

<b>Position Title:</b>	Acute Clinical Lead Physiotherapist
<b>Operationally reports to:</b>	Physiotherapy Manager
<b>Professionally reports to:</b>	Chief Allied Health Officer
<b>Department:</b>	Physiotherapy
<b>Directorate:</b>	Community Care & Mental Health
<b>Cost centre:</b>	N3002
<b>Code &amp; classification:</b>	Grade 3 (VB7 - VC1)
<b>Performance review:</b>	Upon completion of probationary and qualifying period and annually or as requested Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2016 – 2020 and its successors, and GV Health Policies and Procedures (and as varied from time to time).
<b>Employment conditions:</b>	

Goulburn Valley (GV) Health is a Regional Public Health Service in the Hume Region of Victoria, with campuses located at Shepparton, Tatura and Rushworth. The main campus in Shepparton is the major acute referral hospital for the sub-region. Additional sites are also located in Shepparton, Seymour, Benalla, Cobram, Echuca and Wodonga. GV Health provides a range of acute, subacute, mental health, aged, primary health and community services across the Goulburn Sub-Region within the Hume Region.

The *Goulburn Valley Health Strategic Plan 2019-23* provides the direction for GV Health with key elements summarised below.

## OUR PURPOSE

Improving community wellbeing through high quality health services, outstanding care and learning.

## OUR VALUES AND BEHAVIOURS

Our culture is made up of our CREATE values and behaviours, through which we commit to delivering ongoing quality healthcare for our community. Our CREATE values and behaviours are the foundations for our strategic pillars, and for achieving our goals.



### Compassion

- We treat others with kindness and respect;
- Our deep connection to the community enhances our care for patients;
- We support the whole patient journey;
- We are understanding of each other.



### Respect

- We respect the patient's voice and their choices;
- We celebrate diversity and are proud of multiculturalism;
- We respect differences of opinions;
- We respect the input of different disciplines and areas of expertise.



### Excellence

- We are encouraged to grow professionally and personally;
- We are leaders in what we do;
- We invite feedback and are always striving to do better;
- We connect patients to further care and information.



### Accountability

- We are responsible for our actions;
- We are courageous in our decision making and grow from our mistakes;
- We deliver what we promise;
- We don't compromise on our standards.



### Teamwork

- We are a multi-skilled workforce and we pool our resources together;
- We mentor and support one another;
- We take a collaborative approach to care;
- We are approachable.



### Ethical behaviour

- We hold ourselves to high standards;
- We rigorously uphold professional boundaries in our regional setting where patients may be friends or family too;
- We value and respect our patient's privacy and trust;
- We stand up against unsafe practice.

### **CREATE Outstanding**

CREATE Outstanding encompasses foundation elements of the *Goulburn Valley Health Strategic Plan 2019-23* to link GV Health's purpose, values and our Culture of Care with fundamental organisational systems and processes. GV Health is striving to achieve CREATE Outstanding in every interaction with the people services are provided for as well as how staff work with each other.

### **ROLE STATEMENT:**

The Acute Clinical Lead Physiotherapist is responsible for the coordination of efficient and effective physiotherapy services in the acute inpatient setting. The Acute Clinical Lead Physiotherapist is immediately responsible to the Physiotherapy Manager and will work in partnership with clinical staff including medical directors and nursing leaders to ensure an integrated and coordinated person centred focus of clinical care. Acute inpatient services include medical and surgical wards, ICU, the Rapid Assessment and Planning Unit (RAPU), in addition to the emergency department. This position will include a clinical caseload and an inter-professional approach to allied health referrals and service delivery across the acute inpatient clinical areas.

The Acute Clinical Lead Physiotherapist will:

- Be responsible for the planning and coordination of integrated physiotherapy services in the acute inpatient setting
- Provide clinical leadership to the physiotherapy team in this setting, to ensure the delivery of high quality services.
- Embed an inter-professional team based approach across all allied health disciplines to ensure co-ordination of excellent, person-centred services

The acute inpatient inter-professional teams are inclusive of allied health assistants (AHA), occupational therapy, physiotherapy, dietetics, social work and speech pathology. These disciplines work in partnership with, medical and nursing staff. This role ensures optimal outcomes are achieved through evidence-based practice for clients and their families/carers.

The Physiotherapist in this position will be responsible for the ongoing running of physiotherapy services to the acute wards including management of the referral triage process, appropriate pathways and practise guidelines for this service. The role will include co-ordination, education and supervision of the physiotherapy staff working in the inpatient areas to ensure effective prioritisation and co-ordination of physiotherapy interventions to ensure timely and effective care is delivered.

The physiotherapist will also assist in the facilitation and coordination of Physiotherapy student placement within the physiotherapy department

The position supports GV Health's clinical governance framework in the quality and safety domains of clinical effectiveness, risk management, effective workforce and consumer participation, ensuring optimal outcomes for patients, their carers and community.

