

Position Title: Physiotherapist	Entity: Indigo Australasia Inc (Indigo)
Reports to: Team Lead	No of Direct Reports: 0
Industrial Instrument / Job Level: Enterprise Agreement - Level 5-7	Primary Location: Nedlands (or other approved site)
Position Requirements	
<p>Primary Purpose</p> <p>The Physiotherapist works with individuals, carers, organisations, and key partners to ensure optimal outcomes for people accessing Indigo services.</p> <p>This position will be required to provide physiotherapy services at multiple levels:</p> <ul style="list-style-type: none"> • by working with an individual to identify their needs and abilities, problem solve, establish an individual plan with clear objectives based on their input and desired outcomes to optimise independence and choice • by working with an individual to assess their assistive equipment needs and support their choice making for suitable equipment options, with interventions also including strategies and education to optimise outcomes. • by supporting a family carer to continue to care through provision of strategies and education • by building the capacity of engaged community care and disability organisations and staff through face to face contact, coaching and education <p>This position may also provide clinical supervision and support to colleagues and students as required.</p>	
<p>Key Accountabilities/Responsibilities</p> <p><u>Health Safety Wellbeing & Environment</u></p> <ul style="list-style-type: none"> • Role model and comply with all health, safety and hygiene policies, systems, and OH&S legislation to maintain an appropriate working environment • Ensure all incidents, accidents, injuries, hazards or property damage are reported and managed. Identify and implement safety improvements working collaboratively with the Work Health and Safety program. • Contribute to developing and nurturing a culture that supports wellbeing. <p><u>Functional - Physiotherapist</u></p> <ul style="list-style-type: none"> • Provide specialist clinical and professional advice, consultancy and advice within a reablement focussed culture that support individuals and their families/carers to retain/optimize functional capacity, prevent deterioration, maximise quality of life and engage with community and social activities. • Enhance the quality of life and independence of clients by providing a suite of evidence-based physiotherapy interventions emphasising capacity building and promoting wellness. • Undertake person centred assessments that identify the clients' functional capacity, strengths and lifestyle goals and develop a holistic, individualised client focussed therapy plan in partnership with the client and their carer • Undertake physiotherapy related assessment and training for prescription of assistive equipment, as part of a multidisciplinary team. • Prepare professional reports and equipment funding applications, providing clinical reasoning and recommendations on assistive technology and related therapy services. • Provide information and education to clients and their families about preventative health (e.g. falls prevention), chronic disease self-management strategies and assistive equipment. 	

- Establish and maintain professional networks with service providers, health professionals, referral sources and Assistive Technology suppliers.
- Collect, evaluate and report on client measures to ensure outcomes are achieved.
- Maintain accurate and timely statistical and administrative records on relevant database and operational systems.
- Coach, educate, inspire and provide clinical supervision to students as required (level 6 & 7).
- Coach, educate, inspire and provide clinical supervision and support to colleagues (level 7)

Physiotherapist responsibilities will be commensurate with paypoint level – Level 6 & 7 involves more complex workload, caseload, stake holder engagement, KPIs, supervision and project work than entry level 5

Strategic

- Establish and maintain professional networks with service providers, health professionals, referral sources, suppliers and other stakeholders and promote Indigo services via sector, stakeholder and supplier networks.
- Contribute to, and demonstrate by example, the vision, mission and values
- Identify and implement improvement opportunities within the Group and participate in continuous improvement of the wider organisation by recommending sensible changes and communicating issues that may affect the organisation
- Implement and adhere to all policy and procedural requirements of the organisation
- Collect, evaluate and report on outcome measures to ensure reporting standards are met.

People & Culture

- Participate actively, and work constructively, with colleagues in the leadership team and your Group to deliver integrated business outcomes
- Ensure cultural optimisation through engaging in fit-for-purpose cultural programs
- Respect and value the diversity of the workforce by helping to prevent and eliminate discrimination in the workplace

Administration

- Develop, document and maintain accurate and timely statistical and administrative records on relevant database and operational systems.
- Manage or/and report on performance, outcomes and functions of responsibility (if applicable)
- Manage resource requirements to ensure appropriate coverage within approved budget (as required)
- Participate in annual business planning and Group planning
- Manage workload and ensure delivery of services and support within timelines, agreed budgets and activity KPIs
- Ensure all operational and administrative processes are undertaken in accordance with established policies and procedures and ensure documentation and associated processes are maintained and accessible in appropriate formats and designated locations

Key Performance Indicators & Measures

Indicators of effective performance in the position. KPI's are to be SMART goals. They are identified in the PDR to be specific to the individual teams and the position in a specified point in time. .

Key Relationships

Key positions or groups with whom the individual will interact to perform the work of the position.

Internal

- Executive team

External

- Corporate customers

<ul style="list-style-type: none"> • Leadership team • All other teams in the organisation 	<ul style="list-style-type: none"> • Sector peers/competitors • Peak bodies • Government representatives and departments (local, State and Federal) • Consultants and advisors • Small & Medium Enterprises • Suppliers and vendors • Community care customers and families
--	--

Key Behaviours

Behavioural competencies or 'behaviours' are effectively attributes we display as we carry out our work, and 'how'. Below identifies **KEY** competencies (**6-12 key to the role**) integral to the success of this position and the organisation. For this job classification level key competencies critical for success will be primarily be in Operational Behaviours.

