

### W&L Position Description

**Position Title:** Physiotherapist

**Position Purpose:** The Physiotherapist's role is to provide services to aged care clients, including education and advocacy of the W&L Physiotherapy program.

**Background Information to the Position:** W&L is South Australia's largest mobile allied health care provider, also providing services in Northern Territory and Victoria.

**Organisational Relationships:** The Physiotherapist reports directly to their Physiotherapy Team Leader and indirectly to the Therapist Coordinator.

**Core Accountabilities:**

- Resident care
- Client care
- Facility focus
- Team work
- Communication
- Leadership
- Management skills
- Environment and equipment
- Personal responsibilities
- Occupational Health and Safety
- Quality improvement
- Regulatory and legal

**Duty Statement**

**Resident care:**

- Perform an initial assessment and devise an individual program for each client in accordance with the requirements of the Aged Care Act 1997
- Treat clients as indicated
- Develop an individual care plan, specifying the goals and interventions of each client and the frequency of treatments
- Liaise with management and carers to ensure correct implementation of each client's care plan by designated staff
- Review all clients, at a minimum interval of three monthly
- Evaluate whether the current intervention is meeting the goals and outcomes

**Client care:**

- Provide correct documentation procedures involving individual assessments; care plans, evaluations and progress notes
- Consult with the appropriate staff, medical practitioners and family members in the best interests of the clients
- Provide resources and assistance to staff as required
- Identify clients' needs for mobility aids and other specialised equipment and organise if required
- Assist with fitting and use of equipment/aids

**Facility focus**

- Understand and meet the facilities needs and expectations
- Understand and adherence to the facilities philosophy and policies
- Represent the facility positively when dealing with people
- Demonstrate professional conduct in the workplace
- Communication of ideas to improve client services
- Establish sound communication and rapport with facility

**Teamwork:**

- Develop and maintain effective working relationships
- Support others during periods of overload

- Respect the ideas and input of others

### Communication:

- Communicate residents' care needs to DON/Managers/Unit RN's
- Identify training issues for staff in relation to manual handling, back care and exercise programs
- Participate in multidisciplinary, staff and management meetings as appropriate
- Assist new staff with 'manual handling induction program'
- Share knowledge with carers, nursing staff, domiciliary staff for the benefit of the client

### Leadership:

- Ownership and accountability for all duties
- Set high standards in meeting expectations of the client
- Flexibility and adaptability in dealing with changing environment, changing tasks, people and responsibilities
- Act as a role model to fellow work colleagues

### Management skills:

- Delegate the care of clients to the appropriate staff
- Management of challenging staff situation
- Efficient time management

### Environment and equipment:

- Report on issues regarding the safety of the internal and external environment
- Report on the quality and appropriateness of the furniture and equipment
- Provide an assessment of risk
- Identify opportunities to improve

### Personal responsibilities:

- The Physiotherapist is responsible for ensuring the personal dignity and privacy of all clients are maintained and all interactions with clients are treated confidentially
- The Physiotherapist is responsible for ensuring his/her skills are up to date
- The Physiotherapist is responsible for ensuring he/she understands the Residential Aged Care Standards for Accreditation. The Physiotherapist will be required to participate in W&L documentation and quality audits, customer satisfaction quality control surveys and other quality improvement initiatives
- It is the Physiotherapist's responsibility to be aware of and comply with all legislation and regulations affecting his/her role, as well as adhere to the Code of Physiotherapy Professional Ethics
- The Physiotherapist is responsible for ensuring that his/her actions comply with Occupational Health and Safety Regulations and Standards at all times, the Physiotherapist must also identify and report all potential hazards and risks
- It is expected that the Physiotherapist understands and is willing to work within the vision, mission, values and philosophies of W&L
- The Physiotherapist shall represent W&L with a highly professional capacity at all times

### Occupational Health and Safety:

- Promote OH&S initiatives within the organisation
- Liaise with the OH&S Officer to facilitate improvements to the OH&S system
- Support W&L and DON in the identification, planning, implementation and evaluation of the OH&S systems

### Quality improvement:

- Support W&L in the identification, planning, implementation and evaluation of improvements and quality management systems;
- Explore new quality initiatives and provide recommendations to W&L;
- Provide feedback on the effectiveness and the working of current documentation systems and resident consultation as well as identify opportunities for improvement

### Regulatory and legal:

- Ensure all documentation complies with the Standards for Residential Aged Care
- Comply with all current policies and procedures including accreditation standards and ACFI requirements
- Assist W&L to ensure compliance with safe practices for clients and staff in the use of manual handling/no-lift techniques and equipment

- Follow the Australian Physiotherapy Association guidelines at all times
- Maintain client confidentiality and preserve legislative procedures
- Comply with the legal and regulatory requirements of the Aged Care Act 1997
- Comply with all W&L policies and procedures
- Comply with the state and federal privacy legislation

### Behaviours Expected

- Professional manner and attend punctually
- Notify client of absence
- Dress in a professionally appropriate manner
- Report for handover prior to commencement
- Be available for handover prior to leaving
- Respond positively to direction
- Set professional Standards
- Excellent communication both verbal and written
- Ability to self motivate and prioritise and use initiative
- Contribute to W & L Services Professional Development
- The ability to build rapport with sites and clients
- To work unsupervised
- To continually promote the business and services and up sell where possible

### Essential Criteria

- Bachelor of Physiotherapy
- Clinical experience and competency
- Leadership competency
- Adaptable to change
- Effective communication
- Current registration with AHPRA
- Current professional indemnity insurance (minimum \$5,000,000 per claim and \$10,000,000 in the aggregate)
- Current Police Clearance Certificate
- Comprehensive experience, knowledge and skills in the aged care environment
- Commitment to contemporary outcome and evidence based physiotherapy practice
- Competent interpersonal communication skills and ability to integrate into a cohesive multidisciplinary team
- Commitment to resident care with a clear understanding and ability to respond to individual residents' needs and wants
- Capacity to utilise and manage resources
- Commitment to professional development

### Desirable Criteria:

- Australian Physiotherapy Association membership
- Evidence of continuous professional development (CPD)
- Evidence of CPD in the field of Gerontology
- Aged care experience
- Aged Care Funding Instrument experience

### Performance Measures Applicable:

- Three monthly and/or at the discretion of management. The following KPI's will be used to assess performance
- Customer feedback
- Documentation audit
- Accreditation performance
- ACFI validation audit performance

### Key success factors: