

## Statement of Duties

<b>Position Title:</b> Clinical Lead Physiotherapist – Emergency Department	<b>Position Number:</b> 525121	<b>Effective Date:</b> July 2020
<b>Group:</b> Hospitals South		
<b>Section:</b> Southern Hospitals - Physiotherapy	<b>Location:</b> South	
<b>Award:</b> Allied Health Professionals (Tasmanian State Service) Agreement	<b>Position Status:</b> Permanent	
	<b>Position Type:</b> Full Time/Part-Time	
<b>Level:</b> 4	<b>Classification:</b> Allied Health Professional	
<b>Reports To:</b> Discipline Lead Physiotherapy Services and Director Emergency Department		
<b>Check Type:</b> Annulled	<b>Check Frequency:</b> Pre-employment	

### Focus of Duties:

- Responsible for the development, provision and evaluation of physiotherapy emergency care services (including primary contact services) within a Tasmanian Health Services – South (THS-South) and multi-disciplinary framework and in accordance with relevant policies and procedures.
- Develop exceptional working relationships with relevant medical and nursing and Allied Health to implement and guide a service that is high quality, sustainable, innovative and promotes growth into the future.
- Participate in ongoing service development and strategic management of clinical Emergency Department (ED) physiotherapy services within Royal Hobart Hospital (RHH) in accordance with best practice and contemporary professional physiotherapy standards.
- Act as a resource for education and training initiatives across THS South in Emergency Physiotherapy drawing, in part, on collegial interaction with similar intra and interstate services to promote and maintain contemporary service delivery.
- Draw upon professional competencies to improve clinical service outcomes through effective research and quality improvement activities and will actively participate in state-wide and national research, publication and education for the clinical advancement of Emergency Physiotherapy.

### Duties:

1. Provide high level clinical Physiotherapy services to the RHH Emergency Department team and relevant multidisciplinary specialist unit, including the provision of primary contact advanced practice Physiotherapy assessments, interventions, referrals, management plans, reports and other services as required.
2. Provide high level clinical leadership in an advanced musculoskeletal scope of practice, to meet the clearly identified needs of THS – South.
3. Establish effective, collaborative and professional relationships with medical and nursing

colleagues, and other members of the multidisciplinary health team to optimise outcomes for clients and their families within the service area.

4. Initiate and develop evidence-based practice protocols, clinical practice guidelines and staff educational/professional development programs to support best practice ED musculoskeletal Physiotherapy services across THS – South.
5. Collaborate with other health care professionals and service providers to ensure Physiotherapy practices are in accordance with national standards, THS directions, policies, legal requirements and ED Physiotherapy competencies.
6. Where appropriate and indicated, challenge and develop scope of practice to advance service development
7. 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 ED/musculoskeletal team and other relevant areas of the THS – South Physiotherapy service.
8. Actively update personal professional knowledge in ED Physiotherapy and its application to primary and secondary contact within an ED setting, in relation to musculoskeletal, orthopaedics, rheumatology, neurology, cardiorespiratory and persistent pain management, through appropriate continuing professional development activities, including advanced Physiotherapy training as relevant.
9. Contribute to research that leads to improvements in health and healthcare delivery and fosters a culture of inquiry, innovation, and quality that leads to service delivery improvement that is evidence based and minimises clinical risk.
10. 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.
11. 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 – ED (CLP-ED) is responsible to the:
  - Discipline Lead Physiotherapy Services through the Senior Physiotherapist (Team Leader) Musculoskeletal Services for operational functions and the
  - Medical Director Emergency Department for clinical functions.
- The CLP-ED practices autonomously with a high level of individual responsibility, provides primary contact care demonstrating advanced and extended practice skills in the physiotherapy assessment and ongoing contemporary clinical management as required, within their individual scope of practice.
- Provide professional leadership and direction, evaluating physiotherapy performance and interpreting policy in the relevant multidisciplinary specialist units and the Physiotherapy ED/musculoskeletal team.
- Responsible for establishing and maintaining a collaborative working relationship within the

ED and relevant multidisciplinary specialist units to achieve optimal client outcomes.

- Required to exercise high level initiative and independent judgement in the resolution of more complex technical or critical professional problems.
- Responsible for participating in and providing high level clinical advice to professional development programs for staff of the RHH.
- Responsible for own practice within relevant professional guidelines.
- 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.*

- Current registration 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:**

- Postgraduate tertiary qualifications relevant to this position and/or extensive experience working in this clinical area.

### **Selection Criteria:**

1. Demonstrated extensive senior physiotherapist experience with advanced competence in evidence-based Emergency Department Physiotherapy practice in conjunction with a postgraduate professional qualification and/or equivalent level of recognised professional competency with a commitment to working towards and maintaining a qualification or level of competency which supports this position.
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 Emergency patients with complex care needs, and a comprehensive understanding of the medical management of patients presenting to the Emergency Department.

3. Demonstrated broad understanding of internal and external service needs, the legal and ethical framework; the political, social and organisational environment impacting on health service delivery in Tasmania, with the ability to apply this understanding within the Emergency Department Physiotherapy context.
4. Excellent change management, communication, interpersonal, negotiation and conflict resolution skills, a demonstrated high level of conceptual and analytical skills and a proven ability to be influential and credible to a range of professional people and consumers.
5. Demonstrated commitment and significant experience in a broad range of continuous quality improvement and research projects as well as a well-developed history of ongoing professional development.
6. Sound working knowledge of relevant Work Health and Safety legislation and codes of practice including accident investigation, hazard controls and implementation of WH&S requirements.

### **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.