

BENDIGO COMMUNITY HEALTH SERVICES

POSITION TITLE: PAEDIATRIC PHYSIOTHERAPIST

Name:		PO Box 1121 Bendigo Central Victoria 3552
Position number:	(allocated by HR)	
Award:	Victorian Stand-Alone Community Health Centres, Health Professionals Multi-Employer Agreement 2012 - 2016	Central Site: Ph: (03) 5448 1600 Fax: (03) 5448 1699
Classification:	Physiotherapist	Eaglehawk Site: Ph: (03) 5434 4300 Fax: (03) 5434 4355
Site:	Kangaroo Flat however the position may work from any Bendigo based BCHS site as negotiated	Kangaroo Flat: Ph: (03) 5430 0500 Fax: (03) 5430 0544
Hours per fortnight:	30.4 hours per fortnight	Elmore Primary Health: Ph: (03) 5432 6001 Fax: (03) 5432 6101
Tenure:	Ongoing	
Position description developed:	November 2017	
Responsible to:	Team Manager - Strong Families	

1. Position Role

The role of the position is:

1. The Paediatric Physiotherapist position sits within the Child Health Invest team.
2. The focus of this position is to provide a comprehensive, accessible and high quality paediatric physiotherapy service to Bendigo Community Health Services' (BCHS) clients.
3. This service is integrated with other BCHS programs and provides a clinical physiotherapy service. The service is provided in collaboration with other teams within Children Youth and Family Support Services.
4. This role also involves participation in the Gait Clinic supported by a Paediatric Podiatrist and participation in the Growth and Development Clinic supported by a Paediatrician.
5. Providing positive teaching and learning opportunities for allied health undergraduates is an additional focus of this position.

2. Position Responsibilities

The responsibilities of the position are:

1. Provision of physiotherapy services for BCHS clients funded from a variety of relevant sources.
2. The potential for the provision of physiotherapy services for fee paying clients.
3. Participation in the ongoing development of the physiotherapy service to address the needs of those with a developmental or physical condition within the social model of health.

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4. Participation in the scoping and development of additional physiotherapy opportunities within BCHS including research potential.
5. Referral and liaison with a range of services and health professionals to provide comprehensive and holistic collaborative health care.
6. Administrative tasks including the ordering and maintenance of equipment.
7. Documentation of client records via Trakcare and Best Practice systems or equivalent.
8. Review and evaluation of programs as appropriate.
9. Supervision of undergraduate physiotherapy students.
10. This position will have some Key Performance Indicators (KPI's).
11. Development and presentation of health education materials and health promotion programs as required.
12. Attendance at staff/team meetings, program planning and professional development.
13. Other duties as directed.

3. The Role of the Team

Child Health Invest (CHI) is a small multidisciplinary team which includes Paediatricians, Paediatric Registrars, Social Worker and Allied Health professionals. CHI works collaboratively to provide comprehensive health and wellbeing assessments and treatment to vulnerable families within the community. Many of the CHI families present with complex needs and the CHI team respond holistically addressing the presenting needs and endeavouring to refer to other complimentary services enhancing outcomes for children, youth and families.

4. Key Selection Criteria

4.1 Essential

1. Bachelor degree in Physiotherapy and an interest and experience working with children and families.
2. Current registration with Australian Health Practitioner Regulation Agency.
3. Comprehensive assessment skills in the area of Paediatrics.
4. Demonstrated experience, knowledge and passion in delivering paediatric physiotherapy services for infants and children.
5. The ability to build and develop positive relationships with clients and families, some of whom experience disadvantage and vulnerability.
6. Excellent interpersonal and communication skills.
7. Demonstrated ability to work as a member of a multidisciplinary team.
8. Knowledge and compliance with BCHS clinical governance frameworks, privacy and confidentiality procedures.
9. Personal commitment to promoting equality, diversity and human rights in all aspects of service delivery.
10. Current Working with Children Check.

