

Position Description

Position Title	Grade 3 Physiotherapist Women's Health
Position Number	30027898
Division	Clinical Operations
Department	Physiotherapy and Exercise Physiology
Enterprise Agreement	Health Professionals Enterprise Bargaining Agreement 2021-2026
Classification Description	Senior Clinician Physiotherapist
Classification Code	VB7 to VC1
Reports to	Manager Physiotherapy and Exercise Physiology
Management Level	Tier 4 - Shift Managers, Team Leaders & Supervisors
Staff Capability Statement	Please click here for a link to staff capabilities statement

Bendigo Health

With more than 4,500 staff and volunteers and covering an area a quarter of the size of Victoria, Bendigo Health, is an expanding regional health service offering the advantages of city life combined with the beauty and freedom that comes from living in a regional area.

Bendigo Health is a 700 bed service that treats more than 45,000 inpatients, triages more than 65,000 emergency attendees and welcomes more than 1,600 new born babies in a year. In addition more than 15,000 operations are performed in our operating theatres and more than 100,000 occasions of services are provided in our clinics to outpatients.

The organisation provides services in emergency, maternity, women's health, medical imaging, pathology, rehabilitation, community services, residential aged care, psychiatric care, community dental, hospice/palliative care, cardiology, cancer services and renal dialysis to the people of the Loddon Mallee region.

With our main campus based in Bendigo, our services extend throughout the Loddon Mallee with sites in areas such as Mildura, Echuca, Swan Hill, Kyneton and Castlemaine.

Demand on services is increasing rapidly with Bendigo being one of Victoria's fastest growing regional cities.

Our Vision

Excellent Care. Every Person. Every Time.

Our Values

CARING – We care for our community

PASSIONATE – We are passionate about doing our best

TRUSTWORTHY - We are open, honest and respectful

All staff at Bendigo Health should have, or aspire to the personal qualities, knowledge and skills as described in the Bendigo Health Staff Capabilities Statement. Refer to link at top of page.

The Clinical Operations Division

The Clinical Operations Division encompasses acute, allied health, cancer and mental health services. We provide a wide range of general medical, surgical and specialty services including but not limited to; Oncology, Cardiology, Renal, Emergency, Women's and Children's, Critical Care, Specialist Clinics, Cancer Clinics and Mental Health Services. Our Allied Health teams provide a diverse range of programs and person centred care in inpatient, outpatient, community, home and residential care settings.

Within a state-of-the-art hospital, our Ambulatory and Critical Care, Medical Services, Surgical Services and Women's and Children's areas use the latest technologies to provide excellent care. Our world class Cancer Centre uses a multi-disciplinary, integrated approach to treat specific cancers. The Cancer Centre offers medical oncology, radiation oncology, specialist nurses, clinical trials and cancer research, palliative care, and a Cancer Wellness Program.

The Mental Health Service provides psychiatric care and treatment across a large catchment area in Victoria stretching from Swan Hill in the north of the state to Gisborne in the south. Family sensitive practice is central to our models of mental health care and best practice ensures the identification, inclusion and support of families, carers and children.

Each year our onsite Specialist Clinics provide over 100,000 service events, we also see more than 60,000 people in our Emergency Department and welcome around 1700 babies into the world. The Clinical Operations Division assists with the admission of more than 50,000 patients into the hospital each year.

The Physiotherapy and Exercise Physiology Department

The Allied Health team at Bendigo Health comprises over 350 staff including Occupational Therapy, Physiotherapy / Exercise Physiology, Podiatry, Social Work, Dietetics, Psychology, Audiology, Speech Pathology and Allied Health Assistance. Allied Health Clinicians work in a very broad range of roles and are valued in the contribution they make to the multi-disciplinary team.

The Physiotherapy and Exercise Physiology team (including Allied Health Assistants, Cardiac Rehabilitation Nurses and Administrative Support staff), work together to provide high quality physiotherapy and exercise physiology services to patients across the full continuum of care. All members of the team are valued in the contribution they make to ensure our clinical and teaching services are consistently customer focussed.

Physiotherapists assess, diagnose, treat and work to prevent disease and disability through physical means. The team are experts in movement and function who work in partnership with patients and the multidisciplinary team to maximise a patient's function. The Physiotherapy team work across a wide variety

of clinical areas including but not limited to paediatric to geriatric, neurological to orthopaedic and musculoskeletal and can help to recover from injury, reduce pain and stiffness and increase mobility.

The Physiotherapy & Exercise Physiology department has an active role in education and research. Bendigo Health Physiotherapy have a partnership with the La Trobe Rural Health School Physiotherapy Discipline where Senior Bendigo Health Physiotherapy staff are actively involved in the provision of clinical supervision and academic teaching, particularly to the third and fourth year Physiotherapy students. Exercise Physiology team have partnership with a number of tertiary providers to conduct high quality student placement for 4th year Exercise Physiology students.

The Position

All staff at Bendigo Health should have, or aspire to the personal qualities, knowledge and skills as described in the Bendigo Health Staff Capabilities Statement. Refer to link at top of page.

