



HSS Registered

Senior Physiotherapist
Health Salaried Officer Agreement: HSO Level P3
Position Number: 601002
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	1.5FTE

- 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
 Provides and coordinates specialised physiotherapy services in adult trauma services according to Physiotherapy Departmental and Health Service policies. Acts as a Physiotherapy clinical consultant / resource to Physiotherapists and other health professionals related to this clinical specialty. 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 Leads, coordinates and provides Physiotherapy services in the adult trauma service. Undertakes own caseload.
- 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 as required.
- 1.3 Allocates and supervises duties of junior staff including the prescription of appropriate after-hours services. Provides clinical assistance and direction to staff under supervision.
- 1.4 Works with the multidisciplinary team to ensure optimal patient care, service delivery and facilitation of patient flow.
- 1.5 Participates in clinical review meetings and case conferences as appropriate.
- 1.6 Provides consultation and treatment advice for trauma patients across Royal Perth Bentley Group to physiotherapists and other health professionals. Operates as a state resource in relation to trauma and physiotherapy.
- 1.7 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.
- 1.8 Maintains and monitors patient records and statistics in the allocated area.
- 1.9 Develops, evaluates and improves physiotherapy services in trauma.
- 1.10 Participates in relevant service and departmental clinical and management meetings to meet organisational and service objectives.

2. Education/Training/Research

- 2.1 Provides education and training to physiotherapy staff at RPBG in the area of trauma and related clinical areas.
- 2.2 Supervises undergraduate and postgraduate students within this specialty area.
- 2.3 Provides education to members of the multidisciplinary team in the area of specialty.
- 2.4 Researches, evaluates, monitors and promotes evidence based practice in area of specialty.

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 Completes mandatory training (including safety and quality training) as relevant to role.
- 3.5 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 extensive clinical knowledge and experience in physiotherapy in adult trauma in a tertiary hospital environment, including in the management of complex patients within an acute and rehabilitation health care setting.
3. Demonstrated highly developed communication skills, time management skills and ability to work constructively within a complex clinical environment.
4. Demonstrated ability and experience in providing supervision, support and ongoing education of staff and students, particularly in this area of specialty.
5. Demonstrated participation in quality improvement activities and/or research.
6. Demonstrated commitment to and involvement in relevant professional development.
7. Demonstrated participation in professional activities related to this area of specialty.
8. 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.

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
	December 2019