

POSITION DESCRIPTION

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| Position Title: | Physiotherapist, Senior Clinician |
| Business Unit/Department: | Operations |
| Division: | Western Health at Home |
| Award/Agreement: | Health Professionals |
| Classification: | Grade 3 |
| Reports To: | Operationally: Service Manager GEM at Home Professionally: Allied Health Manager, Physiotherapy and Exercise Physiology |
| Direct Reports: | Physiotherapists and Allied Health Assistants (AHA) |
| Date Prepared/Updated: | November 2024 |

Position Purpose

We are seeking an experienced Senior Physiotherapist to join our GEM at Home team at Western Health. This leadership role offers the opportunity to provide excellence in physiotherapy care to patients with complex and chronic conditions, predominantly in a home-based setting.

The Senior Clinician will be responsible for delivering expert clinical services to older aged patients, ensuring best practice in patient management through evidence-based care. Flexibility in caseload is required, with potential to work across multiple Western Health at Home teams as demand fluctuates.

This role combines clinical expertise with leadership responsibilities, offering the opportunity to shape service delivery and support the professional development of team members in a dynamic and rewarding environment.

In addition, the Senior Clinician will provide leadership within the GEM at Home team, supervising and mentoring junior physiotherapists, Allied Health Assistants, and students, playing a key role in managing service delivery, supporting quality improvement initiatives, and ensuring the effective functioning of the team.

It is also the expectation that the Senior Clinician will provide leadership, clinical governance, direct clinical care and practical support to the other Western Health at Home teams as required.

Our Vision

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Patients – Employees – Community – Environment

Business Unit Overview

Western Health at Home

The Division of Western Health at Home provides a comprehensive range of inpatient, clinic based and home-based services. Our multidisciplinary workforce of over 1,000 employees includes medical, nursing, pharmacy, allied health and administration staff. Western Health at Home services provide care from all Western Health campuses and within patient's homes, including residential aged care, supported accommodation and the custodial setting. The division is rapidly expanding to meet the needs of the community through the delivery of innovative, integrated and patient centred care.

Western Health at Home services support patients across the continuum of care with a primary objective to support patients to live more healthy days at home. Our breadth of services, clinics and units' work collaboratively to reduce avoidable hospital presentations and support early and sustainable hospital discharges. Through multidisciplinary service delivery, integration with primary care, research and clinical trials our division supports the detection, management and secondary prevention of chronic disease.

The Division's medical specialties include Renal, Endocrinology and Diabetes, Geriatric Medicine and the General Practice (GP) Integration Unit. Western Health at Home provides a range of acute and subacute services that deliver hospital level care within the comfort of a patient's home. These services include Hospital in the Home, Rehab at Home, GEM at Home, Community Based Transition Care Program and Dialysis at Home, which deliver healthcare that would otherwise be provided within an inpatient setting.

Western Health at Home's breadth of community-based care and specialty assessment clinics provide comprehensive care to support the management of chronic disease. The division has chronic dialysis units located at all Western Health main campuses and acute units at Sunshine and Footscray Hospital. Western Health at Home manages a primary healthcare service within Dame Phyllis Frost Center, a maximum-security women's prison located in Melbourne's West.

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Key Responsibilities

Safe and Effective Patient Care

- Maintain accurate communication of appropriate patient information within the RAH Team including the patient management system/s.
- Perform accurate and thorough risk screening for early identification of patients who require RAH Team input
- Consult and collaborate with staff, patients' families and community services
- Develop and monitor appropriate care plans to facilitate safe discharges.
- Make timely referrals of patients with ongoing needs to appropriate services.
- Provide discipline specific clinical assessment and interventions for clients as part of the RAH (Rapid Allied Health service)
- Hold accountability for own actions and seek guidance and support from appropriate colleagues or management when limited by own skills and experience.
- Receive supervision from Grade 4/Team Leader, guided by individual work plan/learning goals.
- Demonstrate an understanding of quality improvement and accreditation processes.

People and Culture

- Actively promote AH through the development of cohesive networks and provision of high-quality care.
- Actively participate in regular supervision, demonstrating ongoing development of clinical skills and reflective practice as identified in supervision plan
- Attend and participate appropriately at team meetings.

