



HSS Registered

Senior Physiotherapist

Health Salaried Officers Agreement: Level P2

Position Number: 112827

Physiotherapy Department

Royal Perth Bentley Group / East Metropolitan Health Service (EMHS)

Reporting Relationships

Head of Department
Award Level: HSO P6
Position Number: 104906



Deputy Head of Department
Award Level: HSO P4
Position Number: 104862



This Position



Directly reporting to this position:

Title	Classification	FTE
Physiotherapist	HSO P1	1 FTE



Also reporting to this supervisor:

- Senior Physiotherapists, HSO P3
- Senior Physiotherapists, HSO P2
- Physiotherapists, HSO P1
- Administrative Assistant, HSO G3
- Physiotherapist Assistants, HSO G3
- Physiotherapy Assistants, HSO G2
- Clinic Clerk, HSO G2

Key Responsibilities

As part of a multidisciplinary team plans, implements, coordinates and evaluates Physiotherapy services in the clinical specialty area of neurorehabilitation using advanced Physiotherapy clinical practice skills. Plans, implements and evaluates patient safety and quality of care. Supervises Physiotherapy staff and support staff in the unit/clinical area, coordinates duties and manages performance. Practices as a Senior Physiotherapist and ensures practice is in accordance to the Physiotherapy Board of Australia *Code of Conduct*, the Physiotherapy Board of Australia Registration Standards and EMHS policies and guidelines.

EMHS Vision and Values

Our Vision

*Healthy people, amazing care.
Koorda moort, moorditj kwabadak.*

Healthy people refers to the commitment we have as an organisation to ensure our staff, patients and the wider community have access to comprehensive healthcare services, in order to maintain healthy lives.

Amazing care reflects the sentiment of those consumers accessing our healthcare services from feedback provided to us. This common statement resonates with the health service, and reflects our intentions in our practice and work every day.

As a health service which celebrates diversity of culture and languages, it is also important that our vision is shared in the Noongar language.

Our Values

Our Values reflect the qualities that we demonstrate to each other and our community every day. Our staff make a difference every day to the patients, families and consumers they provide care, advice and support to. The EMHS values capture the shared responsibility that we uphold as most important, which are:

- **Kindness** – kindness is represented in the support that we give to one another. This is how we demonstrate genuine care and compassion to each and every person.
- **Excellence** – excellence is the result of always striving to do better. This is represented by constant improvements to the way in which we deliver our services, which results in a high performing health service.
- **Respect** – we demonstrate respect through our actions and behaviours. By showing each other respect, in turn we earn respect.
- **Integrity** – integrity is doing the right thing, knowing it is what we do when people aren't looking that is a true reflection of who we are.
- **Collaboration** – collaboration represents working together in partnership to achieve sustainable health care outcomes for our community with a shared understanding of our priorities.
- **Accountability** – together we have a shared responsibility for ensuring the best health care outcomes for our community. This is a reminder that it is not only our actions, but also the actions we do not do, for which we are accountable.

Brief Summary of Duties (in order of importance)

1. Clinical

- 1.1 Provides and coordinates Physiotherapy services to patients/clients within the Department/Unit including assessment, intervention and evaluation at an advanced level of practice and provides a consultation service on request for other patients, in the area of neurorehabilitation and related specialties, in the inpatient and/or outpatient setting.
- 1.2 Undertakes clinical shifts at the direction of the Head of Department including participation on the on-call/after-hours/weekend roster at either Royal Perth or Bentley site if required.
- 1.3 Prioritises and coordinates own caseload. Ensures prioritisation and coordination of Physiotherapy caseloads for staff under their supervision. Participates in clinical review meetings and case conferences as appropriate.
- 1.4 Provides advanced Physiotherapy clinical advice to Physiotherapists, other health professionals and others in the area of clinical speciality.
- 1.5 Initiates, implements and participates in quality improvement and/or research activities in consultation with the Head of Department to systematically evaluate service delivery and meet customer needs.
- 1.6 Educates patients/carers in post discharge management and organises discharge summaries/referrals to other services, as appropriate.
- 1.7 Supports and liaises with patients, carers, colleagues, medical, nursing, allied health, support staff, external agencies and the private sector to provide coordinated multidisciplinary care.
- 1.8 Completes clinical documentation and undertakes administrative tasks as required. Ensures maintenance of appropriate clinical documentation and clinical information systems required by Physiotherapy staff under their supervision.
- 1.9 Participates in departmental and other meetings as required to meet organisational and service objectives.
- 1.10 Participates in ongoing evaluation of clinical practice.
- 1.11 Assigns Physiotherapy interventions and tasks to assistants/support staff as appropriate, clinically/professionally supervises assigned work, and obtains feedback on patient progress and clinical issues.

