

## BENDIGO COMMUNITY HEALTH SERVICES

### POSITION TITLE: PHYSIOTHERAPIST GRADE 2 – PRIMARY HEALTH CARE SERVICES

<b>Award:</b>	Victorian Stand-Alone Community Health Centres, Health Professionals Multi-Employer Agreement
<b>Classification:</b>	Physiotherapist - Grade 2
<b>Site:</b>	This position is primarily based at our Kangaroo Flat site, however, may be required to work from any BCHS site or outreach location as negotiated.
<b>Hours per fortnight:</b>	76 hours per fortnight (1.0 FTE) or as negotiated
<b>Tenure:</b>	Ongoing
<b>Position description developed:</b>	December 2022
<b>Responsible to:</b>	Grade 3: Physiotherapist

#### We want (Vision)

Better health and wellbeing across generations.

#### We exist (Mission)

To work hand in hand with our community to achieve healthier lives.

#### We strive for (Values)

- **Integrity**  
We are authentic and accountable, and we honour our obligations.
- **Respect**  
We build respectful relationships through trust, empathy and collaboration.
- **Inclusive**  
We recognise and promote accessible, safe and holistic supports and services as a basic human right.
- **Innovation**  
Through continuous learning, we ensure an agile, responsive and sustainable service.
- **Togetherness**  
We create a sense of connectedness, pride and support through enjoying our work and being passionate about making a difference.

Our pillars	Consumer and Community	Influence	Visible	Sustainable
The change we want to see	People in our community, especially those most in need, have improved health and wellbeing	We use evidence, data and the voice of our community to shape our supports and services	Our service is identified as a quality provider and our people are recognised as leaders	Our sustainability is based on a healthy culture, improved systems, outcomes and growth

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### **The Role of the Team**

The Physiotherapy team is to provide comprehensive, integrative, collaborative and high-quality physiotherapy services to families and individuals.

### **Position Role**

The role of the position is to provide physiotherapy services under the management and supervision of the senior physiotherapist. The position will as part of the physiotherapy team provide comprehensive, collaborative and high-quality physiotherapy services. The service will collaborate with other services across Bendigo Community Health Services (BCHS) to best deliver high quality wholistic health care and meet expectations consistent with organisational values in the delivery of Physiotherapy services to BCHS clients.

### **Position Responsibilities**

The responsibilities of the position are:

- Under the oversight of the senior Physiotherapist provide high quality physiotherapy assessment, diagnosis, treatment, education, and management for BCHS patients.
- As part of the BCHS team deliver professional, confidential, and culturally aware physiotherapy services that are safe and in keeping with accepted best practice standards.
- Ensure timely integrated service delivery and follow up, coordinating and communicating as required with other relevant internal, visiting, and external providers.
- Ensure information is recorded accurately and in a timely manner in the electronic health record system, and that records are maintained in accordance with AGPAL standards.
- Ensure maintenance of privacy and confidentiality in relation to client information.
- Actively maintain knowledge of the application of the MBS relevant to your job role and ensure information about completed MBS items is effectively captured for accurate processing of claims.
- Attendance at staff/team meetings and program planning as required.
- Maintain and develop clinical and professional skills through continuing professional development.
- Take a lead clinical role when required, demonstrating knowledge and depth of experience appropriate for designated workload.
- Assist in providing supervision and support to peers and students.
- Other duties consistent with role as required.

### **Key Selection Criteria**

#### **Essential**

1. A Bachelor of Physiotherapy (equivalent or higher) and current registration with the Australian Health Practitioner Regulation Agency (AHPRA).
2. Demonstrated experience, and passion for working in a community setting with Chronic Disease patients with complex needs.
3. Demonstrate excellence in communications and documentation (written and verbal) and evidence the ability to engage with vulnerable persons, and other service providers.
4. Make evident a personal commitment to promoting equality, diversity, and human rights in all aspects of service delivery.
5. Demonstrated experience in working as a member of a multidisciplinary team.
6. A current Driver's License.
7. A current Police check, Working with Children Check and meeting NDIS worker requirements.

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8. Ability to provide vaccination information that meets the requirements for healthcare workers.

### **Desirable**

1. Demonstrated experience in supervising undergraduate students and/or peers.
2. Intermediate to high level skills in Microsoft Office programs.
3. Evidence of previous ongoing professional development activity with a focus on Chronic disease and/or children and families.
4. Experience in working with best practice Software (electronic client information management system).

### **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 & 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.

#### **Position Performance:**

Demonstrate achievement of negotiated performance indicators specific to your position.

- To meet agreed targets
- Clinical skills documentation meet standards consistent with the role
- Participate in supervision and professional development as negotiated with line manager.
- Knowledge and compliance with BCHS privacy and confidentiality procedures.

#### **Communication and Teamwork:**

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.

#### **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.
- Demonstrate understanding and behaviour to reflect BCHS' values.

#### **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.

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- 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 teamwork 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.

### **Diversity and Culture:**

BCHS treats all people with respect; values diverse perspectives; provides diversity training opportunities; and provides a supportive work environment. BCHS is committed to employing people from diverse backgrounds and providing a workplace free from discrimination and harassment.

### **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.

### **Other Essential Requirements**

#### **Staff will:**

- Complete all required probity checks **before** employment is confirmed.
- Provide vaccination information that meets the requirements for healthcare workers.
- Present a copy of original professional qualifications document or registration (if required).
- Receive and comply with BCHS' policies and procedures including the Code of Conduct.
- Actively contribute to continuous quality and service delivery improvement through the organisation.
- Be proactive in risk identification, notification and management.

### **BCHS believes that “Quality is everyone’s business, safety is my responsibility”**

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

### **Other Information**

- Salary Packaging would be available to the successful applicant. (REMOVE IF CASUAL)
- BCHS' Employee Assistance Program is available to employees and immediate family.
- BCHS is an Equal Opportunity Employer.
- All BCHS sites are smoke free workplaces.
- BCHS has a commitment to environmental sustainability.