<u>Strategic Behaviours</u>	<u>Leadership Behaviours</u>	<u>Operational Behaviours</u>
<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Aligning Performance for Success <input checked="" type="checkbox"/> Analytical Thinking <input type="checkbox"/> Critical Thinking <input type="checkbox"/> Building Strategic Working Relationships <input type="checkbox"/> Change Management <input checked="" type="checkbox"/> Innovation & Creativity <input type="checkbox"/> Leading through Vision & Values <input type="checkbox"/> Strategic Decision Making 	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Adaptability <input checked="" type="checkbox"/> Building Customer Loyalty <input type="checkbox"/> Building Partnerships <input type="checkbox"/> Leading the Team – people centric <input type="checkbox"/> Coaching/developing others <input type="checkbox"/> Delegating Responsibility <input type="checkbox"/> Decision Making <input type="checkbox"/> Information Monitoring <input type="checkbox"/> Influencing /Negotiation <input type="checkbox"/> Managing Conflict <input type="checkbox"/> Project Management <input type="checkbox"/> Digital capability <input type="checkbox"/> Business Acumen <input type="checkbox"/> Growth mindset <input type="checkbox"/> Agile Approach <input type="checkbox"/> Stakeholder engagement <input type="checkbox"/> Stress Tolerance/Resilience 	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Applied Continuous Learning <input type="checkbox"/> Marketing & Comms <input checked="" type="checkbox"/> Build Trust <input checked="" type="checkbox"/> Communication <input checked="" type="checkbox"/> Client Liaison <input checked="" type="checkbox"/> Demonstrates Initiative <input type="checkbox"/> Energy <input checked="" type="checkbox"/> Formal Presentation <input type="checkbox"/> Gaining Commitment <input checked="" type="checkbox"/> Legislative & Industry Standards <input checked="" type="checkbox"/> Organisation & Self -Management <input checked="" type="checkbox"/> Quality & Work Standards (including clinical or/ and technical) <input checked="" type="checkbox"/> Results Focused <input checked="" type="checkbox"/> Safety & Environmental Excellence <input checked="" type="checkbox"/> Teamwork <input type="checkbox"/> Tenacity

General Assessed

Impact	Technical / Professional Knowledge	Job Fit	Organisational Fit
--------	------------------------------------	---------	--------------------

Work Related Requirements

Knowledge & Skills (Social, Personal & Technical) & Equipment
The knowledge necessary to effectively perform in the position. Specific skills or equipment that the person needs to be able to use. Personal attributes/qualities that are important to the success of this position

- Previous experience in aged care, disability and/or health care industry.
- Current understanding of the aged care and disability sectors, and the needs of a wide range of people including the elderly and those with a disability in the areas of assistive equipment and home modifications
- Current understanding of the community care sector, wellness philosophy and the application of

reablement strategies

- Demonstrated clinical and professional advice in assessment and provision of evidence-based physiotherapy interventions.
- Demonstrated high level of verbal, written and interpersonal communication skills
- Ability to work cohesively in a multi-disciplinary team and positively contribute to team spirit and motivation.
- Experience in the preparation and presentation of educational material.
- Demonstrated experience and proficiency in ICT including, client data bases, office suite applications and statistical records
- Demonstrated capacity to undertake manual handling activities.
- Capability to build relationships, effectively negotiate and influence others
- Implement change management activities, to achieve successful outcomes
- Ability to liaise with senior leaders and key stakeholders both internally and externally
- Ability to prioritise and meet deadlines, sometimes working with incomplete information
- Sound understanding of customer relationship management

Work Experience

The type and extent of previous work experience that is necessary to perform in the position

- Role/s in similar position and/or industry, with exposure to at least one of the functional areas encompassed by this role
- Level 5 – Graduate to 3 years Occupational Therapist experience
- Level 6 – Minimum 3 years experience
- Level 7 – Minimum 6 years experience
- General and specialist clinical and professional advice (position specific)

Clearances, Licences or Registrations

NDIS check <input checked="" type="checkbox"/>	WWC <input type="checkbox"/>	Covid-19 Vaccinations <input type="checkbox"/>	AHPRA <input checked="" type="checkbox"/>	NCCHC <input type="checkbox"/>	Drivers Licence <input checked="" type="checkbox"/>	Current accredited First Aid certificate <input checked="" type="checkbox"/>
---	---------------------------------	--	--	-----------------------------------	---	--

Qualifications

Degree qualification in Science (Physiotherapy).

Extent of Authority

Authority to act within the scope of your position to perform the objectives and requirements of your position as identified within this Position Description and as directed by your Leader. The extent of the authority may alter from time-to-time at the direction of your Leader.

Prepared & Approved By: Lisa Karabin and Lynda Quigley

Date Reviewed/Modified: 5/07/2022

*All PDs should be sent to P&C for approval and uploading to sharepoint

Related Documents: **PD Work Instructions, Behaviours Guide**

HR Use Only

Risk Assessed Role (NDIS Worker Screening Check): Yes, Risk Assessed Role – Fee For Service

C) A role for which the normal duties is likely to require more than incidental contact with a person with disability

Risk Assessed Role (NDIS Worker Screening Check): No, not Risk Assessed Role – Aged Care

Date the role was assessed: 1/02/2022

Assessed By: Lisa Karabin, People & Culture Manager

indigo.