



## Part 1 - Physiotherapist – Grade 1

This document explains the work of the Physiotherapist and the outputs they will need to deliver

<b>Position:</b>	<b>Physiotherapist</b>
<b>Directorate / Service / Program:</b>	<b>Primary Care</b>
<b>Industrial Instrument Name:</b>	<b>EACH Health Professionals Enterprise Agreement 2023</b>
<b>Instrument Classification:</b>	<b>AHP Grade 1</b>
<b>Reports to:</b>	<b>Team Leader – Physiotherapy and Exercise Physiology, National Clinical Practice Leader Allied Health</b>
<b>Effective Date:</b>	<b>February 2025</b>

### Position Summary

The Physiotherapist (Grade 1) is responsible for the provision of Physiotherapy services within a designated clinical caseload, appropriate to their level of experience and competency. The position delivers high quality domiciliary, centre and community-based Physiotherapy services. Using a customer-centric and self-management focus, the Physiotherapist provides assessment and implementation of appropriate evidence-based treatment and intervention strategies that meet our customers' physical health needs to achieve their goals for independent living, community engagement and participation. It includes collaboration with the Primary Health Team and external providers to deliver a multi-disciplinary approach to help our customers achieve their health and wellbeing goals.

The role also supports the Physiotherapy team in service development to meet demands for service provision for customers under government block funding (including CHSP and HACC) and Fee for Service (including NDIS and Home Care Package). The Grade 1 Physiotherapists are expected to actively develop knowledge / skills and consolidate their clinical reasoning through supervision, mentoring and professional development opportunities.

### Key Deliverables

High quality customer service delivery and satisfaction

- Conduct assessment and review, develop goal directed care plans and implement appropriate intervention strategies and education for all customers
- Deliver high quality individual and group programs
- All reporting requirements and record maintenance including progress notes, assessments, goal directed care plans and data entry meets organisational and professional standards
- Achieve allocated annual targets

Service Development and Innovation that meets current trends and demand

- Work collaboratively with allied health teams to ensure demand for service is timely and meets the contractual guidelines.



- Work collaboratively with Physiotherapy team and clinical leader to support the development and implementation of programs / processes to meet demand for service

#### Professional Development and Leadership

- Model a strong commitment to professional development, ensure currency of clinical knowledge and actively integrate new learning into clinical practice
- Provide adequate direction, training, supervision and support for the allied health assistants, admin assistants, volunteers, students and other support staff involved in the delivery of the individual and groups services within the Physiotherapy program.
- Annual achievement of professional accreditation and other quality requirements of the position

#### Maintaining a culture of quality and safety in clinical practice

- Contribute to the implementation and maintenance of Quality Assurance in relation to services provided, and to the continuous improvement of services provided.
- Undertake research and evaluation activities aimed at maintaining / improving evidence based clinical practices and service delivery within the service.

### **Qualifications and skills**

#### Experience and Knowledge

- Demonstrated ability to apply evidence-based Physiotherapy theory to practice.
- Demonstrated clinical skills in managing a caseload using customer centric approach.
- Demonstrated competence in a wide range of clinical assessment, treatment, interventions and client education.
- Demonstrated competence in working with a broad client base including people from diverse backgrounds
- Demonstrated ability to operate in a way that ensures maximum participation of customers / customer centric approach

#### Skills

- Effective verbal and written communication skills
- Effective listening skills
- Ability to use a variety of communication methods with different customers
- Strong skills in developing and maintaining relationships with customers, staff and other key stakeholders
- Able to identify more and less critical activities and operate / prioritise accordingly, reviewing and adjusting as required
- Established self-management skills appropriate to level of responsibility/experience (i.e., organisation, planning, time management and priority setting)

#### Mandatory Qualification/s, Competencies and/or Licences

- Relevant Bachelor degree in Physiotherapy or equivalent
- Completion of a Criminal History Check and Employee Working With Children Check (or State equivalent) prior to commencement of employment and as required by legislation and policy during employment, as well as a duty to disclose relevant information that may arise after employment has commenced
- A cleared National Worker Screening Check prior to commencement of employment
- Current state-based driver's license

#### Highly regarded Qualifications and/or Certifications

- Some exposure in neurological conditions – Preferred but not essential
- Experience working with Home Care Packages and NDIS - Preferred but not essential



**Physical Requirements:**

- Walk up/down, stairs
- ability to travel between EACH locations
- Lift 5 kgs etc.
- Demonstrate exercises to clients
- Facilitate exercise classes to clients, including aquatic
- Provide hands on treatment to clients



POSITION DESCRIPTION	
Part 2 – Expectations	Employee
Attachments	<b>Addendum A</b> *Outlines the specifics of the allocated Directorate/Portfolio

## About EACH

EACH provides an integrated range of health, disability, housing, counselling, and community mental health services across Australia. We offer a wide range of supports to assist members of our community to lead happier, healthier lives. Our staff are a collective workforce of over 1,700 paid employees and over 250 volunteers.

