

## POSITION DESCRIPTION

|                        |   |
|------------------------|---|
| <b>Position Title:</b> | Physiotherapist   |
| <b>Department:</b>     | Allied Health Department                                    |
| <b>Location:</b>       | Royal Rehab Private Petersham, 275 Addison Rd Petersham NSW |

| <b>Employment Screening Check:</b>       |            |
|--|------------|
| National Criminal Record Check required: | Yes        |
| Working with Children Check required:    | Yes        |
| Vaccination Category required:           | Category A |
| Online Driving Record Check required:    | No         |

| <b>Position Purpose:</b>  |
|---|
| <p>The Physiotherapist is a key member of the Allied Health team providing high quality Physiotherapy interventions to patients across the inpatient rehabilitation unit and day rehabilitation programs at Royal Rehab Private Petersham Hospital (RRPP).</p> <p>The position is responsible for the assessment, planning, implementation and evaluation of physiotherapy interventions within a patient-focused and goal-centred framework, in line with the Royal Rehab Private Petersham mission, vision and values.</p> <p>The Physiotherapist will work as part of the multidisciplinary team within the inpatient rehabilitation unit, day rehabilitation program and outpatient/NDIS program at RRPP. This may involve working in or providing cover to other units from time to time upon request.</p> |

| <b>Organisation Context:</b>   |
|--|
| <p>Royal Rehab Private Petersham is a 37-bed private hospital specialising in multidisciplinary medical rehabilitation for both inpatients and day patients. Specialty programs include stroke and neurological rehabilitation, orthopaedic rehabilitation and reconditioning.</p> |

| <b>Organisational Relationships:</b> |  |
|--------------------------------------|--|
| <b>Reports to:</b>                   | Allied Health Manager, Royal Rehab Private Petersham Hospital  |
| <b>Responsible for:</b>              | Role may include supervision of AHAs, volunteers and students. |

| <b>Performance Review &amp; Development Planning:</b>   |
|---|
| <p>Assessment against service, professional and organisation performance indicators, and development of professional development plan will occur 3 months after commencement, and annually thereafter</p> |

| <b>Qualifications, Skills &amp; Experience:</b> |
|---|
| <b>Essential</b>                                |

- Degree in Physiotherapy with current AHPRA registration
- Demonstrated interpersonal and communication skills
- Ability to work independently and as part of a multidisciplinary team
- Sound time management and organisational skills
- Commitment to evidence-based practice and professional growth and development

**Desirable Criteria**

- Postgraduate clinical Physiotherapy experience
- Previous experience working within a private hospital or rehabilitation setting
- Previous experience working with neurological disorders including stroke and Parkinson's Disease
- Experience with staff, student or Allied Health Assistant supervision

**Key Internal & External Relationships:**

|          |  |
|----------|--|
| Internal | <ul style="list-style-type: none"> <li>• Senior PT and Day Program Senior</li> <li>• Allied Health Manager</li> <li>• Nursing team, led by Nursing Unit Manager</li> <li>• Medical team, including Registrars and Rehabilitation Specialists</li> <li>• Other Allied Health staff, including Social Work, Occupational Therapy, Speech Pathology, Exercise Physiology, Clinical Psychology, Dietetics, Music Therapy</li> </ul> <p>All colleagues at Royal Rehab Private Petersham</p> |
| External | <ul style="list-style-type: none"> <li>• Patients and their relatives / carers</li> <li>• Equipment suppliers, Insurance Companies, Lifetime Care and Support, National Disability Insurance Scheme</li> <li>• Home and community services and My Aged Care, including TACP and ACAT</li> <li>• External case managers, support coordinators and care agencies</li> <li>• GPs</li> <li>• Colleagues in other health facilities</li> <li>• Universities</li> </ul>                      |

**Delegations/Authority**

|                       |     |
|-----------------------|-----|
| Budget                | N/A |
| Financial Delegations | N/A |

