



**Swan Hill
District Health**

Respect – Professionalism – Care – C



Physiotherapist (Grade 2) Full Time

Swan Hill District Health is looking for a skilled and passionate physiotherapist who wants to make a difference in Aged Care. This new exciting role offers a unique opportunity for a physiotherapist to utilise their skills and expertise to deliver exceptional care, promoting improved quality of life and independence to residential aged care residents and for adult clients with chronic disease(s).

The successful candidate would be encouraged to provide evidence based, best practice physiotherapy care to promote reablement to residents. The role also involves providing pain management, manual handling education, development of policies and procedures and falls prevention within the residential aged care facilities at Swan Hill District health.

For this role, you will need to have a good understanding of the Age Care Standards (2018) and have experience working in residential aged care. If you are looking to establish a career in Aged Care Physiotherapy with the autonomy to develop the role then this may be just the position for you.

Want More Info?

For more information on the role please contact Emma Pay on (03) 50333 9390 or epay@shdh.org.au

Applications including the names of three referees should be forwarded to: Human Resources Manager Email: Employment@shdh.org.au or address to Human Resources Manager, Swan Hill District Health, PO Box 483, Swan Hill 3585, Victoria. **Email applications are preferred.**

Applications will only be accepted if they address the Key Selection Criteria and include an APPLICATION FOR EMPLOYMENT FORM.



Position:	PHYSIOTHERAPIST – FULL TIME
Classification:	PHYSIOTHERAPIST GR2 (YEAR LEVEL IN ACCORDANCE WITH EXPERIENCE)
Department:	Physiotherapy
Reports to:	Chief Physiotherapist
Position Summary:	<p>The physiotherapist independently and professionally undertakes assessments of all residents within residential aged care facilities managed by SHDH. They are to determine individual capabilities and apply their knowledge and expertise to maximise resident's independence and quality of life. This will also include providing complex pain management to clients in residential aged care as per the ACFI requirements.</p> <p>The physiotherapist will provide intervention to adult clients with chronic disease(s) and support these clients to achieve self-management. This will include assisting clients to access appropriate services as well as facilitating a continuum of care.</p>
Responsibilities:	<p>Clinical Skills and Abilities</p> <ul style="list-style-type: none"> • Provide physiotherapy services to residents of the aged care facilities associated with SHDH. • To make an assessment of resident's conditions, establish treatment goals and implement techniques by which these goals shall be met in clinical practice. • Provision of complex pain assessments using best practice, evidence based assessment tools, including tools appropriate for use with consumers with severe cognitive impairment. • Deliver treatment to consumers using a variety of treatment modalities. • Participate in teaching and education programs for nursing, allied health and other hospital staff in relation to physiotherapy, including manual handling and correct transfer seminars. Swan Hill District Health implements the No Lifting policy. • To provide recommendations, advice and assistance to other staff, clients and carers with regard to manual handling, patient mobility and use/application of equipment. • To prescribe and assist in the provision of appropriate aids and equipment. • Refer appropriately to other health professionals or supports as required. • Perform other related duties as directed by the Executive Officer and Chief of Physiotherapy. <p>Supervisory</p> <p>The Grade Two Physiotherapist may be responsible for the support, supervision and education of:</p> <ul style="list-style-type: none"> • Grade 1 Physiotherapists, within clinical supervision, under the direction of the Chief Physiotherapist • Undergraduate Physiotherapy Students • Work Experience Students

