

POSITION DESCRIPTION

Paediatric Physiotherapist

This position description describes the scope and skills required of the Paediatric Physiotherapist at Link Health and Community (Link HC). The position description may be subject to periodical reviews.

POSITION:	Paediatric Physiotherapist – Grade 2
DEPARTMENT:	Health & Wellbeing
REPORTS TO:	Manager - Health & Wellbeing
DIRECT REPORTS:	Children’s Services Team Leader

POSITION SUMMARY:

The Grade 2 Physiotherapist will provide high quality, evidence-based interventions and strategies to improve the health, development, wellbeing and safety of children.

The Physiotherapy service is available to eligible children between the ages of birth and 17 years of age, prioritising children from birth to school age (0-6 years old).

The focus of the Physiotherapy service is to promote self-management support and empowering clients to participate positively in family, school and community life. The physiotherapist will achieve this through goal directed individual and/or joint consultation focussing on early identification, assessment and intervention.

Link HC adopt a team approach, involving a range of Paediatric health practitioner disciplines. The Physiotherapist will work collaboratively as a member of the multidisciplinary paediatric team.

The Physiotherapist will provide person and family-centred care as well as ensuring cultural responsiveness as described in the Child health services Guidelines for the Community Health Program.

POSITION ACCOUNTABILITY:

- Provide a range of Physiotherapy services including evidence-based, best practice Physiotherapy assessments and interventions within a Community health setting. This could include working with children with musculoskeletal abnormalities, gross motor delay, ex-premature infants, postural abnormalities and pain
- Collaboration with client, carers and relevant service providers within the multidisciplinary team or externally as appropriate to establish and review care plans and provide, education, training and support that reflect the client’s goal and facilitates self-management
- Support children, families, parents and carers in their use of community and health services and other community supports
- Prepare reports and provide timely follow up for clients, carers, case manager and service providers

- Make appropriate referrals for clients whose service requirements are more suitably catered for by an alternative service provider, or whose requirements necessitate access to other specialist services
- Monitor 'at risk' clients and provide feedback appropriately to team leader and other team members, in line with organisational policies and procedures
- Support and facilitate group programs in accordance with organisational processes including health education, health promotion and screening activities
- Provide relevant service and health information to clients, prospective clients, the service system and broader community
- Ensure up to date records according to quality standards and contribute to ensuring safe custody and confidentiality of all records whether in hard copy or electronic format
- Supervise students and volunteers as required, or as appropriate
- Communicate with Manager Health & Wellbeing in respect to role responsibilities and professional expertise in order to assist with program development
- Work collaboratively with service providers in Link HC teams and in the broader service system to ensure that Link HC provides integrated services
- Attend staff meetings, relevant network meeting, program planning and professional development sessions
- Participate as a member of staff in the development and implementation of policies, procedures, new programs, quality improvement activities, health promotion and staff education
- Engage in ongoing professional development activities to ensure that best clinical practice is maintained

PERFORMANCE MEASURES:

- Clients are satisfied they receive integrated care that meets assessment outcomes and client expectations.
- Accountability for clinical practice including client records is demonstrated by compliance with relevant professional code of conduct, professional ethics, understanding of the evidence and engagement in continued professional development.
- Active engagement in quality initiatives and a positive, safe and accountable team culture that achieves service improvement.
- Funding and service agreement targets are achieved and recorded in an accurate and timely manner.
- Meet the Performance Measures set out in the Link HC individual performance review program.
- Regular and constructive attendance and participation in team and clinical practice meetings.

ORGANISATIONAL CONTEXT

Link HC is a multi-sited community health service, providing a comprehensive range of health and welfare services primarily to people in the East and South-East of Melbourne and Eastern Victoria.

Link HC provides quality services in line with the program aims, funding guidelines and the Vision and Values of Link HC.

VISION

Link Health and Community's vision is healthier people participating in their communities.

VALUES

Link HC organisational values are:

- We **care** for our community and for the people who use our services
- We **listen** to people who need our services and we advocate for our community
- We provide **accessible**, innovative, and high-quality services and programs
- We **partner** with other organisations to ensure the development and delivery of better services
- We are a **sustainable** organisation, financially, socially and environmentally

OCCUPATIONAL HEALTH AND SAFETY

The position holder has a duty to take reasonable care for the health and safety of themselves and others in accordance with Occupational Health & Safety legislation.

QUALITY AND RISK MANAGEMENT

The position holder has a responsibility to identify continuous quality improvement opportunities; participate in the development of quality procedures and contribute to internal and external program reviews and audits as required.

The position holder will respond to risk management procedures to minimise any major areas of identified risk and to comply with Link HC OH&S Risk Management Plan.

POLICIES AND PROCEDURES

The position holder will uphold and adhere to Link HC's Code of Conduct and policies and procedures.

QUALIFICATIONS AND EXPERIENCE REQUIRED

Essential

- Bachelor of Physiotherapy or equivalent
- Current registration with Australian Health Practitioner Regulation Agency (AHPRA)
- Minimum 4 years of experience working with a paediatric caseload
- Current registration with Australian Health Practitioner Regulation Agency (AHPRA)
- Current Victorian drivers licence
- Current Police check / Working with Children's check
- Demonstrated experience in working both independently and as part of a multidisciplinary team, with the ability to work effectively, supportively and flexibly
- Experience in working with children with neurodevelopmental and musculoskeletal conditions such as Developmental delay, Plagiocephaly, Torticollis, intoeing and joint pain
- Demonstrated ability to work well within a multidisciplinary team as well as independently
- Demonstrated ability to provide self-management support in a clinical setting
- Demonstrated excellent interpersonal and communication skills
- Ability to manage own workload and maintain continuity of care for clients

- Knowledge of community health principles and a commitment to providing primary health services in the community
- Understanding of principles of confidentiality, and rights and responsibilities of consumers/clients within a community health context as part of the Privacy Act
- Demonstrated competency in the use of electronic health records and Microsoft Office applications

Desirable

- Sensitivity to and an understanding of particular needs of clients from CALD backgrounds.
- Ability to speak a relevant community language.

Mandatory Requirements

- Current National police check
- An International police check, if the position holder has worked overseas for a period of 12 months in the last 10 years
- Working with Children's check
- Australian Tertiary qualification (as determined) or documentation pertaining to an overseas tertiary qualification stating Australian equivalency
- Registration with a regulatory body or equivalent professional membership (as determined)
- Working rights within Australia
- Disclosure of any pre-existing injuries or disease that might prohibit your ability to fulfil the inherent requirements of the role

Approved:

A handwritten signature in blue ink, appearing to read "S. Phillips", is written over a horizontal line.

Sheree Phillips
General Manager Health & Wellbeing

I acknowledge and agree that the above position description is an accurate reflection of the Paediatric Physiotherapist role

Signed:

Employee

Name:

Date:

Link HC is committed to living our organisations values and ensuring a safe environment for our staff, people using our services and people visiting our locations. We are a child safe and equal employment opportunity employer We encourage individuals of diverse backgrounds including but not limited to those from the Aboriginal and Torres Strait Islander peoples, Culturally and Linguistically Diverse backgrounds and the LGBTIQ community to join our workforce. Link HC will adhere to Equal Employment Opportunity and Gender Equity principles. To this end, Link HC will not discriminate on the basis of age, sex, gender identity, sexual orientation, marital status, disability, physical features, Aboriginal and Torres Strait Islander status, cultural background, country of birth, religious beliefs, political beliefs, carer status, pregnancy or breastfeeding.