

Position Title:	Senior Clinician Physiotherapist (Grade 3) - Women's and Pelvic Health
Campus:	Horsham / Stawell
Directorate:	Community and Aged Care
Department:	Physiotherapy
Reporting to (direct):	Deputy Manager Physiotherapy (West)
Reporting to (indirect):	Manager Physiotherapy & Exercise Therapy, Deputy Director Allied Health, Director Allied Health & Ambulatory Care and Chief Operating Officer – Community & Aged Care
Direct Reports:	Nil

Appointment Terms/Conditions:

Classification and Code:	Physiotherapist Grade 3 Year 1 - 4 (dependent on experience)
Enterprise Agreement:	Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement

ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021, bringing together Edenhope and District Memorial Hospital, Stawell Regional Health, Wimmera Health Care Group and Ballarat Health Services as one united health service. More information can be found at www.grampianshealth.org.au

Our purpose is to provide high quality and accessible health care services in each of the communities we serve. We currently service the healthcare needs of more than 250,000 Victorians and we employ more than 6,300 people across 21 campuses and sites with an annual operating revenue of over \$700m.

Collaboration	Compassion	Accountability	Respect	Innovation
<i>We are stronger together.</i>	<i>We show that we care.</i>	<i>We do what we say and say what we do.</i>	<i>We appreciate and value all people.</i>	<i>We adapt and innovate to achieve best outcomes.</i>
Recognising and utilising strengths to share knowledge, solve problems, build relationships and deliver the best outcomes possible.	All people deserve to be treated with compassion, kindness and empathy.	Openness, honesty and transparency support us to be courageous, take responsibility for our actions and follow through on our commitments	Our actions and words reflect our commitment to a safe and fair health service for all.	Every day, we apply expertise and integrity to make responsible choices, always striving for continuous improvement.

POSITION PURPOSE

The Grade 3 Senior Clinician Physiotherapist – Women's and Pelvic Health, will be involved in the provision of pelvic health services within the Women's Health Clinic and the supervision of Grade 1 and 2 Physiotherapists working within this area.

The core role of the physiotherapist will be to:

- Provide advanced, evidence-based pelvic health services to improve access to best practice care for women residing in the West of the region
- Provide comprehensive assessment, treatment and care planning to support self-management and connection with other multi-disciplinary team members across Grampians Health as required.

Please note the term 'women' refers to women and gender diverse people who need and want to access care from a Women's Health Clinic. It is acknowledged that people's identities and bodies are diverse, that not all people assigned female at birth identify as a woman and that gender identity is personal and changing.

You will also support the Deputy Clinical Manager to enhance team building and excellence and provide a leadership role within the team and Allied Health Department. Parameters of this position may include the following; mentoring and supervising discipline staff, consultative role, research, lecturing, teaching undergraduate and /or post graduate students and providing education to staff from other disciplines.

Additional responsibilities, in supporting the Clinical Manager, will be delegated and may include activities such as representing the discipline in relevant forums, and acting as a delegate for the Clinical Manager in her/his absence.

As a Senior Clinician allied health professional (AHP) you may be expected to work in various locations and programs within Grampians Health.

KEY ACCOUNTABILITIES

1. Clinical

- Provide advanced physiotherapy assessment, diagnosis, intervention, education, goal setting, care planning and advocacy for women requiring specialist physiotherapy pelvic health services (varied ambulatory caseload including, but not limited to, pelvic floor disorders, pelvic pain, post-natal care).
- Improve outcomes for women using best practice informed by the strong and emerging evidence base for women's health conditions.
- Empower and promote women's participation as partners in their healthcare
- Model trauma informed care principles and provide a holistic biopsychosocial approach to women's healthcare across the lifespan
- Delivery of equitable, inclusive care across individual needs such as culture, gender, sex, communication, language, disability, geography, and socio-economic status with active participation in relevant cultural safety, diversity and inclusion and trauma informed training
- Collaboration with relevant stakeholders to facilitate and embed the establishment of appropriate policies, procedures, processes and guidelines to support service delivery
- Engagement with key stakeholders including existing case managers, health care providers and primary care providers to facilitate communication and ensure the patient's needs are being met
- Active contribution to service quality improvement through data collection and data driven decision making with coordination and completion of a minimum of one documented quality improvement activity or research project for the discipline biannually, which is of sufficient standard to reach publication in a refereed journal / or be accepted for relevant conferences and seminars
- Identify and participate in relevant research and take opportunities to prepare and / or present papers at relevant workshops/seminars or conferences

