

<b>Position Title:</b> Physiotherapist	<b>Entity:</b> Indigo Australasia Inc (Indigo)
<b>Reports to:</b> Allied Health Lead	<b>No of Direct Reports:</b> 0
<b>Industrial Instrument / Job Level:</b> Enterprise Agreement - Level 5-7	<b>Primary Location:</b> Nedlands (or other approved site)
<b>Position Requirements</b>	
<p><b>Primary Purpose</b></p> <p>The Physiotherapist works with individuals, carers, organisations, and key partners to ensure optimal outcomes for people accessing Indigo services.</p> <p>This position will be required to provide physiotherapy services at multiple levels:</p> <ul style="list-style-type: none"> <li>• by working with an individual to assess their assistive equipment needs and support their choice making for suitable equipment options, with clear objectives for intervention, including strategies and education to optimise outcomes.</li> <li>• by supporting a family carer to continue to care through provision of strategies and education</li> <li>• by building the capacity of engaged community care and disability organisations and staff through face-to-face contact, coaching, education, and/or telehealth services</li> </ul> <p>This position may also provide clinical supervision and support to colleagues and students as required.</p>	
<p><b>Key Accountabilities/Responsibilities</b></p> <p><b><u>Health Safety Wellbeing &amp; Environment</u></b></p> <ul style="list-style-type: none"> <li>• Role model and comply with all health, safety and hygiene policies, systems, and OH&amp;S legislation to maintain an appropriate working environment</li> <li>• Ensure all incidents, accidents, injuries, hazards or property damage are reported and managed. Identify and implement safety improvements working collaboratively with the Work Health and Safety program.</li> <li>• Contribute to developing and nurturing a culture that supports wellbeing.</li> </ul> <p><b>Position specific (ie: responsibilities dependent on position held)</b></p> <ul style="list-style-type: none"> <li>• CHSP/DS <ul style="list-style-type: none"> <li>○ Provide specialist clinical and professional advice and consultancy within a reablement focussed culture that supports individuals and their families/carers to retain or optimise functional capacity, reduce deterioration, maximise quality of life and engage with community and social activities.</li> <li>○ Undertake person centred assessments that identify the clients' functional capacity, strengths and lifestyle goals and develop a holistic, individualised client focussed therapy plan in partnership with the client and their carer.</li> <li>○ Undertake physiotherapy related assessment and training for prescription of assistive equipment, as part of a multidisciplinary team.</li> <li>○ Prepare professional reports and equipment funding applications, providing clinical reasoning and recommendations on assistive technology and related therapy services.</li> <li>○ Provide information and education to clients and their families about preventative health (e.g. falls prevention), chronic disease self-management strategies and assistive equipment.</li> <li>○ Collect, evaluate and report on client measures to ensure outcomes are achieved.</li> </ul> </li> <li>• <b>Clinical excellence:</b> <ul style="list-style-type: none"> <li>○ Participate in product reviews and/or projects relating to assistive technology, including research and producing factual and succinct product descriptions.</li> <li>○ Provide sector support regarding access and use of the geat2GO portal and assist with prescription of equipment when required and appropriate.</li> </ul> </li> </ul>	

- Provide support for prescribers, clients, carers, etc. When answering assistive technology enquiries (e.g. NED).

### **General**

- Participate in service development and product review, which may include undertaking research and projects.
- Accept responsibility in maintaining and expanding skills and knowledge related to the area of practice.
- Coach, educate, inspire and provide clinical supervision and support to colleagues (Level 7)
- Develop, maintain and contribute to education materials, resources and AT product information.
- Deliver presentation to various audiences, including at conferences, internal training, educational institutions, community/professional groups and other relevant stakeholders.
- Level 6 & 7 involves more complex workload, caseload, stake holder engagement, KPIs, supervision and project work
- Undertake other duties as assigned.