4.2 Desirable

1. Intermediate to high level skills in Microsoft Office programs and health information software.
2. Evidence of previous professional development activity in the area of paediatric physiotherapy.
3. Experience with supervision of undergraduate physiotherapy students.
4. The ability to confidentially maintain accurate records in accordance with BCHS procedures.

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5. Probationary Period

Employment with BCHS is conditional on satisfactorily completing a probationary period of six (6) months from date of commencement. During this period, your performance will be reviewed with your manager and assuming this is mutually satisfactory, your employment will be confirmed at the end of this period.

6. Staff Review & Development (SRD)

Each BCHS staff member is required to participate in the annual SRD process. The SRD will be based on the Position Role and Responsibilities and Key Selection Criteria in addition to the relevant Branch and Team Plans and the following Performance Indicators.

6.1 Self-Management:

Demonstrated experience and understanding of the need for ongoing personal and professional development that contribute to self-satisfaction and professional growth

- Continually develop personally and professionally to meet the changing needs of your position, career and industry.
- Demonstrate behaviours that lead you to achieving your goals.

6.2 Communication and Team Work:

High level communication and interpersonal engagement that contributes to productive and collegial relationships between staff and with clients

- Display your capacity for self-awareness through reflection, planning and communication.
- Show evidence of your ability to work co-operatively within a team to achieve team goals.
- Establish and develop as key functions of relationship management, regular and professional communication with all your relevant colleagues.
- Demonstrate alignment and integration of practice according to BCHS' Vision, Values and Strategic Directions.

6.3 Administration and Documentation:

Through the use of BCHS processes ensure that all administration and documentation requirements are initiated and completed in a professional and timely manner.

- Show evidence that the administrative tasks of your position are completed in an orderly, timely and accessible manner.
- Demonstrate that your documentation is completed in an accurate, legally and ethically compliant standard, and is produced to an appropriate professional standard.

6.4 Learning:

Demonstrated knowledge and application of the capabilities required for this position including knowledge and understanding of appropriate equipment, legislation, policies and procedures.

- Show evidence of knowledge and understanding of BCHS Strategic Directions and the ability to link key strategic directions to individual and team work plans and individual self-development.
- Demonstrate initiative and enterprise skills that contribute to innovative outcomes.
- Display an appropriate level of awareness of the implications for BCHS of decisions and situations that involve you and others.

6.5 Position Performance:

Demonstrate achievement of negotiated performance indicators specific to your position.

- Provide services under both a public and private income model aiming to develop the service, and increase service viability/sustainability over time.

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- Demonstrate positive outcomes for clients and stakeholders through interventions for a minimum of six clients per day (initial and review appointments).
- Show evidence of an integrated service delivery approach for clients.

6.6 Diversity and Culture:

BCHS treats all people with respect; values diverse perspectives; participates in diversity training opportunities; and provides a supportive work environment.

6.7 Child Safety

BCHS values children from all backgrounds and is committed to making our community a safe, nurturing and welcoming place for children to grow and develop. We are committed to making sure **ALL** children to reach their individual potential.

7. Other Essential Requirements

Staff will:

- Complete a satisfactory police check before employment is confirmed, the police check will be initiated by BCHS at the expense of the staff member.
- Sign the pre-existing Injury / Disease Declaration.
- Present a copy of your original professional qualifications document or registration.
- Receive and comply with the BCHS Code of Conduct.
- Comply with BCHS Privacy Policy and Procedures.

BCHS believes that *"Quality is everyone's business, safety is my responsibility"*

- Co-operate with and contribute to BCHS Occupational Health and Safety procedures and participate in appropriate safety information and education activities as required.

8. Other Information

- BCHS is an Equal Opportunity Employer.
- All BCHS sites are smoke free workplaces.
- BCHS is committed to employing people from diverse backgrounds and providing a workplace free from discrimination and harassment.
- BCHS has a commitment to environmental sustainability.

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 Approved: Liz March
 Executive Director - Programs

Date:/...../.....

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 Agreed: Paediatric Physiotherapist

Date:/...../.....