- Organisational, allied health, program and discipline communication and documentation standards are met, as evidenced by audit
- Participate and fulfil requirements of allied health and discipline specific orientation, induction, mentorship, supervision and performance management programs
- Support the Clinical Manager in Performance Management duties as directed, completing relevant tasks as part of the Performance Development & Review Program and Supervision in line with organisational and departmental policies

2. Clinical Support

a) Leadership and Management

- Provide a leadership role within the department and Allied Health team and organisation, supporting the Clinical Manager to enhance team building and excellence.
- Model and facilitate commitment to excellence and accountability as evidenced through participation in performance and outcome measurement, strategic planning, quality improvement, evaluation and research
- Lead or have a lead role in discipline, allied health or multidisciplinary teams, working in consultation with Clinical Manager and key stakeholders
- Identify opportunities for more effective service delivery and for professional development opportunities and proactively implement strategies to address these
- Proactively problem-solve, negotiate and manage conflict
- Positively promote the organisation, its services and the role of discipline
- Undertake/coordinate relevant project or committee work as delegated by the Clinical Manager
- Act as delegate for the Clinical Manager as requested

b) Communication

- The Grade 3 Senior Clinician will maintain effective oral and written communication at all levels
- Active and collaborative participation in the regular Grampians Health discipline meetings and in allied health, service and program meetings as delegated by the Clinical Manager, as evidenced by attendance records and peer review feedback at annual performance review
- Maintain effective communication within Grampians Health and with external organisations as evidenced in clinical record audits and via structured feedback such as peer feedback and annual performance review
- Be accessible to the Manager on a day-to-day basis, to provide support and assist with problem solving
- Communication with the Manager in relation to clinical and program issues
- In the absence of the Manager participate in Allied Health, Grampians Health team meetings as the delegated proxy

c) Information Management

- The Grade 3 Senior Clinician will ensure information is managed in line with organisational, allied health and discipline standards.
- Documentation standards for all programs served are met as evidenced in audits
- Complete required statistical records for client - related and other activities within the specified timeframes
- 2 In liaison with the Manager, lead monitoring and review of data generated for the purposes of discussing staffing requirements and workloads, and for monitoring the efficiencies of new work practices and Demonstrated ability to establish and maintain effective relationships with people at all levels
- quality activities.

d) Human Resource Management

- In liaison with the Clinical Manager, the Grade 3 Senior Clinician will participate in workforce maintenance
- Demonstrated ability to establish and maintain effective relationships with people at all levels
- Demonstrated ability to develop and empower others through supervision, modelling and training.
- Initiate and participate in discussion regarding staffing requirements
- Facilitation and participation in the recruitment, performance management, orientation, induction, mentorship, supervision, education and professional development of discipline staff, students (including work experience students) and other Grampians Health personnel as directed
- Participation in Grampians Health Performance Development & Review Program, Clinical Supervision Program and professional association programs where applicable
- Assist the Clinical Manager in the completion of performance management activities

e) Service Development

- The Grade 3 Senior Clinician will participate in the development of services that are accessible to those clients of Grampians Health with the greatest potential to benefit
- Leadership and participation in strategic planning, staff meetings, service development and other relevant forums
- The Grade 3 Senior Clinician will understand and adhere to relevant financial aspects of departmental function
- Initiate and participate in discussion pertaining to resource allocation, equipment purchasing and revenue generation
- Understand financial policies and processes, practice fiscal responsibility and act in accordance with relevant organisational policies and procedures such as the Grampians Health Delegations of Authority
- Facilitate an appreciation of departmental financial processes with junior staff

