

# Austin Health Position Description



## Position Title: Rotating Grade 2 Physiotherapist

|                            |   |
|----------------------------|---|
| 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:           | Full-Time or Part-Time  |
| Hours per week:            | 40 Hours per week, ADO per 4 weeks worked   |
| Reports to:                | Manager of Physiotherapy and Aged Care<br>Physiotherapy Stream Leader                                       |
| Direct Reports:            | G1, AHA 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](http://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 provide physiotherapy intervention to acute and subacute rehabilitation patients.
- To work flexibly across the organisation in a senior rotational position
- To provide supervision to undergraduate physiotherapy students and associated programs.
- To develop and maintain clinical expertise in physiotherapy
- To actively participate within the relevant stream with operational requirements, planning, quality improvement, co-ordination and staff performance/development
- To be committed to ongoing learning and professional 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.

Our department is focused on providing high quality evidence-based care to all patients and clinical research is a priority of the department. Austin Health 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.

The Grade 2 Physiotherapist employed into this position will work in a rotational capacity, consisting of 6-month rotations across the acute and subacute rehabilitation streams on all three Austin Health campuses. This position provides the opportunity to gain senior clinical experience in the Early Rehabilitation, Acute neurology, Acquired Brain injury, Better@Home and neuro-geriatrics teams. The Grade 2 Physiotherapist will work closely with the multidisciplinary teams to provide evidence-based intervention and gain skills in complex discharge planning, whilst developing a broad physiotherapy skillset which will support future career speciality.

## Purpose and Accountabilities

### Role Specific

#### Patient Care:

- Provide a high standard of patient-centred and evidence-based physiotherapy care to rehabilitation patients across Austin Health in acute and subacute inpatient wards
- Provide home-based intervention as required via Better@Home (inpatient bed-substitution) program
- Facilitate safe and effective discharge planning and follow-up services when required
- Manage patients according to Austin Health protocols where relevant
- Appropriately document and provide detailed clinical handover of patient management
- Communicate/liaise with clients, family or caregivers and other members of the multidisciplinary team regarding patient progress/issues
- Coordinate and provide carer training to staff, family members or private carers as required
- Actively participate in team meetings, case conferences, family meetings and goal setting meetings to facilitate discharge planning
- Act as resource and consultant for physiotherapists, nursing, allied health and medical staff as required to facilitate clinical reasoning and discharge planning

#### Administration/Management:

- Maintain accurate clinical documentation / statistics as directed.
- Assist in reviewing and updating physiotherapy clinical resources as required.
- To conduct site and physiotherapy department activities as required.

#### Training and Development:

- Complete annual mandatory training requirements as specified by Austin Health.
- 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 Department and/or ward-based quality assurance activities
- Participate in regular supervision with the Grade 3 senior clinician
- Provide formal supervision to Grade 1 physiotherapist and/or allied health assistants

- Promote team discussion about clinical reasoning and decision-making around indication for therapy and type of therapy required

#### **Staff/Student supervision:**

- Contribute to the orientation and supervision of rotating Physiotherapists, allied health assistants
- Supervise Swinburne student placements and University of Melbourne students as required

#### **Quality Assurance:**

- 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 activities

#### **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 an impact on safety and participate in the identification and prevention of risks.
- Participate in the emergency incident response activities as directed.
- Be available for weekend work, with a shift occurring every 4-6 weeks.
- 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)
- Experience in the Physiotherapy management of acute and/or subacute rehabilitation patients.
- Good understanding of the continuum of patient care across the hospital system
- Experience undertaking complex discharge planning
- Excellent communication skills and a high level of organisational skills.
- Proven capacity to successfully work as part of a multidisciplinary team.
- Demonstrated commitment to evidence-based practice and able to translate this into practice
- Commitment to ongoing professional development
- Demonstrated initiative, response to constructive feedback, problem solving skills and flexibility.
- Current driver's license
- Proficiency in keyboarding and computer skills and a sound understanding of information technology

### **Desirable but not essential:**

- Experience in quality improvement activities
- Hold a higher degree or progressing towards higher qualification in a relevant clinical area
- Experience in the supervision of physiotherapy students, Grade 1 physiotherapists and/or Allied Health assistants
- Demonstrated participation in physiotherapy research

## **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

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|---------------------------|--|
| <b>Manager Signature</b>  |  |
| <b>Employee Signature</b> |  |
| <b>Date</b>               |  |