This position is a 14 month fixed term 0.63 FTE position within the Physiotherapy and Exercise Physiology department.

This position will provide acute physiotherapy services in the area of women's health including, but not exclusively; post-op breast cancer and gynaecological surgical patients, outpatient ante & post natal patients.

- To contribute to the management of patients by providing high quality physiotherapy services within the Acute Outpatients team.
- To provide supervision and guidance of Grade 1 and/or or Grade 2 Physiotherapists and Allied Health Assistants, and provide teaching and supervision of physiotherapy students, where appropriate.
- To represent and report back to the physiotherapy and exercise physiology team, allied health and physiotherapy department on working parties and/or committees where required.
- Take an active and effective role in the team's development and application of new policies, procedures, assessment tools and other systems and processes which are progressed within the women's health space.

Grade 3 Clinicians at Bendigo Health are an integral part of the health care service team, providing leadership and direction to a dedicated staffing group. A Grade 3 Clinician at Bendigo Health should have, or aspire to, the personal qualities, knowledge and skills as described in the Bendigo Health Staff Capabilities Statement. Refer to link at top of page.

Responsibilities and Accountabilities

Key Responsibilities

1. Clinical

The Allied Health Professional (AHP) Grade 3 will:

- 1.1 Provide client focussed assessment, treatment/intervention and consultative clinical services in cooperation with the multi-disciplinary team.

- 1.2 Take on a clinical service developmental role as well as a lead clinical role
- 1.3 Spend 60% of time in client activity, the other 40% in non-clinical administrative, and leadership responsibilities, and/or significant levels of teaching and supervision as indicated by the position requirements.
- 1.4 Facilitate the smooth transition of clients through the health care system, liaising with relevant staff and community agencies to ensure continuity of care for individual patients/clients and their families:
 - 1.4.1 Work within the multi-disciplinary team, recognising and respecting the expertise and contribution of all team members, collaborating to refer clients to other services as necessary.
 - 1.4.2 Demonstrate knowledge and appropriate use of services relevant to the client/family
 - 1.4.3 Attend relevant ward rounds/case conferences and family meetings
 - 1.4.4 Ensure all clinical activity undertaken fulfils or exceeds the competency standards of the profession, and the minimum standards for the programs into which they input/relate
 - 1.4.5 Demonstrate expertise in a range of clinical work that is guided by evidence based practice and in which outcomes are monitored. Modifications to clinical service are proposed, planned and initiated using a quality improvement methodology.
 - 1.4.6 Develop and implement complex treatment / intervention plans for clients, based on assessment
 - 1.4.7 Manage time and prioritise competing demands so that clinically appropriate care is delivered in a timely fashion, and non-clinical deadlines and responsibilities are met.
 - 1.4.8 Develop clinical service delivery specific to the discipline, according to and building on the best available evidence. This would include assessment tools, treatment techniques and interventions, outcome measures, use of materials and equipment.

2. Communication

- 2.1 The AHP Grade 3 will maintain timely, effective and professional oral and written communication at all levels within BH and with external professional and organisations as required.
- 2.2 Demonstrate skills in negotiation and conflict resolution

3. Service Planning and Co-ordination

The AHP Grade 3 will:

- 3.1 Actively contribute to the development of relevant business plans and implementation of EQulP standards, taking a senior level of responsibility for particular areas as requested by the Allied Health Head of Discipline or Program manager.
- 3.2 Demonstrate a good understanding of the Public Health system, and its financial and structural arrangements.

- 3.3 Chair or be an effective senior representative in regular BH allied health service and program or unit meetings as delegated by the allied health Head of Discipline and/or Program Manager
- 3.4 Actively contribute to the direction and focus of quality improvement activities for their specific discipline or program annually
- 3.5 Provide representation on committees and working parties in agreed areas.

4. Information Management

The AHP Grade 3 will:

- 4.1 Ensure information is managed in line with organisational, allied health and discipline standards:
 - 4.1.1 Meet documentation requirements for all programs/units
 - 4.1.2 Complete required program reporting and statistical records for client – related and other activities within the specified timeframes.
 - 4.1.3 Participate in the monitoring and review of data generated for the purposes of discussing staffing requirements and workloads, and for monitoring the efficiencies of new work practices and quality activities in relevant forums.
- 4.1.3** Actively contribute at a senior level of experience and skill, in revising documentation requirements, taking into account industry and BH requirements.

5 Training and Professional Development

The AHP Grade 3 will:

- 5.1 Participate in and meet the standards of the BH Allied Health Credentialing and Professional Standards policy document.
- 5.2 Actively contribute to shaping the direction and content of training and professional development as required to achieve the service and program objectives including delivering data and information across the services of BH.
- 5.3 Undertake mandatory BH training within the required timeframes.
- 5.4 Assume responsibility for the delivery and coordination of orientation, induction, mentorship, supervision, education and professional development of allied health staff, students (including work experience students) and other BH personnel as required, ensuring the effectiveness of these activities as evidenced by staff and student feedback mechanisms.
- 5.5 Establish, maintain and fulfil a personal professional development plan, reviewed annually at the Performance Development Review.
- 5.6 Monitor new developments in allied health through journal review, attendance and presentation at departmental in-services and attendance at other relevant internal and external educational opportunities.
- 5.7 Take an active role in the support and development of colleagues

- 5.1 Integrate new learning into practise both individually and more broadly where required.