2. Education/Training/Research

- 2.1 Engages in continuing professional development/education and ensures continuous registration by the Physiotherapy Board of Australia as per essential criterion 1.
- 2.2 Undertakes supervision and development of Physiotherapy students.
- 2.3 Develops and participates in evidence based clinical research activities where applicable.

3. EMHS Governance, Safety and Quality Requirements

- 3.1 Ensures, as far as practicable, the provision of a safe working environment in consultation with staff under their supervision.
- 3.2 Actively participates in the Peak Performance program.
- 3.3 Supports the delivery of safe patient care and the consumers' experience including identifying, facilitating and participating in continuous safety and quality improvement activities, and ensuring services and practices align with the requirements of the National Safety and Quality Health Service Standards and other recognised health standards.
- 3.4 Adheres to the performance framework for procurement and contract management and oversees and promotes to other staff this process and function in accordance with EMHS Policy and the Delegations and Authorisations Schedule.
- 3.5 Completes mandatory training (including safety and quality training) as relevant to role.
- 3.6 Performs duties in accordance with the EMHS Vision and Values, WA Health Code of Conduct, Occupational Safety and Health legislation, the Disability Services Act and the Equal Opportunity Act and Government, WA Health, EMHS and Departmental / Program specific policies and procedures.

4. Undertakes other duties as directed

Work Related Requirements

The following criteria should be read together with the Brief Summary of Duties and considered in the context of the EMHS Values.

Essential Selection Criteria

1. Tertiary qualification in Physiotherapy and eligible for registration by the Physiotherapy Board of Australia.
2. Demonstrated relevant clinical experience, with advanced knowledge and skills in assessment, treatment and evaluation within the Physiotherapy specialty area of neurology, rehabilitation and related specialties.
3. Demonstrated ability to analyse, plan, develop, coordinate, implement and evaluate Physiotherapy services within a defined area of practice
4. Demonstrated knowledge and application of quality improvement principles and practices. Demonstrated interpersonal, written and verbal communication skills.
5. Demonstrated ability to work effectively in a multidisciplinary team setting.
6. Current knowledge of legislative obligations for equal opportunity, disability services and occupational safety and health, and how these impact on employment and service delivery.

Desirable Selection Criteria

1. Completion or progress toward a relevant postgraduate qualification in a relevant area.
2. Participation in research activities.

Appointment Prerequisites

Appointment is subject to:

- Evidence of current registration by the Physiotherapy Board of Australia must be provided prior to commencement.
- Working With Children (WWC) Check, compulsory check for people who carry out child-related work in Western Australia.
- Completion of 100 Point Identification Check.
- Successful Criminal Record Screening Clearance.
- Successful Pre-Employment Integrity Check.
- Successful Pre-Employment Health Assessment.

Certification

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the position.

Manager / Supervisor Name

Signature or

HE Number

Date

Dept. / Division Head Name

Signature or

HE Number

Date

As Occupant of the position I have noted the statement of duties, responsibilities and other requirements as detailed in this document.

Occupant Name

Signature or

HE Number

Date

Effective Date

HSS Registration Details (to be completed by HSS)

Created on

Last Updated on

September 2019