**Key Responsibility Areas**

| Key Area of Accountability   | Specific Tasks and Responsibilities  |
|--|--|
| Provide a comprehensive, high quality Physiotherapy Service to patients of Royal Rehab Private Petersham | <ul style="list-style-type: none"> <li>• Maintain professional standards at all times.</li> <li>• To provide high quality, evidence-based Physiotherapy services to patients to maximise function, performance of activities of daily living and participation in meaningful activities</li> <li>• Identify the physical requirements of clients referred for Physiotherapy, and provide the following to maximize their physical function: <ul style="list-style-type: none"> <li>○ Appropriate treatment plan developed and environments determined</li> <li>○ Appropriate physiotherapy interventions and strategies</li> <li>○ Appropriate goal setting with patient</li> <li>○ Appropriate liaison with team members regarding physiotherapy interventions</li> <li>○ Appropriate discharge planning and referral to external providers if necessary</li> </ul> </li> </ul> |

|  |  |
|--|--|
|  | <ul style="list-style-type: none"> <li>• Ensure outcome measures are completed on admission and discharge.</li> <li>• Coordinate and run hydrotherapy services as required</li> <li>• Plan/implement programs and activities to support the team achieving it's KPI's e.g. performance indicators from AROC and health fund contracts.</li> <li>• Work collaboratively with other members of the multidisciplinary team to ensure that the patient receives an integrated service that meets their needs.</li> <li>• Contribute to clinical discussions and goal setting at case conferences, goal setting meetings and family conferences.</li> <li>• Assess patient equipment needs and organise the provision of relevant equipment</li> <li>• Educate carers in the necessary skills for physical maintenance of their family member/patient at home and in the community, which ensures the awareness of safe practice and minimization of the risk of injury to patient and carer.</li> <li>• Liaise with relatives/carers regarding patient's goals, objectives and treatment plans where appropriate.</li> <li>• Document each client's assessment/progress in the medical record in accordance with Royal Rehab Private Petersham guidelines.</li> <li>• Oversee physiotherapy interventions delivered by Allied Health Assistants, providing direction and supervision on a regular basis (dependent on level).</li> <li>• Operate effectively with minimal direct clinical supervision (dependent on level).</li> <li>• Ensure Physiotherapy equipment is maintained in good working order, maintain an inventory of items and organise supplies as required.</li> <li>• Ensure continuity of care by providing detailed handovers to other therapists.</li> <li>• Maintain patient confidentiality at all times.</li> </ul> <p>Perform duties in accordance with the RRPP Policies and Procedures.</p> |
| Meet administrative responsibilities as per Royal Rehab Private Petersham policies | <ul style="list-style-type: none"> <li>• Promote RRPP, Royal Rehab and the Physiotherapy service in a positive light at all points of contact with the public.</li> <li>• Comply with Minimal Lift policies and Workplace, Health and Safety policy and obligations including adopting a risk management approach.</li> <li>• Comply with Royal Rehab Private Petersham's Smoke Free Workplace Policy (and smoke only in designated areas on designated breaks).</li> <li>• Perform duties in accordance with relevant Work Health and Safety and Equal Opportunity Legislation.</li> <li>• Follow appropriate procedures for obtaining consent from patients and community service providers, being mindful of medico-legal implications when providing advice and consultancy services.</li> </ul> <p>Comply with the RRPP uniform/dress code policy.</p>  |
| Staff Development and Education  | <ul style="list-style-type: none"> <li>• Attend all mandatory Royal Rehab Private Petersham staff training and other professional development as directed by Allied Health Manager</li> <li>• Participate in discipline/unit/service quality activities and working parties alongside other members of the MDT.</li> <li>• Remain up to date on issues relevant to Physiotherapy practice and demonstrate understanding of evidence-based practice in a rehabilitation setting.</li> <li>• Identify opportunities for improvement in clinical practice.</li> <li>• Participate in regular supervision with Senior Physiotherapist/Day Program Senior</li> <li>• Participate in RRPP Performance Appraisal program.</li> </ul>  |

#### GENERAL RESPONSIBILITIES

##### Work Health and Safety

Royal Rehab Private Petersham is committed to providing a healthy and safe workplace for all employees, clients and visitors. To facilitate this safe and healthy workplace it is your responsibility to:

- Ensure that all potential hazards, accidents and incidents are identified and notified
- Ensure your own safety and that of others

### **Equity and Zero Tolerance to Bullying, Harassment and Discrimination**

Royal Rehab Private Petersham upholds the Federal and State government's policies to bring equality in employment for all employees to assist them to achieve their full potential. Royal Rehab Private Petersham will ensure merit based selection and that all facets of employment are fair, by making unlawful discrimination of persons based on gender, pregnancy, race, religion, marital status, age, sexual preferences, disability or carer responsibilities.