**KEY RESPONSIBILITIES, ACTIVITIES AND DUTIES:**

- Coordinate and lead activity and deliverables in acute inpatient setting, including resourcing of staff to meet service needs
- Actively participate in organisational projects, and regional and state-wide initiatives and ensure alignment with organisational priorities
- Ensure physiotherapy performance in the acute inpatient setting achieves service targets through regular monitoring including result analysis and variance reporting
- Ensure physiotherapy staff deliver interventions that are contemporary, evidence based and patient centred
- Promote positive and effective learning experiences through the identification of staff education and development needs to ensure an effective acute allied health workforce
- Monitor and facilitate development of competency and capability training programs for Physiotherapy and AHA staff
- Oversee the Clinical Supervision process for Physiotherapists and Allied Health Assistants
- Assist in the co-ordination of placement for Physiotherapy students and liaise with tertiary institutes and the relevant student placement co-ordinators as required
- Communicate regularly with the Physiotherapy Manager to identify any departmental issues and gaps in service, thereby ensuring optimal department performance
- Ensure effective open channels of communication with the interdisciplinary health care team and relevant stakeholders.

**1. Provide quality and safe clinical care for consumers**

- Monitor and evaluate agreed models of care to deliver efficient and effective physiotherapy services to acute inpatient programs
- Ensure allied health staff are actively involved in clinical handover, case discussions and discharge planning
- Ensure consumers, families/representatives or carers are provided with timely information and are involved in decision making about their care planning and treatment
- Accept accountability for own actions and seek guidance when a situation exceeds experience and/or knowledge
- Uphold and protect consumer rights, maintain strict confidentiality and continually practice to the principles of open disclosure
- Comply with best practice healthcare standards, legislation, and GV Health’s Clinical Governance Framework and clinical practice guidelines
- Consumer feedback and complaints are responded to appropriately to ensure that issues are resolved and quality and safe clinical care is provided
- Ensure maintenance of accurate and current clinical records to ensure documentation meets professional and legal standards
- Ensure allied health contribute to an effective patient flow and safe discharge from hospital to services that reflects the needs of the consumer.

**2. Develop and maintain collaborative relationships with all disciplines**

- Build and maintain effective working relationships within the acute inpatient physiotherapy and within the allied health team
- Collaborate and communicate with all members of the health care team to achieve desired consumer outcomes
- Promote an environment that empowers and motivates team members to achieve organisational and team objectives
- Respect the decisions and actions of others
- Contribute to interdisciplinary team meetings and clinical education sessions to facilitate consumer care goals.

**3. Support and participate in evidence-based programs to evaluate and improve the quality of consumer care and outcomes**

- Maintain current knowledge of clinical practice including regular literature review and participate in research activities
- Ensure that acute physiotherapy services operate in line with relevant guidelines and objectives, quality standards, organisational policy and legislative requirements
- Ensure provision of clinical practice meets benchmarked standards of care
- Actively participate in identifying where improvements can be made to the quality of consumer care
- Participate in clinical audits, research, process redesign and accreditation against healthcare standards to ensure ongoing clinical practice improvement and the quality of consumer care.

**4. Commit to ongoing professional development of self, other employees and the profession**

- Maintain and demonstrate regulated clinical skills and competencies by undertaking professional development and completing mandatory training as defined by GV Health
- Undertake review of credentialing and scope of practice and work within these
- Improve performance by seeking feedback, setting goals and participating in annual performance reviews
- Support the development of others by acting as a resource to colleagues, participating in the orientation and education of new employees
- Supervise students as required and mentor junior staff to upskill as clinical supervisors
- Provision of appropriate supervision to less experienced clinical employees
- Participate in committees and professional groups and disseminate relevant information to other health care professionals and lead appropriate working parties as directed.

**QUALITY, SAFETY, RISK and IMPROVEMENT**

- Ensure that systems are in place for regular clinical review of services provided, and that areas for improvement are identified and addressed through continuous quality improvement processes
- Participate in relevant acute clinical indicator programs and benchmarking
- Maintain an understanding of individual responsibility for consumer safety, quality and risk and adhere to the relevant policies, procedures and guidelines
- Maintain a safe working environment for yourself, your colleagues and members of the public
- Identify, report and manage risks and ensure actions are taken to prevent and minimise harm to consumers and the GV Health workforce
- Contribute to organisational quality and safety initiatives
- Minimise the risk of infection to consumers, residents, employees, visitors, contractors and the general public
- Comply with requirements of the National Safety and Quality Health Service Standards and other relevant standards, regulations and legislative requirements.

