

Austin Health Position Description



Position Title: Grade 2 Physiotherapist, Spinal Rehabilitation

Classification:	Grade 2 Year 1 to 4 (VB1 to VB4)
Business Unit/ Department:	Physiotherapy
Agreement:	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026
Employment Type:	Maternity Leave Cover
Hours per week:	38 hours
Reports to:	Manager of Physiotherapy and Physiotherapy Subacute Stream Leader
Direct Reports:	G1 and Students
Financial management:	Budget:
Date:	03/09/2024

About Austin Health

Austin Health is one of Victoria's largest health care providers. Comprising the Austin Hospital, Heidelberg Repatriation Hospital, Royal Talbot Rehabilitation, Hospital in the Home and community based health services; Austin Health is an internationally recognized leader in clinical teaching, training and research, with numerous university and research institute affiliations.

Austin Health employs near 9,000 staff across its sites; including over 1,600 doctors and 3,000 nurses, and delivers a full range of leading edge clinical services, including several state-wide services (liver transplant, spinal cord injury service, respiratory support service, child inpatient mental health service). In total, Austin Health provides over 900 beds, including mental health, aged-care and rehabilitation beds and a range of community and in the home services. The current annual operating budget is in excess of \$960 million.

Austin Health delivers vital state-wide services to all Victorians, including to diverse multicultural and veteran communities. It also provides community and specialty services to the people of Melbourne's north-eastern corridor in a safety-focused, team-oriented and stimulating work environment.

Austin Health's current vision is to change healthcare for the better through world class research, education and exceptional patient care.

Our values define who we are, shape our culture and the behaviors, practices and mindset of our people. Our values are: Our actions show we care, we bring our best, together we achieve and we shape the future. www.austin.org.au/about-us

Austin Health is committed to providing an inclusive culture where all

employees can contribute to the best of their ability and strive to develop further. Find more at <http://www.austin.org.au>

Position Purpose

- To safely and effectively manage a caseload of spinal cord injury patients including provision of 1:1, group and aquatic physiotherapy intervention
- To provide planning, coordination and supervision of undergraduate physiotherapy students and associated programs.
- To provide consultation and work collaboratively with all health professionals including senior physiotherapy colleagues in the management of inpatients
- To develop and maintain clinical expertise in physiotherapy
- To actively participate within the relevant streams with operational requirements, planning, quality improvement, co-ordination and staff performance/development.

About Physiotherapy Department

The Physiotherapy Department comprises about 92 EFT staff at the Austin Hospital, Heidelberg Repatriation Hospital and the Royal Talbot Rehabilitation Centre. It provides seven days per week, 12 hours per day services to acute and aged care areas. There is also a seven day a week primary care service for soft tissue injuries in the Emergency Department

The Victorian Spinal Cord Service (VSCS) is a specialist state-wide service that provides lifelong care to people who sustain a traumatic spinal cord injury in Victoria, Tasmania and southern New South Wales. Acute inpatient services are provided at the Austin campus of Austin Health. Inpatient rehabilitation services are provided at the Royal Talbot campus. The VSCS also provides community and outpatient programs.

It is a major clinical school for the University of Melbourne with responsibility for about 180 students from 1st through to 3rd year for the Doctorate of Physiotherapy (DPT) course. In addition, the department is also a major clinical school for Swinburne University. Clinical research is a priority of the department

The Grade 2 Physiotherapist employed into this position will work closely with all members of the multidisciplinary team including medical and nursing staff based in Spinal Rehabilitation. They will also be integral to the cohesion of the RTRC Subacute inpatient Physiotherapy Stream.

Purpose and Accountabilities

Role Specific

Patient Care:

- Provide a high standard of physiotherapy care to rehabilitation patients of the Victorian Spinal Cord Service (VSCS), including 1:1, group and aquatic physiotherapy interventions.

- Provide safe and appropriate setup of equipment for patients, including manual or power wheelchair seating, pressure cushions, gait aids and orthoses as required.
- Undertake a detailed and accurate assessment (including ASIA assessment) to enable the development and prescription of a specific and evidence-based treatment plan.
- Complete regular formal reassessment (including regular outcome measures) to inform clinical decision making and discharge planning.
- Manage patients according to Austin Health protocols where relevant, such as mobilisation after pressure injury.
- Communicate/liaise with other health professionals within the treating team regarding patient progress or other issues.
- Appropriately document and provide detailed clinical handover of patient management.
- Undertake and review goal-setting with patients to ensure rehabilitation program is patient-centred
- Actively participate in family meetings, team goal setting and case conference meetings. This includes providing prognostication around physical outcome to the patient and multidisciplinary team (to the best of your knowledge) to facilitate safe and effective discharge planning.
- Identify and refer to appropriate follow-up services when required.
- Act as a resource and consultant for physiotherapists, nursing, allied health and medical staff as required.
- Introduce and supervise exercise regimes where appropriate
- Be involved in long term follow up of patients in outpatients and review clinics as required