As an employee of Royal Rehab Private Petersham it is your responsibility to:

- Deal with others in a fair and equitable manner free from harassment and discrimination
- Ensure that a working environment free from sexual or any other harassment is recognised as a basic right

### **Principles of Multiculturalism**

Employees are expected to:

- Respect and make provision for culture, language and religion of others within an Australian legal and institutional framework where English is the common language
- Organise access to health care interpreting services to facilitate communication with clients who are from non-English speaking backgrounds as required
- Abide by the principles of the Multiculturalism Act 2000
- Implement the Multicultural Policies and Services Program (MPSP) within their area of responsibility

### **Code of Conduct**

Royal Rehab Private Petersham requires a professional standard of behaviour from staff which:

- Demonstrates respect for the right of the individual and the community
- Promotes and maintains public confidence and trust in the work of the Centre

The purpose of the Code of Conduct is to provide a framework for decisions and actions in relation to conduct in employment. The code provides assistance to both employers and employees when they are required to decide what the acceptable standards of behaviour are. It underpins commitment to a duty of care to all staff and clients receiving our services. Employees should refer to the Code of Conduct for further information

### **Safety & Continuous Quality Improvement**

All employees of Royal Rehab Private Petersham are expected to be actively involved in the review, evaluation and continuous improvement of processes and services within the employee's area of responsibility and/or interest. Royal Rehab Private Petersham participates in a number of relevant external accreditation and certification programs which include a continuous quality improvement approach. These programs support and facilitate the effective and efficient provision of quality care and the safety of clients of Royal Rehab Private Petersham.

### **Organisational Values**

Employees are expected to demonstrate a high standard of personal and professional behaviour and uphold Royal Rehab Private Petersham's values being:

#### **Honesty: We conduct ourselves with truth, openness and integrity.**

I will:

- Be sincere and genuine will all interactions.
- Communicate openly and encourage others to do the same.
- Be trustworthy in all that I do.

**Respect: We acknowledge and appreciate people's rights, roles, views, and feelings.**

I will:

- Treat people with dignity.
- Acknowledge and value a person's perspectives, connections and diversity.
- Be thoughtful and considerate.

**Working Together: We work as a team to achieve shared goals.**

I will:

- Share my knowledge, skills, experience and resources.
- Foster a culture of learning.
- Build positive relationships.

**Innovative Thinking: We embrace a culture of creativity to find the best solutions.**

I will:

- Explore better ways to continuously improve.
- Welcome and encourage new ideas.
- Actively participate in change.

**Environmental Policy and Waste Minimisation**

Being a good corporate citizen Royal Rehab Private Petersham will seek to implement changes that will ensure that its activities are undertaken in a manner consistent with best environmental health and safety practice. Employees are expected to be accountable for efficient resource utilisation, the reduction of waste, and commitment to recycling

**Smoke Free Policy**

Royal Rehab Private Petersham is committed to adopting a smoke free workplace that will preclude all staff and visitors from smoking within the Centre

**Royal Rehab Private Petersham Policies and Procedures**

It is a requirement that all Royal Rehab Private Petersham employees read, understand and adhere to Royal Rehab Private Petersham policies and procedures, paying particular attention to the following:

- Manual Handling
- Confidentiality of Patient Information
- Infection Control
- Security
- Fire Safety
- Emergency Procedures
- IT and Internet Utilisation