**OTHER REQUIREMENTS FOR ALL CLINICAL EMPLOYEES:**

- Where relevant collaborate with consumers and the community in the development, implementation and review of health service planning, policies and quality improvement activities
- Demonstrate sensitivity, empathy and respect for the customs, values and spiritual beliefs of others at all times
- Understand and act in accordance with the GV Health Code of Conduct, values and relevant policies, procedures and guidelines
- Comply with the principles of Patient and Family Centred Care
- Promote GV Health as a quality regional health care provider.

**KEY PERFORMANCE INDICATORS:**

- Registration is maintained and working within scope of practice
- Attendance and active participation at meetings as required
- 100% compliance with core competencies and training requirements as outlined in the GV Health Education Framework
- Active participation in the Performance and Development review process
- Clinical supervision of staff is maintained as an ongoing, effective program for all applicable staff
- Adhere to relevant professional association code of conduct
- All staff attend competency training as required to ensure they are working safely and within their scope of practice
- Contribute to meeting acute inpatient LOS and achieving service targets
- Evaluate acute inpatient physiotherapy service provision to identify any gaps within the service and actively generate education programs or service delivery reform to close gaps
- Physiotherapy referrals are managed in a manner that facilitates optimal patient flow and timely discharge in line with organisational needs
- Physiotherapy interventions are contemporary and deliver evidence based patient centred care

**KEY SELECTION CRITERIA:**

**Mandatory**

- Commitment to the GV Health Values of Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour and ability to exhibit behaviour which reflects our values.
- Relevant tertiary qualification in Physiotherapy
- Current registration with the Australian Health Practitioner Regulation Agency and eligibility for membership of Australian Physiotherapy Association
- Extensive clinical experience and/or expert knowledge regarding evidence based physiotherapy interventions in the acute inpatient setting
- Sound experience and skills in leadership of teams at a program or service level
- Demonstrated understanding of patient flow and discharge planning including transition of patients through the healthcare system
- Highly developed interpersonal skills and a proven ability to effectively manage and negotiate innovative solutions to complex problems
- Experience in clinical supervision, upskilling and mentoring processes of Grade 1 physiotherapists
- Sound communication and influencing skills within an inter-professional team environment, with an ability to engage key stakeholders
- Satisfactory National Criminal History Check prior to commencement of employment
- Satisfactory Victorian 'Employee' Working with Children Check prior to commencement of employment
- Completion of a Commonwealth of Australia Statutory Declaration prior to commencement of employment.

**Desirable**

- Post-graduate qualifications in relevant area of speciality and /or management or working towards same
- Previous experience in service evaluation, service redesign, process improvement and change management.
- Demonstrated ability to evaluate clinical outcomes and practice based on evidence and research.

**Inherent Requirements**

GV Health has a duty of care to all employees. The purpose of this section is to ensure that you fully understand and are able to perform the inherent requirements of the role (with reasonable adjustments if required) and that you are not placed in an environment or given tasks that would result in risks to your safety or the safety of others.

The role may require the following tasks among other things:

<b>Consumer Care Role</b>	
<ul style="list-style-type: none"> <li>▪ manual handling ( pushing, pulling equipment)</li> <li>▪ general consumer handling and clinical duties</li> <li>▪ sitting, standing, bending, reaching, holding</li> <li>▪ pushing pulling trolleys and equipment</li> <li>▪ working alone</li> <li>▪ general clerical, administration work, computer work</li> <li>▪ use of personal protective equipment and handling</li> <li>▪ operating equipment</li> <li>▪ handling general and infectious waste</li> <li>▪ participating in shift work and on-call</li> </ul>	<ul style="list-style-type: none"> <li>▪ Exposure to substances and hazardous materials</li> <li>▪ working at other locations may be required</li> <li>▪ dealing with anxious or upset consumers or members of the public</li> <li>▪ driving a motor vehicle</li> </ul>

<b>Reviewed by</b>	<b>Divisional Director Ambulatory Care</b>
<b>Issued</b>	<b>July 2021</b>
<b>Reviewed</b>	<b>July 2022</b>

I acknowledge:

- That I will observe child safe principles and expectations for appropriate behaviour toward and in the company of children.
- That GV Health has a zero tolerances of child abuse and all allegations and safety concerns will be treated very seriously. For more information refer to GV Health’s Child Safety Standards procedure.
- That I have read and fully understand the Position Description and Inherent Physical Requirements of the position.
- That I have read and fully understand the Position Description and Inherent Physical Requirements of the position.
- I agree that I have the physical ability to fulfil the inherent physical requirements of the position, and accept my role in fulfilling the responsibilities, activities, duties and generic position requirements.
- I understand that the information provided is a general outline and may not encompass every aspect of the position.
- GV Health may alter the duties of this position description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).
- I understand that this is separate to the Employment Agreement that I will sign, outlining the terms and conditions of my employment.

Accepted by: \_\_\_\_\_ /\_\_\_\_\_/\_\_\_\_\_

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(Print Name)