### **Level 7 Physiotherapists - Senior**

- ***Graduate with 6 or more years' professional work experience or equivalent skill/experience.***
- ***Advanced clinical practice skills enabling management of complex caseloads.***
- ***additional responsibility of supervision and mentorship of junior therapists (levels 5 and 6 and Allied Health Assistants)***
- ***May be a specialist in a portfolio or practice area within the organisation***

### **Strategic**

- Establish and maintain professional networks with service providers, health professionals, referral sources, suppliers and other stakeholders and promote Indigo services via sector, stakeholder and supplier networks.
- Contribute to, and demonstrate by example, the vision, mission and values
- Identify and implement improvement opportunities within the group and participate in continuous improvement of the wider organisation by recommending sensible changes and communicating issues that may affect the organisation
- Implement and adhere to all policy and procedural requirements of the organisation
- Collect, evaluate and report on outcome measures to ensure reporting standards are met.

### **People & Culture**

- Demonstrate collaborative behaviour across the organisation to contribute to ensuring 'one organisation' where multifunctional team performance is optimised.
- Participate actively, and work closely and constructively, with colleagues in the leadership team to deliver integrated business outcomes.
- Ensure cultural optimisation through engaging in fit-for-purpose cultural programs and embedding these within the team and organisation.
- Role model positive leadership to employees.
- Respect and value the diversity of the workforce by helping to prevent and eliminate discrimination in the workplace.
- Manage resource requirements to ensure appropriate coverage within approved budget.

### **Administration**

- Develop, document and maintain accurate and timely statistical and administrative records on relevant database and operational systems.
- Manage or/and report on performance, outcomes and functions of responsibility as directed
- Manage resource requirements to ensure appropriate coverage within approved budget (as required)
- Participate in annual business planning and group planning (as required)
- Manage workload and ensure delivery of services and support within timelines, agreed budgets and activity KPIs

- Ensure all operational and administrative processes are undertaken in accordance with established policies and procedures and ensure documentation and associated processes are maintained and accessible in appropriate formats and designated locations

### Key Performance Indicators & Measures

Indicators of effective performance in the position. KPI's are to be SMART goals. They are identified in the PDR to be specific to the individual teams and the position in a specified point in time. .

### Key Relationships

Key positions or groups with whom the individual will interact to perform the work of the position.

#### Internal

- Executive team
- Leadership team
- All other teams in the organisation

#### External

- Corporate customers
- Sector peers/competitors Peak bodies
- Government representatives and departments (local, State and Federal)
- Consultants and advisors
- Small & Medium Enterprises
- Suppliers and vendors
- Community care customers and families

### Key Behaviours

Behavioural competencies or 'behaviours' are effectively attributes we display as we carry out our work, and 'how'. Below identifies **KEY** competencies (**6-12 key to the role**) integral to the success of this position and the organisation. For this job classification level key competencies critical for success will be primarily be in Operational Behaviours.

#### Strategic Behaviours

- Aligning Performance for Success
- Analytical Thinking
- Critical Thinking
- Building Strategic Working Relationships
- Change Management
- Innovation & Creativity**
- Leading through Vision & Values
- Strategic Decision Making

#### Leadership Behaviours

- Adaptability
- Building Customer Loyalty
- Building Partnerships
- Leading the Team – people centric
- Coaching/developing others (level 7)**
- Delegating Responsibility
- Decision Making
- Information Monitoring
- Influencing /Negotiation
- Managing Conflict
- Project Management
- Digital capability
- Business Acumen
- Growth mindset (level 7)**
- Agile Approach
- Stakeholder engagement
- Stress Tolerance/Resilience

#### Operational Behaviours

- Applied Continuous Learning**
- Marketing & Comms
- Build Trust/Client Liaison**
- Communication**
- Demonstrates Initiative**
- Energy
- Formal Presentation
- Gaining Commitment
- Legislative & Industry Standards**
- Organisation & Self -Management**
- Quality & Work Standards (including clinical or/ and technical)**
- Results Focused (person-centred)**
- Safety & Environmental Excellence**
- Teamwork
- Tenacity