**Job Demands Checklist**

**Frequency Definitions**

|                       |  |
|-----------------------|--|
| <b>O</b> = Occasional | Activity exists up to 1/3 of the time when performing the task           |
| <b>F</b> = Frequent   | Activity exists between 1/3 and 2/3 of the time when performing the task |
| <b>C</b> = Constant   | Activity exists more then 2/3 of the time when performing the task       |
| <b>R</b> = Repetitive | Activity involves repetitive movement                                    |
| <b>NA</b>             | Not applicable to this role  |

| Job Demands                  |  | Frequency |   |   |   |    |
|------------------------------|--|-----------|---|---|---|----|
|                              |  | O         | F | C | R | NA |
| <b>Physical Demands</b>      | <b>Description</b>   |           |   |   |   |    |
| Kneeling/squatting           | Tasks involve flexion/bending at the knees and ankle possible at the waist, in order to work at low levels                             | ✓         |   |   |   |    |
| Leg/foot movement            | Tasks involve use of leg and or foot to operate machinery  | ✓         |   |   |   |    |
| Hand/arm movement            | Tasks involve use of hands/arms i.e. stacking, reaching, typing, mopping, sweeping, sorting, inspecting                                |           |   | ✓ |   |    |
| Bending/twisting             | Tasks involve forward or backward bending/twisting at the waist  |           | ✓ |   |   |    |
| Standing                     | Tasks involve standing in an upright position without moving about   | ✓         |   |   |   |    |
| Driving                      | Tasks involve operating any motor powered vehicle  |           | ✓ |   |   |    |
| Sitting                      | Tasks involve remaining in a seated position during task performance   |           | ✓ |   |   |    |
| Reaching                     | Tasks involve reaching overhead with arms raised above shoulder height or forward reaching with arms extended                          | ✓         |   |   |   |    |
| Walking/running              | Tasks involve walking or running on even surfaces  |           | ✓ |   |   |    |
|                              | Tasks involve walking on uneven surfaces   |           | ✓ |   |   |    |
|                              | Tasks involve walking up steep slopes  | ✓         |   |   |   |    |
|                              | Tasks involve walking down steep slopes  | ✓         |   |   |   |    |
|                              | Tasks involve walking whilst pushing/pulling objects   | ✓         |   |   |   |    |
| Climbing                     | Tasks involve climbing up or down stairs, ladders, scaffolding, platforms, trees   | ✓         |   |   |   |    |
| Working at heights           | Tasks involve making use of ladders, footstools, scaffolding etc. Anything where the person stands on an object rather than the ground |           |   |   |   | ✓  |
| Lifting/carrying             | Tasks involve raising/lowering or moving objects from one level/position to another, usually holding an object within the hands        |           | ✓ |   |   |    |
|                              | 1) Light lifting/carrying 0-9kg  |           | ✓ |   |   |    |
|                              | 2) Moderate lifting/carrying 10-15kg   | ✓         |   |   |   |    |
|                              | 3) Heavy lifting/carrying 16+kg  |           |   |   |   | ✓  |
| Restraining                  | Tasks involve restraining clients/clients, others  | ✓         |   |   |   |    |
| Pushing/pulling              | Tasks involve pushing/pulling objects away from or towards the body. Also includes striking or jerking                                 | ✓         |   |   |   |    |
| Grasping                     | Tasks involve gripping, holding, clasping with fingers or hands  |           | ✓ |   |   |    |
| Manual dexterity             | Tasks involve fine finger movements i.e. keyboard operation, writing   |           | ✓ |   |   |    |
| <b>Sensory Demands</b>       | <b>Description</b>   |           |   |   |   |    |
| Sight                        | Tasks involve use of eyes as an integral part of task performance i.e. looking at screen/keyboard in computer operations               |           |   | ✓ |   |    |
| Hearing                      | Tasks involve working in a noisy area i.e. boiler room, workshop   |           |   |   |   | ✓  |
| Smell                        | Tasks involve the use of the smell senses as an integral part of the task performance i.e. working with chemicals                      |           |   |   |   | ✓  |
| Taste                        | Tasks Involve the use of taste as an integral part of task performance   |           |   |   |   | ✓  |
| Touch                        | Tasks involve the use of touch as an integral part of task performance   | ✓         |   |   |   |    |
| <b>Psychological Demands</b> | <b>Description</b>   |           |   |   |   |    |
|                              | Tasks involve interacting with distressed people   | ✓         |   |   |   |    |
|                              | Tasks involve interacting with people who as part of their lives may be aggressive, verbally or sexually uninhibited                   | ✓         |   |   |   |    |
|                              | Tasks involve viewing/handling deceased and/or mutilated bodies  |           |   |   |   | ✓  |
| <b>Exposure to Chemicals</b> | <b>Description</b>   |           |   |   |   |    |
| Dust                         | Tasks involve working with dust i.e. sawdust   |           |   |   |   | ✓  |
| Gases                        | Tasks involve working in areas affected by gas, or working directly with gases   |           |   |   |   | ✓  |