	<p>Personal/Professional Development</p> <ul style="list-style-type: none"> • To maintain an up to date knowledge and skill base to facilitate best possible client care. • To maintain an active professional development program by: • Attendance and participation in relevant courses, workshops, lectures, etc. • Sharing of knowledge with other staff through inservice and journal club programs. <p>Customer Service To provide education and act as a resource to:</p> <ul style="list-style-type: none"> • Other staff, students, clients and carers. • Community groups and other agencies as appropriate and required. • To work in accordance with the Code of Professional Conduct as set down by the Australian Physiotherapy Association. • To comply with the Swan Hill District Health Code of Conduct. • At all times promote good interpersonal relationships both within and outside of the Physiotherapy department, team and organisation. <p>Teamwork and Communication</p> <ul style="list-style-type: none"> • To make verbal or written reports on patient condition, progress and recommendations. • To liaise regularly with Chief Physiotherapist and Department Heads on client and administrative matters relating to work areas. • To attend team meetings as required and work in conjunction with other disciplines to achieve common goals. • Participation in aged care meetings at SHDH as required <p>Documentation and Administration</p> <ul style="list-style-type: none"> • Maintain statistics as prescribed • To record assessments, actions/treatment and progress in patient files. • Maintain an up to date written program for any groups conducted. • Maintenance of high quality documentation and provision of documented evidence to the person completing an ACFI appraisal or a given consumer, within mandatory timeframes • Participate in ongoing development, revision and implementation of policies and procedures. <p>Continuous Quality Improvement</p> <ul style="list-style-type: none"> • To recommend/discuss any new resources, processes, or equipment that may be required to maintain and further develop effective programs or treatments with the Chief Physiotherapist. • To participate in Quality Improvement activities within the Physiotherapy department, team and organisation as required.
<p>Key Selection Criteria:</p>	<p>Essential:</p> <ol style="list-style-type: none"> 1. Bachelor of Physiotherapy or equivalent from a recognised university or college institution 2. Current registration with APRHA 3. Demonstrated ability to engage with elderly consumers in a therapeutic relationship 4. Demonstrated experience working in Residential Aged Care 5. Passion towards working with aged care residents to improve their quality of life. 6. To work independently, with initiative and without direct clinical supervision 7. Ability to work well in a multi-disciplinary team and with community

	<p>members</p> <ol style="list-style-type: none"> 8. Ability to coordinate treatment times in cooperation with other staff and respecting consumer choice 9. Excellent communication and organisational skills 10. Experience in supervising students and/or junior staff members 11. Demonstrated experience of quality improvement in the healthcare setting, and knowledge of the Australian public health system 12. Demonstrated knowledge of the Aged Care Standards (2018) and the Charter of Aged Care Rights (2018) 13. Clear understanding of ACFI business rules in relation to complex pain management 14. Current Victorian Drivers License <p>Desirable:</p> <ol style="list-style-type: none"> 1. Previous experience working in a rural health service. <p>All applicants must be able to obtain a Medicare Provider number for SHDH site/s as required and commit to the contracted 100% donation model of MBS revenue to SHDH.</p>
Salary/Award:	Salary in accordance with Allied Health Professionals (Victorian Public Health Sector) <i>Single Interest Enterprise Agreement 2016-2020</i> .
Infection Control:	<ul style="list-style-type: none"> • Each staff member has a responsibility to minimize exposure to incidents of infection/cross infection of residents, staff, visitors and the general public. • The risk minimization strategies are to be supported by all staff adhering to the Infection Control Manual policies, procedures and guidelines.
Continuous Quality Improvement:	<ul style="list-style-type: none"> • Each staff member is expected to demonstrate a commitment to best practice. • All staff shall take responsibility for their own practice and share responsibility for creating and maintaining a system that provides safe, high quality health care. • All staff will participate in quality improvement activities aimed at improving patient outcomes and maintaining accreditation standards. • It is the responsibility of every staff member to be familiar with Health Service-wide and specific Department Policies & Protocols
Person Centered Care:	<p>The Health Service supports in its values the philosophy of Person Centered Care to ensure all people, including health service providers, clients, their carers and family members are respectfully cared for and encouraged to participate in the provision of quality health care.</p> <p>We recognise diversity is part of every person & as such providers of health care must be actively involved in developing models of care that are person centered</p>
Just Culture:	All staff are expected to support a Just Culture in which reporting is actively encouraged, with an emphasis on learning from issues that arise as opposed to blaming those involved.
Privacy and Confidentiality:	<p>SHDH are committed to protecting patient and staff privacy and confidentiality, as it is an important aspect of our commitment to providing high quality services. In accordance to both the Health Records Act and the Information Privacy Act, information should only be used and disclosed for the primary purpose of its collection.</p> <p>Each employee has a responsibility to adhere to SHDH's Privacy and Confidentiality Policy, as it is a condition of employment. Any breach of the rules of privacy and/or confidentiality relating to health service business,</p>

