application of evidence-based practice and research.
- Maintain professional knowledge and skill base to ensure continued competency and professional growth relevant to the requirements of the role

- Assist the Physiotherapy Services by contributing to the overall leadership and improvement of Physiotherapy Services and through the delivery of efficient and effective models of care.
- Responsible for the efficient and effective management of delegated activities. Broad direction, support, evaluation, and performance review provided by the ADON - Service Development Program.
- Exercise a high degree of independent professional judgement in the provision of clinical services and in the resolution of more complex technical or critical professional issues.
- Provide professional leadership and direction, evaluating physiotherapy performance and interpreting policy relevant to the specified physiotherapy team.
- Regular maintenance of education relevant to the specialty of the clinical team and the area of physiotherapy leadership and management generally.
- Where applicable, exercise delegations in accordance with a range of Acts, Regulations, Awards, administrative authorities and functional arrangements as mandated by Statutory office holders including the Secretary and Head of State Service. The relevant Unit Manager can provide details to the occupant of delegations applicable to this position.
- Comply at all times with policy and protocol requirements, including those relating to mandatory education, training and assessment.

## Pre-employment Conditions:

*It is the Employee's responsibility to notify an Employer of any new criminal convictions during the course of their employment with the Department.*

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.

## Selection Criteria:

1. Demonstrated extensive general physiotherapist experience including significant experience in clinical and/or team leadership, or specialised clinical expertise in the area of the specialty.
2. Demonstrated commitment to contemporary ongoing professional development and research activities including evidence of professional qualification or equivalent level of recognised professional competency and experience, or commitment to working towards an appropriate qualification that supports the position.
3. Demonstrated initiative and commitment to providing a high standard of clinical care relevant to contemporary health care service delivery standards.

4. Demonstrated knowledge, experience and skills in clinical services management including the coordination of human and physical resources, performance management, quality.
5. Advanced skills and experience in quality improvement, service development initiatives and the interpretation and development of relevant policy.
6. Proven ability to coordinate, supervise and motivate staff within the context of multidisciplinary teams, including a high level of communication skills both written and verbal.
7. Understanding and demonstrated knowledge of the relevant legal/ethical issues involved in contemporary health care service delivery.
8. Sound knowledge of all Work Health & Safety legislation and codes of practice including accident investigation, hazard controls and reporting requirements.

## Working Environment:

The Department of Health is committed to improving the health and wellbeing of patients, clients and the Tasmanian community through a sustainable, high quality and safe health system. We value leading with purpose, being creative and innovative, acting with integrity, being accountable and being collegial.

The Department seeks to provide an environment that supports safe work practices, diversity and respect, including with employment opportunities and ongoing learning and development. We value the diverse backgrounds, skills and contributions of all employees and treat each other and members of the community with respect. We do not tolerate discrimination, harassment or bullying in the workplace. All employees must uphold the *State Service Principles* and *Code of Conduct* which are found in the *State Service Act 2000*. The Department supports the [Consumer and Community Engagement Principles](#).