Community and Partnerships

- Demonstrate a high level of understanding of community resources and systems.
- Participate in and contribute to relevant case conferences, team meetings, client/family feedback meetings.
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Research and Learning

- Act as a key resource within teams, relating to areas of expertise.
- Maintain clinical professional development as outlined in the Allied Health and Care Coordination Workforce Clinical Portfolio.
- Undertake a teaching role as necessary.

Self Sufficiency and Sustainability

- Complete documentation and data collection within program guidelines.
- Maintain appropriate levels of patient contacts and caseload to optimise service delivery for Community Services.
- Ensure all VINAH data errors are responded to within 5 working days.
- Assist in the development of future care coordination workforce through supervision of students and rotating grade one AH staff as required.

In addition to the key responsibilities specific to your role, you are required to deliver on [the Key Organisational Accountabilities](#) which are aligned with the Western Health strategic aims.

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Key Working Relationships

Internal:

- GEM at Home multi-disciplinary team
- Nurse Unit Managers and Service Managers, Western Health at Home
- Operations Managers, Western Health at Home
- Other Western Health at Home teams
- Physiotherapy and other Allied Health staff across the network
- Manager, Physiotherapy and Exercise Physiology
- Director of Allied Health
- Relevant Western Health units, wards, services, health professionals

External:

- Patients and their family/carers
- Key community organisations
- General Practitioners
- Physiotherapy peers in other health/community services

Selection Criteria

Essential

- Appropriate recognised tertiary qualification and Registration with the Australian Health Practitioner Regulation Agency (AHPRA) as eligible to practice as a Physiotherapist
- Minimum of 5 years clinical experience in public health
- Relevant hospital and community related experience
- Extensive experience with assessment, discharge planning, case conference and care planning for people with complex needs
- Clinical leader with highly developed and demonstrated clinical assessment skills
- Demonstrated skills in Microsoft Office software and patient management systems
- Quality improvement/research/evaluation experience and/or qualifications
- Demonstrated understanding of the Australian Health Service, primary health care and referral pathways for target client group/s
- Highly developed interpersonal skills and communication skills
- Demonstrated ability to work in multi-disciplinary teams
- Hold a current Victorian drivers licence

Desirable

- Post graduate qualification in relevant area, or working towards
- Involvement in quality improvement/research/evaluation experience and / or qualifications and a commitment to continuing professional development
- Member of Australian Physiotherapy Association and Special Interest Groups
- Demonstrated creative and proactive approach to the management of change

Additional Requirements

All employees are required to:

- Obtain a police / criminal history check prior to employment
- Obtain a working with children check prior to employment (if requested)
- Obtain an Immunisation Health Clearance prior to employment
- Report to management any criminal charges or convictions you receive during the course of your employment
- Comply with relevant Western Health clinical and administrative policies and guidelines
- Comply with and accept responsibility for ensuring the implementation of health and safety policies and procedures
- Fully co-operate with Western Health in any action it considers necessary to maintain a working environment, which is safe, and without risk to health
- Protect confidential information from unauthorised disclosure and not use, disclose or copy confidential information except for the purpose of and to the extent necessary to perform your employment duties at Western Health

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- Be aware of and comply with relevant legislation: Public Administration Act 2004, Victorian Charter of Human Rights and Responsibilities Act 2006, Work Health and Safety Act 2011, the Work Health and Safety Regulations 2011 (and 2012), the Victorian Occupational Health and Safety Act 2004, Fair Work Act 2009 (as amended), the Privacy Act 1988 and responsibilities under s141 Health Services Act with regard to the sharing of health information
- Be aware of and comply with the Code of Conduct for Victorian Public Sector Employees and other Western Health employment guidelines

General Information

- Redeployment to other services or sites within Western Health may be required
- Employment terms and conditions are provided according to relevant award/agreement
- Western Health is an equal opportunity employer and is committed to providing for its employees a work environment which is free of harassment or discrimination. The organisation promotes diversity and awareness in the workplace
- This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Western Health reserves the right to modify position descriptions as required. Employees will be consulted when this occurs
- Western Health is a smoke free environment

I confirm I have read the Position Description, understand its content and agree to work in accordance with the requirements of the position.

Employee's Name: _____

Employee's Signature: _____ Date: _____

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