Administration/Management:

- Maintain accurate electronic clinical documentation (Cerner) including assessment findings and regular reassessment of outcome measures
- Assist in reviewing and updating physiotherapy clinical resources as required.
- To conduct site and physiotherapy department activities as required

Training and Development:

Self:

- Complete annual mandatory training requirements as specified by Austin Health.
- Complete annual pool rescue training
- Maintain a current knowledge of relevant physiotherapy literature and clinical developments.

- Participate in other internal / external continuing education activities as appropriate e.g. APA special interest group activities, hospital lectures and courses.
- Participate in relevant local and organization-wide orientation programs on commencement.
- Participate in regular supervision with the Grade 3 senior clinician

Staff/Student teaching and supervision:

- Contribute to the orientation, training and development and mentoring for rotating Physiotherapists and Physiotherapy students when required.
- Assist with organisation of physiotherapy student subacute placements in spinal rehabilitation, including allocating patients, coordinating timetabling, supervision of students, undertaking student assessment and provision of student feedback. This includes students undertaking Subacute placements from the University of Melbourne and Swinburne University and elective placements from other Universities when required.

Quality Assurance and Research:

- Assist in developing and maintaining guidelines and resources relevant to hospital accreditation and the National Standards for Safety and Quality in Healthcare.
- Actively participate in department and sub-department quality improvement activities as appropriate
- Support colleagues in the PT department and multidisciplinary teams to undertake quality improvement
- Support colleagues and/or actively participate in PT department research projects
- Participate in regular review of research literature to ensure an evidence-based service is provided
- Participate in and/or lead monthly journal clubs
- Provide intervention or assessment in SCI research projects as requested.

All Employees

- Comply with Austin Health policies and procedures, as amended from time to time, which can be located on the intranet (The Hub): <http://eppic/>
- Participate in Austin Health's annual Performance Review and Development (PRD) program as required.
- Engage in processes to monitor service delivery and participate in improvement activities.
- Undertake not to reveal to any person or entity any confidential information relating to patients, employees, policies, and processes and not make public statements relating to the affairs of Austin Health without prior authority of the Chief Executive Officer.

- Report incidents or near misses that have or could have impact on safety and participate in the identification and prevention of risks.
- Participate in the emergency incident response activities as directed.
- Perform other duties that may be required by the Physiotherapy Manager, Stream Leader or Senior Clinician as required.

Selection Criteria

Essential Knowledge and skills:

- A commitment to Austin Health values: Our actions show we care, we bring our best, together we achieve, and we shape the future.
- Physiotherapist currently registered for practice in Australia (AHPRA)
- Significant experience in the Physiotherapy management of Spinal cord injured acute and/or subacute patients or outpatients.
- Excellent communication skills.
- Proven capacity to successfully work as part of a multidisciplinary team.
- Proven capacity to successfully work to enhance the physiotherapy team culture and environment.
- Commitment to evidence-based practice.
- Commitment to ongoing education/postgraduate education.
- Demonstrated initiative, problem solving skills and flexibility.
- Knowledge and experience in NDIS processes for new and existing NDIS participants

Desirable but not essential:

- A sound understanding of information technology including clinical systems and applications relevant to risk management reporting or as required for the role and/or department.
- Experience and proficiency in keyboarding and computer skills.
- Experience in the supervision of Grade 1 physiotherapists and Allied Health assistants.
- Experience in the supervision of physiotherapy students
- Knowledge and experience in processes for new and existing TAC clients

General Information

Austin Health is a Child Safe Environment

Austin Health is committed to child safety. We want children to be safe, happy and empowered. We support and respect all children, as well as our staff and volunteers. Austin Health has zero tolerance of child abuse, and all allegations and safety concerns

will be treated seriously in line with legal obligations and our policies and procedures.

Equal Opportunity Employer

Applications from Aboriginal and Torres Strait Islanders are encouraged to apply. For more information about working at Austin Health, please follow this link to Austin Health's Aboriginal Employment website:

<http://www.austin.org.au/careers/Aboriginalemployment/>

Document Review Agreement

Manager Signature	
Employee Signature	
Date	