General Assessed			
Impact	Technical / Professional Knowledge	Job Fit	Organisational Fit
<b>Work Related Requirements</b>			
<p><b>Knowledge &amp; Skills (Social, Personal &amp; Technical) &amp; Equipment</b></p> <p><i>The knowledge necessary to effectively perform in the position. Specific skills or equipment that the person needs to be able to use. Personal attributes/qualities that are important to the success of this position</i></p> <ul style="list-style-type: none"> <li>• Previous experience in aged care, disability and/or health care industry.</li> <li>• Current understanding of the aged care and disability sectors, and the needs of a wide range of people including the elderly and those with a disability in the areas of assistive equipment and home modifications</li> <li>• Current understanding of the community care sector, wellness philosophy and the application of reablement strategies (desirable)</li> <li>• Demonstrated clinical and professional advice in assessment and provision of evidence-based physiotherapy interventions.</li> <li>• Demonstrated high level of verbal, written and interpersonal communication skills</li> <li>• Demonstrated ability to present clear and succinct verbal and written messages to meet the needs and understanding of the intended audience.</li> <li>• Ability to work cohesively in a multi-disciplinary team and positively contribute to team spirit and motivation.</li> <li>• Experience in the preparation and presentation of educational material (desirable)</li> <li>• Ability to provide clinical supervision/mentoring (Level 7)</li> <li>• Demonstrated experience and proficiency in ICT including, client data bases, office suite applications and statistical records</li> <li>• Demonstrated capacity to undertake manual handling activities.</li> <li>• Capability to build relationships and effectively negotiate for successful outcomes</li> <li>• Implement change management activities, to achieve successful outcomes</li> <li>• Demonstrated commitment to ongoing professional development and knowledge of the disability and aged care sectors, resources, technologies and the application and contribution to service improvement. Ability to liaise with senior leaders and key stakeholders both internally and externally</li> <li>• Ability to prioritise and meet deadlines, sometimes working with incomplete information</li> <li>• Sound understanding of customer relationship management</li> <li>• Ability to travel to locations throughout Western Australia (position dependant)</li> <li>• May require some work after ordinary business hours, including weekends, on occasion (as required by the position).</li> <li>• Self-motivated to follow all policies, procedures and instructions, and to action all necessary tasks without being directed by leaders.</li> </ul>			
<p><b>Work Experience</b></p> <p><i>The type and extent of previous work experience that is necessary to perform in the position</i></p> <ul style="list-style-type: none"> <li>• Role/s in similar position and/or industry, with exposure to at least one of the functional areas encompassed by this role</li> <li>• Level 5 – Graduate to 3 years Occupational Therapist experience</li> <li>• Level 6 – Minimum 3 years experience</li> <li>• Level 7 – Minimum 6 years experience</li> <li>• General and specialist clinical and professional advice (position specific)</li> </ul>			

**Qualifications**

- Degree qualification Bachelor of Science (Physiotherapy)
- **Position description (ie requirement dependent on position held)**
- Medicare Provider Number (desirable for some positions)
- NDIS Worker Screening Check
- AHPRA Registration
- Drivers' Licence
- Current Accredited First Aid Certificate
- Other requirements as directed.

**Extent of Authority**

Authority to act within the scope of your position to perform the objectives and requirements of your position as identified within this Position Description and as directed by your Leader. The extent of the authority may alter from time-to-time at the direction of your Leader.

Prepared & Approved By: Lisa Karabin and Lynda Quigley

Date Reviewed/Modified: Anthea Austin, Rebecca Emery 21/03/2024

\*All PDs should be sent to P&C for approval and uploading to sharepoint

Related Documents: **PD Work Instructions, Behaviours Guide**

**Risk Assessed Role (NDIS Worker Screening Check) *Role Dependent***

Date the role was assessed: 1/02/2022 Assessed By: Lisa Karabin, People & Culture Manager

Role in Disability: **YES**

B) A role for which the normal duties include the direct delivery of specified supports of specified services to a person with disability

Role in Aged Care: **NO**

N/A - deemed not a risk-assessed role for NDIS Worker Screening Check