	patients or medical records will result in disciplinary action.
Mandatory Training:	All employees must be aware of and complete designated mandatory training within the required time frame.
Safety:	<p>RESPONSIBILITIES: It is the responsibility of every staff member to:</p> <ul style="list-style-type: none"> • Take reasonable care for your safety and the safety of others while at work. • Report accidents, incidents and potential hazards as soon as reasonably practicable to your supervisor and record on VHIMS reporting system. • Advise your supervisor if you have an injury or illness that may affect your ability to perform the inherent requirements of your position. • Be familiar with emergency and evacuation procedures as detailed in the Emergency Procedures Manual. • Complete all Mandatory training requirements as identified and directed. • Comply with the Occupational Health and Safety Act and all SHDH O.H. & S. online Policies and Procedures.
Asset Management:	Staff with asset management responsibilities are required to adhere to the Asset Management Policy and Protocols.
Review:	Completion of My Work Plan on a yearly basis.
Previous Revision dates:	Nov 19
Current:	
Managers Name:	
Managers Signature:	
Employees Name:	
Employees Signature:	

Police and Working with Children Checks

Satisfactory Police Checks, and in some areas, Working with Children Checks are mandatory at the point of employment.

If you have a current Police Check and/or Working with Children Check, please show the check identifying numbers and the date of issue: _____

Upon engagement, you will be required to provide the necessary information to complete a Check. Please note that it is a condition of employment that you maintain a current satisfactory Police Check and, if required, Working with Children Check.

Pre-existing Health and Injury Declaration

Swan Hill District Health (SHDH) is committed to achieving a safe working environment for all employees. As part of this, it is our objective to ensure potential employees are not required to work in duties that they are not able to perform safely. As part of the application process for employment with SHDH, we request you to disclose any pre-existing injury or disease which may be adversely affected by the performance of the inherent requirements of the position you have applied for – as described in the Position Description for the position.

Pursuant to S.41 (1) and (2) of the *Workplace Injury Rehabilitation and Compensation Act 2013*, you are required to disclose to SHDH any pre-existing injury or disease that you have suffered of which you are aware, and could reasonably be expected to foresee, could be affected by the nature of this proposed employment.

Failure to make a disclosure, or the making of a false or misleading disclosure, would disentitle you to compensation pursuant to the *Workplace Injury Rehabilitation and Compensation Act 2013* should you suffer any reoccurrence, aggravation, acceleration, exacerbation or deterioration of your pre-existing injury or disease arising out of, or in the course of, or due to the nature of with SHDH. SHDH will rely upon any failure to disclose in accordance with the provisions of the *Workplace Injury Rehabilitation and Compensation Act 2013* as grounds for denying compensation in accordance with S.41 (1) and (2).

Should any alteration, change or rearrangement be necessary to enable you to carry out the inherent requirements of the position, we also request that you disclose these requirements. SHDH is an equal opportunity employer and will arrange any reasonable adjustment to enable a person with a disability to perform the inherent requirements of the position and therefore compete equally with other applicants for this position. Please disclose in the place below any pre-existing injury or diseases that you suffer from, or have suffered from, which could be affected by the nature of your proposed employment with Swan Hill District Health.

Disclosure advice:- (to be completed by the applicant)

I confirm that I have read and understood the contents of the above information and state that I have disclosed all relevant information in relation to my health and physical ability to carry out the inherent requirements of this position.

Signature of applicant: _____ **Date:**/...../.....

NOTE: If providing this form electronically, you accept that the information is true and correct by the action of submitting the form. You will be requested to sign the printed version at your interview if you are selected.

Enquiries:
Email address: employment@shdh.org.au
Phone: 03 50339315
Postal Address: PO Box 483 SWAN HILL VIC 3585