More information is available at: <http://www.each.com.au>

Our vision	Everyone has the power to live well.
Our purpose	Health and support services that improve lives and strengthen communities.
Our values and behaviours	<p>We care.</p> <p>We welcome you with empathy and hope.</p> <p>We believe making change is possible for everyone.</p> <p>We listen.</p> <p>We take time to understand you, your experiences, and your culture.</p> <p>We work with you and the people important to you, to build the right supports.</p> <p>We learn.</p> <p>We evaluate our actions and always seek to improve.</p> <p>We deliver.</p> <p>We have a 'can do' attitude and find ways to say 'yes'.</p> <p>We do what we say we're going to do.</p>



## **Expectation of Employees**

A key focus of this position is to work collaboratively with their team members, their Directorate and across other Directorates.

They are responsible for leading delivery and/or community through their own contribution.

It is expected that all employees consistently model EACH's values and behaviors and ensure EACH's culture is inclusive, safe, and engaging.

## **Employee Responsibilities:**

Employees are responsible for:

- Assessing for quality, safety and risk and taking actions that keep myself, customers, community and staff safe
- Partnering with my team, others at EACH, our customers and community to achieve great outcomes
- Creating a safe, respectful and culturally appropriate space to foster growth, learning, belonging, health and wellbeing
- Contribute to tracking progress and outcomes to ensure alignment with EACH's goals and to reliably deliver on performance targets
- Working within the program/role guidelines and professional boundaries of my role
- Demonstrating behaviours at all times that align to EACH's leadership standards and recognises that you are an ambassador of EACH.

## **Quality:**

EACH staff are required to participate in continuous monitoring and improvement and comply with legislation, professional standards and accreditation standards and any other governing laws that apply from time to time.

EACH staff must have and maintain the appropriate skills and knowledge required to fulfil their role and responsibilities. In addition, they must practice within the specifications of this position description, and where applicable within the agreed scope of practice.

## **Safety & Wellbeing:**

EACH is committed to providing and maintaining a working environment for all staff that is safe and minimises risk to health. All staff are to take care of their own health and safety and the health and safety of any other person who may be affected by their acts or omissions at the workplace.

As an Employee you understand your responsibilities and accountabilities to yourself and others in accordance with OH&S legislation across the various jurisdictions and EACH's policies.



## **EACH Child Safe Commitment Statement:**

EACH is committed to promoting and protecting the best interests of children and supporting a child safe culture. EACH has zero tolerance for child abuse. Everyone working at EACH is responsible for the care and protection of children and reporting information about suspected child abuse.

All children who come to EACH have a right to feel and be safe. EACH is committed to the safety and well-being of all children whether they are direct service recipients or indirectly linked to our services such as children of customers. The welfare of children and young people is our first priority. We create a child safe and child friendly environment where all children are valued and heard, are safe and protected."

## **Key Selection Criteria:**

### Skills and Behaviours

- Acts in accordance with EACH's Behavioural and Performance Standards.
- Highly developed communication and interpersonal skills to competently establish and maintain effective working relationships with clients, staff and visitors.
- Demonstrated ability to work collaboratively and enthusiastically within a team to help foster a positive and progressive work environment.

### Desirable Experience, Knowledge, and Qualifications

- Tertiary qualifications in a relevant discipline.
- Demonstrated ability in working collaboratively as part of a Team
- Appreciation and understanding of the Not-For-Profit sector and Health services is well-regarded.

### Mandatory Competencies and/or Licences

- Completion of an acceptable Criminal History Check and Employee Working with Children Check (or State equivalent) prior to commencement of employment and as required by legislation and policy during employment, as well as a duty to disclose relevant information that may arise after employment has commenced.
- A cleared National Worker Screening Check prior to commencement of employment (if required for the role – not applicable to all roles)

### Expected behaviours for all EACH Staff

- Acts in accordance with EACH's Code of Conduct, policies and procedures and is demonstrably committed to EACH's vision, mission, values, and service principles.
- Responds to family violence risk in line with their role and responsibilities and in accordance with the Multi-Agency Risk Assessment and Management (MARAM) Framework and related Frameworks.
- Promotes a 'safety first' culture and acts in accordance with EACH Health, Safety and Wellbeing Policy and management system.
- Ensures EACH Great Care is put through its PACES (Person-Centred, Accessible, Connected, Effective and Safe).
- Promotes and supports a zero-tolerance culture that recognises all people have the right to live their lives free from abuse, neglect, violence, discrimination and exploitation and acts



upon EACH's commitment to recognise, raise and respond to any deviation from a person's human rights.

- Fosters and promotes an inclusive and collaborative work environment where all employees, volunteers and customers feel welcomed, respected, valued and enabled and proud to fully participate, irrespective of their individual differences in background, experience and perspectives. Demonstrates a customer focus by prioritising the needs and outcomes of internal and external customers.
- Demonstrates teamwork and collaboration and positively contributes to group activities.
- Contributes to innovation and continuous improvement and openly shares information and knowledge to enable optimal outcomes for customers.
- Be curious, reflective, and open to continuous learning and new ways of working.
- Successfully completes all mandatory training in a timely manner, to support the delivery of high quality, safe and effective service delivery.