

BENDIGO COMMUNITY HEALTH SERVICES

POSITION TITLE: PHYSIOTHERAPIST - CHRONIC DISEASE MANAGEMENT PROJECT

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| Name: | |
| Position number: | (allocated by HR) |
| Award/Agreement: | Victorian Stand-Alone Community Health Centres Allied Health Professionals Enterprise Agreement 2017 - 2021 |
| Classification: | Allied Health Professional Grade 3 |
| Site: | All BCHS sites as required |
| Hours per fortnight: | 76.0 hours per fortnight (negotiable) |
| Tenure: | Twelve months fixed term (possible extension subject to funding) |
| Position description developed: | August 2019 |
| Responsible to: | Director - Primary Health Care Services |

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Our Vision

Better Health and wellbeing across generations.

Our Mission

Working hand in hand with our community to achieve healthier lives.

Our Values

- **Respect**
We build respectful relationships through trust, empathy and collaboration.
- **Inclusive**
We recognise and promote accessible, safe and holistic health care as a basic human right.
- **Integrity**
We are authentic, accountable and we honour our obligations.
- **Innovation**
Through continuous learning, we ensure an agile, responsive and sustainable service.

Strategic Directions

1. **Programs for Equity**
Commitment to achieving equitable health and wellbeing.
2. **Consumer and Community Centred Organisation**
Understand and respond to community needs and consumer's lived experience.

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3. Quality, Safety and Consumer Experience

Deliver the best consumer experience that is of consistent quality, safe and evidence-based.

4. Sustainability

Sustainable for purpose organisation.

Position Role

The role of the Physiotherapist in the Chronic Disease Management Project is to lead and provide oversight with the assistance of the multidisciplinary clinical team. The Physiotherapist will have a clinical and management role and will oversee the team to meet its purpose in providing a Chronic Obstructive Pulmonary Disease (COPD) Rehabilitation service. Training lung foundation programs will play a key part in Bendigo Community Health Services offering the most current best practice guidelines and further training will be supported.

The Physiotherapist will provide consumer-focused assessments, diagnosis, treatment and intervention for BCHS' Chronic Disease Management for Allied Health Plan (formerly EPC) referred physiotherapy consumers. There is an expectation that the Physiotherapist understands how to facilitate referrals to other services to ensure consumers have access to a comprehensive and integrated health care. The Physiotherapist will ensure the management of the clinic and that all clinical activity undertaken fulfils expectations for the optimal health outcomes of the consumer and meets the requirements of the Chronic Disease Management Project.

Position Responsibilities

The responsibilities of the position are:

- Provide management and consumer-focused assessments, diagnosis, treatment and intervention for BCHS' Chronic Disease Management Project consumers.
- Provide a lead management and clinical role as required in the project brief and be able to demonstrate the knowledge, skills and depth of experience appropriate for the designated workload.
- Educate other health professionals and consumers about the nature, treatment and preventative aspects of physiotherapy services.
- Facilitate the referral to, and liaison with, a range of services required to provide comprehensive and integrated health care.
- Ensure all clinical activity undertaken fulfils or exceeds the competency standard of the profession.
- Actively participate on committees and working parties (as required).
- Ensure information is managed in line with organisational, allied health and physiotherapy standards, including the use of BCHS electronic consumer management systems.
- Recording of statistical data and documentation within required timeframes.
- Assisting with the supervision and mentoring of other allied health staff, where required.
- Undertaking teaching and supervision of undergraduate physiotherapy students and students of other disciplines where appropriate.
- Participation in BCHS' continuous quality improvement activities, including taking a lead role in documenting at least one quality improvement activity annually for physiotherapy.
- Involvement in research activities and implementation of evidence-based practice.
- Development and presentation of health education resources and programs.
- Participate as required in the development of new policies and procedures that impact on the physiotherapy service and on the achievement of relevant accreditation standards.

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- Maintain and develop clinical and professional skills, in addition to monitoring new developments in physiotherapy and allied health through continuing professional development.
- Participate in the monitoring and review of the demand for BCHS physiotherapy services to ensure services remain accessible and equitable.

The Role of the Team

This role sits within the larger Primary Health Care Services team which provides community medical practice, chronic disease management, refugee health and sexual health services. The primary focus of the position is to manage and assist consumers involved in the Chronic Disease Management Project to maintain their health, mobility, function and independence whilst working within the framework of the social model of health.

Key Selection Criteria

Essential

1. A Bachelor of Physiotherapy and current registration with the Australian Health Practitioner Agency (AHPRA).
2. Demonstrated experience in delivering leadership in management of Chronic Disease Management, Chronic Obstructive Pulmonary Disease and musculoskeletal physiotherapy services.
3. Proficiency in providing sensitive practice in response to consumer diversity.
4. Demonstrated experience in the supervision of undergraduate students.
5. Demonstrated experience in working within a team environment.
6. Excellent interpersonal skills and communication skills.
7. Ability to demonstrate and display the values of Bendigo Community Health Services with a strong commitment to the values of equity and human rights.
8. A current Drivers Licence.
9. A current Working with Children Check.

Desirable

1. The ability to build and develop positive relationships with both internal and external consumers.
2. A demonstrated understanding of the social model of health.
3. Intermediate skills in Microsoft Office.
4. Experience in working electronic consumer management systems.
5. Training in lung foundation programs.
6. Previous experience in a Senior Physiotherapist role.

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.

Staff Review and 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.

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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.

Communication and Team Work:

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

- 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.

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.

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.

Position Performance:

Demonstrate achievement of negotiated performance indicators specific to your position.

- Provide service delivery to at least the minimum level required by the funding service agreement.
- Demonstrate positive outcomes for consumers and stakeholders through appropriate interventions.
- Demonstrate competency in teaching and clinical supervision tasks
- Show evidence of an integrated service delivery approach for consumers, including diversity of need.

Diversity and Culture:

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

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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 reach their individual potential.

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 (if required).
- 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 Health and Safety procedures and participate in appropriate safety information and education activities as required.

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: Gerard José
Chief Executive Officer

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Agreed: Physiotherapist - Chronic Disease Management Project