



Position Description

Position Title	Physiotherapist
Division / Team	Client Services / Allied Health
Reports to	Allied Health Manager
Agreement / Award	Victorian Stand Alone Community Health Centres Allied Health Professionals Enterprise Agreement 2021-2022
Classification	AHP1 Grade 2
EFT / Term	Part time - Full Time 0.6 - 1.0 EFT / Ongoing
Work Location	As per contract of employment
Date Approved	June 2023

About Ballarat Community Health

Ballarat Community Health (BCH) strives for high quality, flexible and responsive service delivery and health promotion with a focus on service monitoring, review and evaluation. BCH provides a broad range of services to the community of Ballarat, with outreach services delivered in the Central Highlands region and beyond. There is a primary emphasis in all service delivery on health promotion and illness prevention. BCH is committed to operating as a values-based organisation and has adopted the below values as key to our work. We seek to demonstrate these values in the way we choose to behave and interact with each other, our clients, partners and the community. Compassion, empathy and empowerment are important behaviours in underpinning these values.

Our Purpose

Health and wellbeing for all with a commitment to the most vulnerable.

Our Leading Principles

A driven desire to maximise impact and be sustainable.

Values

Respect Valuing other points of view and treating people with respect	Integrity Acting with sincerity and honesty	Courage Strength in the face of challenges
Resilience The ability to be strong in adversity, and bounce back with renewed hope	Responsibility Being reliable and accountable to others	Optimism Focusing on potential and abilities

Diversity Statement

Ballarat Community Health recognises and celebrates the diversity of the community within which we work. We acknowledge the first peoples of Australia and their unique contribution. We welcome and work with people of all ages and health status, of all races, abilities, gender identities, sexual orientations, religious, cultural and linguistic backgrounds and financial status.

Position Summary

Ballarat Community Health provides Physiotherapy services to people in the Ballarat and Golden Plains region. Ballarat Community Health has a collaborative approach to improving the health and wellbeing of its clients. The Allied Health Team comprises of Physiotherapy,

Exercise Physiology, Podiatry, Dietetics, Speech Pathology, Diabetes Education and Social Work.

The Physiotherapist will work across one or more musculoskeletal streams with varied clinical presentations to maintain and promote health through a range of treatment and prevention options. Delivery formats are likely to include 1:1 sessions and group programs at one of Ballarat Community Health sites and provide a small amount of aged care service provision within an aged care setting.

The Physiotherapist is required to undertake assessment treatment and prevention of a range of musculoskeletal and neurological conditions using the holistic social model of health. The role also includes delivery of group programs, health promotion activities in the community and workplaces and assistance with facilitation of education and support groups.

Supervision is provided and ongoing professional development is required. Services to be delivered to clients accessing the CH, HACC PYP, CHSP program funding and NDIS, MBS and DVA schedules.

Principal Areas of Responsibility

- Provide client centred care approach to clinical assessments, reviews, group programs and quality projects
- Seek to provide innovative delivery of services
- Work individually and as part of a multidisciplinary team to plan, conduct and evaluate physiotherapy intervention/educational programs to clients of all ages and abilities
- Provide goal directed assessment, care plans, referrals to other services, education and treatment to individuals based upon their needs, with a focus on promoting self-management of their health and wellness and reablement model
- Provide relevant services, training and education to those in surrounding regions based on determined need and required resource provision
- Work within a multidisciplinary team, participate in health promotion and education, including group and community programs
- Consult with Medical Practitioners and other health professionals on the management of clients as appropriate
- Assist with the development of resources to be utilised by other health professionals and community members
- Perform other duties as required by the Allied Health Manager
- Maintain appropriate and professionally accurate client records, including program planning and evaluation
- Maintain statistical records as directed by the Allied Health Manager

Scope

- To follow leadership and management direction and seek advice on all matters outside usual scope of practice.
- Practice in a manner consistent with the requirements of the relevant professional registration requirements and relevant registration board
- Continuing education to keep abreast of changes
- To maintain membership with Australian Physiotherapy Association (APA) and registration with Australian Health Professional Regulatory Agency (AHPRA)
- To practice in a manner consistent with the requirements of APA and AHPRA

Organisational Responsibilities

- Be aware of and perform all duties in accordance with the organisation's stated policies and procedures

- Understand practice frameworks relating to the Multi Agency Risk Assessment and Management (MARAM) framework and Information Sharing Schemes
 - Establish and maintain cooperative working relationships with staff and ensure alignment with the BCH values at all times
 - Work within professional boundaries and relevant scope of practise at all times
 - Maintain relevant professional registration
 - Work cooperatively across the teams to provide a comprehensive coordinated health promotion service
 - Attend approved professional development sessions and keep up to date with current developments, theories and practises in the field
 - Participate in compulsory BCH training programs
 - Ensure that client and staff confidentiality is respected and upheld at all times
 - Attend and actively participate in meetings as required
 - Represent and promote Ballarat Community Health appropriately, taking into consideration BCH advocacy statements and values
 - Participate in performance development plans and supervision
 - Participate in the organisation's continuous quality improvement programs and activities
-

Qualification and Immunisation requirements

- Bachelor of Applied Science (Physiotherapy) or equivalent and current registration with the Australian Health Practitioner Regulations Agency (AHPRA)
 - Covid 19 Vaccination and Boosters as required
-

Key Selection Criteria

1. Experience:

- An understanding and commitment to the principles of community health and the social model of health
- Demonstrated experience in delivering musculoskeletal physiotherapy services, and proficiency in providing sensitive practice in response to client diversity
- Demonstrated client focus in the assessment, treatment and management of individual clients and groups
- Demonstrated enthusiasm for working in a multidisciplinary team, delivering physiotherapy services and further developing the service as new opportunities arise
- Interest in promotion and delivery of workplace health and wellbeing initiatives

2. Interpersonal Skills:

- Self-reliance and ability to work independently and innovatively
- Able to liaise across the full spectrum of health and welfare services

3. Written Communication:

- Effective oral and written communication skills which are clear and concise

4. Computer Skills:

- Strong knowledge of and ability to use the Microsoft Office Suite and Windows based programs and database management systems

5. Organisational Skills:

- Ability to prioritise workloads and conflicting tasks and manage deadlines

6. Alignment with BCH values:

- Ability to align with the BCH values in all areas of work
-

**Conditions of
Employment and
other relevant
information**

- The successful applicant will be required to maintain a current driver's licence.
 - BCH strongly supports Equal Opportunity and Access to Services, and requires all staff to be sensitive and inclusive of individual needs including but not limited to cultural, religious and sexual orientation
 - The successful applicant will be required to undertake a police records check. Appointment is subject to the outcome of this check.
 - The successful applicant will be required to obtain and maintain a valid employment Working with Children Check whilst employed in this position.
 - Prior to being appointed to this position it is required that there is a full disclosure of any pre-existing injuries or disease that might be affected by employment in this position.
 - BCH reserves the right to vary the location of the position according to the needs of BCH and its clients and any future changes to the BCH's areas of operation.
 - Management may alter this Position Description if and when the need arises. Any such changes will be made in consultation with the affected employee(s). Statements included in this position description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all inclusive.
 - Salary sacrifice arrangements are available to all staff subject to BCH's ongoing Fringe Benefits Tax exempt status.
-