KEY SELECTION CRITERIA

Qualifications and experience

- Bachelor of Physiotherapy (or equivalent)
- Current registration with the Australian Health Practitioners Regulation Agency as a physiotherapist
- Substantial clinical experience including significant experience working in the Women's and Pelvic Health field including, but not limited to, management of pelvic floor disorders such as pelvic organ prolapse, persistent pelvic pain, continence and post-natal presentations.
- Preferably a post-graduate qualification related to Women's / Pelvic Health.

Technical/Professional Knowledge and Skills

- Proven ability to meet the key accountabilities
- Highly proficient clinical skills and advanced knowledge of assessment, treatment and management options for a variety of pelvic health conditions with a demonstrated ability to apply this knowledge
- Demonstrated experience in quality improvement or innovation projects with evidence of successful outcomes
- Proven clinical leadership capabilities with the ability to provide consultancy, advice, education and support to individuals, their families, and other health professionals.

Work Environment

- Demonstrated ability to establish and maintain effective relationships with people at all levels

Personal attributes

- Strong understanding of the role with a demonstrated interest in women's / pelvic health physiotherapy
- Excellent time management and organisational skills with an ability to prioritise workloads
- Commitment to delivering safe, high quality and person-centred care
- Highly motivated, proactive and demonstrates initiative to identify and solve problems with proven methodology
- Passionate and driven with a demonstrated commitment to ongoing professional development (especially related to Women's Health)
- Demonstrated ability to develop and empower others through supervision, modelling and training
- Demonstrated ability to monitor, evaluate and modify own performance through reflective practice
- Demonstrated initiative to lead and develop a service, engaging effectively with consumers and key stakeholders.

Desirable

- Relevant post graduate qualifications in Women's Health or equivalent, or working towards competing further qualifications
- Membership with Australian Physiotherapy Association and relevant special interest groups
- Experience presenting at professional forums

ORGANISATIONAL REQUIREMENTS

- Grampians Health is committed to a consumer centred approach in the provision of health care and services, consistent with our values, purpose and vision. It is expected that team members demonstrate the core values of consumer centred care in every interaction.
- All team members of Grampians Health are responsible for supporting the safety, participation, wellbeing and empowerment of children.
- Quality care is a strategic and operational priority at Grampians Health, achieved through our Governance Framework.
- Participation in the Grampians Health integrated quality improvement and risk management systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleague.
- You must ensure that the affairs of Grampians Health, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of Grampians Health.
- In accordance with current legislation and organisational policy, employees must be willing to undertake and maintain a police check, working with children check and where necessary an NDIS Worker screening check. Ongoing employment will be dependent on the provision of satisfactory checks.

OTHER RELEVANT INFORMATION

- At Grampians Health we recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors which might include aspects such as cultural,

ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst Grampians Health employees.

- All Grampians Health employees are required to take reasonable care of their own health and safety in the workplace as well as take reasonable care for the health and safety of others who may be affected by their acts or omissions. Persons with delegated management functions have an additional duty to provide and maintain a working environment that is safe and free of risks to health, so far as is reasonably practicable in areas where they have management or control. All employees have a duty to report issues they cannot rectify, follow all existing Grampians Health policies and protocols relating to health, safety, wellbeing and injury management and cooperate with any action taken by Grampians Health to comply with the OHS Act or Regulations.
- 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.
- 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).
- An annual performance review will occur with your Manager. Your performance review is intended to be a positive discussion, outlining the key roles and responsibilities outlined in this Position Description. The performance review discussion provides an opportunity to clarify your role, revise key performance activities and identify any objectives or goals for the year ahead.