|                               |  |   |   |   |  |   |
|-------------------------------|--|---|---|---|--|---|
| Fumes                         | Tasks involve working with fumes i.e. which may cause problems to health if inhaled  |   |   |   |  | ✓ |
| Liquids                       | Tasks involve working with liquids which may cause skin irritations if contact is made e.g. dermatitis                               |   |   |   |  | ✓ |
| Hazardous substances          | Tasks involve handling of hazardous substances including storage or transportation   |   |   |   |  | ✓ |
| Biological matter             | Tasks involve work with human biological matter through examination, storage, transport or disposal                                  | ✓ |   |   |  |   |
| Allergenic substances         | Tasks involve exposure to allergenic substances  |   |   |   |  | ✓ |
| Anti-biotics                  | Tasks involve handling, transport, administration or disposal of anti-biotics  |   |   |   |  | ✓ |
| <b>Working Environment</b>    | <b>Description</b>   |   |   |   |  |   |
| Lighting                      | Tasks involve working in lighting that is considered inadequate in relation to task performance e.g. glare, not enough natural light |   |   |   |  | ✓ |
| Colour                        | Tasks involve differentiation of colour  |   |   | ✓ |  |   |
| Sunlight                      | Exposure to sunlight   |   | ✓ |   |  |   |
| Temperature                   | Tasks involve working in temperature extremes e.g. working in a cool room, working outdoors, boiler room                             |   | ✓ |   |  |   |
| Confined spaces               | Tasks involve working in confined spaces   |   |   |   |  | ✓ |
| <b>Accident Risk</b>          | <b>Description</b>   |   |   |   |  |   |
| Surfaces                      | Tasks involve working on slippery or uneven surfaces   | ✓ |   |   |  |   |
| Housekeeping                  | Tasks involve working with obstacles within the area, bad housekeeping   | ✓ |   |   |  |   |
| Heights                       | Tasks involve working at heights   |   |   |   |  | ✓ |
| Manual handling               | Tasks involve manual handling  |   | ✓ |   |  |   |
| Noise                         | Tasks involve working in a noisy environment   | ✓ |   |   |  |   |
| Radiation                     | Tasks involve exposure to x-rays   |   |   |   |  | ✓ |
| Electricity                   | Tasks involve working with electrical apparatus and currents   |   |   |   |  | ✓ |
| Machinery                     | Tasks involve use of machinery and equipment:  | ✓ |   |   |  |   |
|                               | 1) Light   | ✓ |   |   |  |   |
|                               | 2) Heavy   | ✓ |   |   |  |   |
|                               | 3) Portable  | ✓ |   |   |  |   |
| Biological hazards            | Tasks involve working with blood, blood products/body fluids   | ✓ |   |   |  |   |
| <b>Other Issues</b>           | <b>Description</b>   |   |   |   |  |   |
| Workplace access              | Tasks involve difficult access or movement from site to site   | ✓ |   |   |  |   |
| Personal protective equipment | Tasks involve use of Personal Protective Equipment   | ✓ |   |   |  |   |
| Safety critical issues        | Tasks involve responsibility for safety of others  |   | ✓ |   |  |   |

| Document Control (Hiring Manager use only) |                                      |
|--|--------------------------------------|
| Effective Date: 29/03/2022                 | Authorised By: Allied Health Manager |

**Acknowledgement:**

I accept the position description as documented above and understand that the position description will be reviewed during the performance review time. I understand that the position description may need to be amended periodically due to changes in responsibilities and organisational requirements.

Name \_\_\_\_\_

Signature \_\_\_\_\_

Date \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_