6. Teaching and Research

The APH Grade 3 will:

- 6.1 Where required and indicated by the position, conduct and coordinate research activities under the guidance of a principal researcher.
 - 6.2 Provide staff and student teaching and supervision at a senior level of skill and experience, in area(s) of practice and expertise as designated.
 - 6.3 Deliver presentations to external groups relevant to the clinical services delivered through BH.
7. Participate in the service provision of Weekend Physiotherapy services to Clinical Operations Division where required.

Generic Responsibilities

Code of Conduct - The Victorian Government's Code of Conduct is binding on all Bendigo Health staff. Contravention of a provision in the code may constitute misconduct and/ or regarded as a breach of the employee's employment agreement and will be dealt with under the organisations Counselling and Disciplinary Action Policy.

Compliance with policies and procedures - All Bendigo Health's policies and procedures are set out in its clinical and managerial policy manuals located on the intranet under PROMPT and in hard copy. All staff must ensure they comply with policies, procedures and standard ways of work practices when carrying out their work. Any breach in compliance may result in disciplinary action.

Occupational Health and Safety - Every staff member has the responsibility to take reasonable care of their own health and safety and the safety of others, to cooperate with Bendigo Health's OH&S policies and to participate in appropriate safety education and evaluation activities. All staff are expected to participate in reporting any health, safety and wellbeing issues. Any breach in compliance may result in disciplinary action.

Infection Control - Every staff member has the responsibility to minimise incidents of infection/ cross infection of residents, staff, visitors and the general public. All staff must adhere to the policies and procedures as set out in Bendigo Health's infection control manuals. Any breach in compliance may result in disciplinary action.

Confidentiality - All information concerning Bendigo Health, its patients, clients, residents and staff should remain strictly confidential. Any unauthorised disclosure of such information may result in disciplinary action.

Quality Improvement - Bendigo Health is dedicated to improving the quality and safety of health services by providing care within the following domains of quality: Consumer Participation, Clinical Effectiveness, Effective Workforce and Risk Management. As a result, we apply the concept of the quality cycle for all our quality activities, initiatives and projects thereby ensuring the best possible care and treatment results are achieved. The underlying principle of the cycle is that an activity is not complete until evaluation shows that it has been effective and reached the desired outcome. As a Bendigo Health employee you have a

responsibility to participate in and commit to ongoing quality improvement activities using the framework of the NSQHSS (National Safety and Quality Health Service Standards).

Diversity – Each person has a right to high-quality health care and opportunities regardless of diversity factors, which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age and socio-economic status. Every staff member has a responsibility to recognise and respect diversity. Inclusiveness improves our service to our community and promotes engagement amongst staff.

Employees are required to carry out lawful directions outlined above or delegated to them. The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

Key Selection Criteria

1. Registered as a Physiotherapist with the Australian Health Practitioner Regulation Agency (AHPRA), the ability to satisfy the requirements of the Bendigo Health Allied Health Credentialing and Scope of Practice document.
2. Post graduate qualifications in Women’s Health Physiotherapy.
3. Ability to coordinate student supervision and clinical service delivery to ensure ongoing optimal patient care.
4. Ability to support, develop and supervise grade 1-2 staff, students and allied health assistants.
5. Demonstration of a high level of communication, organisation and time management skills.
6. Demonstrated experience, skills and ability to provide clinical leadership and consultancy in women’s health physiotherapy including but not limited to ante natal hydrotherapy, management of ante natal musculoskeletal pain and management of post-op breast cancer patients.
7. Ability to coordinate and provide an effective, efficient high quality physiotherapy service based on clinical prioritisation and evidence based practice.

Mandatory Requirements

National Police Record Check A current and satisfactory National Police Record Check must be completed by all new staff prior to commencement at Bendigo Health.

Immunisation As a health provider dedicated to providing quality patient care, we all need to be aware of the critical importance of infection control. Each staff member has a responsibility to comply with Bendigo Health’s Staff Immunisation Policy and various infection control policy and procedures. All staff are required to provide evidence of vaccinations prior to commencement at Bendigo Health

Working with Children Check Bendigo Health has a responsibility to provide a child safe environment. This position is a defined “child-related role” at Bendigo Health. As such you must maintain a valid working with children check. In addition you will be required to assist Bendigo Health in providing a child safe environment by participating in any training or reporting required to ensure the protection of children in our care.

Registration with Professional Regulatory Body or relevant Professional Association For example, AHPRA, AHRI, RACS etc. The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

All Bendigo Health sites, workplaces and vehicles are smoke free.

This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required.

Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.