

# POSITION DESCRIPTION



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|-----------------|----------------------------------------------------------------|
| Position Title: | Exercise Physiologist/Physiotherapist                          |
| Award:          | Hobart District Nursing Service Inc. Non-Nurses Agreement 2014 |
| Classification: | Health Professional Level 3                                    |
| Reporting to:   | Director of Care                                               |
| Date Approved:  | 11 April 2017                                                  |
| Approved By:    | Kim Macgowan, Chief Executive                                  |

## ORGANISATIONAL PURPOSE

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The District Nurses (TDN) founded in 1896, is an autonomous, non-government, not for profit organisation providing general and specialist nursing care, personal care and domestic support to the frail elderly, the younger disabled and their carers residing within the community. With a Primary Health Care focus, our service is structured to assist the individual to remain within their own home environment and reduce the occurrence of premature or inappropriate admission to long term residential care. As well as the provision of care to Home and Community Care (HACC) clients, TDN services the Veteran Community and a variety of brokerage clients. We are committed to the delivery of a collaborative, holistic quality service tailored toward the individual client's needs. TDN is the second oldest nursing service in Australia and is a not for profit, non-government organisation.

## OUR VISIONS AND VALUES

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- To provide the right care to the right client at the right time, in a manner that is consultative, inclusive and timely to our clients, their families and carers.
- To maintain a primary health care focus in the delivery of all services

## POSITION OBJECTIVES

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To provide primary care services to clients with chronic diseases in a community based shared care model.

## COMMON RESPONSIBILITIES

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- Improve the quality of life and autonomy of our clients by delivering evidenced based physiotherapy programs and services
- Conduct ample assessments recognising and including the following:
  - client's functional capacity;
  - strengths and lifestyle goals;
  - development of holistic and exclusive client focused therapy plans in collaboration with the client and their carer.

- Deliver a suite of generic programs that:
  - emphasis capacity building;
  - produce effective therapeutic outcomes;
  - promote the development/maintenance of optimal mental, social and physical well-being and function in older adults.
- Provide unique therapy services enabling older people to:
  - prevent decline;
  - maximise quality of life;
  - maintain functional capacity.
- Regularly review and evaluate client therapy plans to ensure goals are achieved and quality of life is advanced.
- Maintain knowledge of modern physiotherapy techniques and healthcare issues, and ensure all clinical practice is in accordance with the relevant legislative requirements.
- Contribute to The District Nurses Workplace Health and Wellbeing Committee and its associated programs.
- Maintain knowledge and meet the requirements necessary for physiotherapists providing services funded via multiple private, state and federal government sources and have the ability to maximise client opportunities to access this funding for services to support and enhance independence.
- Ensure quality processes are maintained, and identify areas for practice improvement in a continuous quality improvement lifecycle.
- Mentor and assist other Clinical team members.
- Ensure all documentation is actioned and maintained in accordance with The District Nurses organisational policies and procedures.
- Provide reporting data on the provision of services to clients.
- Ensure documentation and reporting is completed in accordance to the requirements of the relevant funding body, Aged Care legislative and organisation policies and procedures.
- Actively contribute to growing the allied health business.
- Promote The District Nurses services through activities such as community expos and networking opportunities where required.
- Actively participate in the implementation of new services in line with the requirements of The District Nurses program's and other business development plans.

## KEY BEHAVIOUR REQUIREMENTS

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All TDN employees must abide by the TDN *Code of Conduct*. In addition to this, employees will undertake their duties in a manner that supports the Organisation's mission and values through demonstrating:

- **Integrity:** Honesty, open and transparent, admit mistakes, maintain confidentiality, fairness, builds trust
- **Compassion:** Empathy, sensitivity, concern for others, interacts with dignity, tolerance, anticipates needs
- **Accountability:** understands roles, uses resources wisely, delivers on time, timely decision making, achieves goals, takes responsibility for performance
- **Respect:** Builds relationships, courteous, listens and understands, gives and receives, provides feedback, sensitivity and understanding, values difference and individual worth
- **Excellence:** supports creativity and innovation, proactive and solution focused, seeks out opportunities, embraces quality improvement, professionalism.

## ORGANISATIONAL RELATIONSHIPS

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**Reports to:** Director of Care  
**Supervises:** Nil

## **ESSENTIAL REQUIREMENTS**

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Evidence of the following must be provided prior to appoint to the position:

- National Police Conviction Check
- Pre-employment Medical
- Current drivers license
- It is a condition of your continuing employment that you annually demonstrate your ability to meet the Physiotherapy Board of Australia competencies for a Physiotherapist, hold current registration as a Physiotherapist with the Australian Health Practitioner Regulation Agency (AHPRA).

## **SELECTION CRITERIA**

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- Demonstrated ability in specialist assessment and the delivery of evidenced based physiotherapy restorative care.
- Previous experience in aged care and/or health care industry.
- Highly developed communication, negotiation, facilitation and organisation skills.
- Advanced computer and client management software application skills.
- Motivation to register with Medicare Australia.

### Desirable

- Private practice experience.
- Otago exercise program familiarity.
- Ability to coach, inspire and develop to staff in a team environment.

## **WORKING ENVIRONMENT**

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TDN is committed to providing the highest levels of healthcare and services, and values equity and diversity with a zero tolerance policy on discrimination. We also value initiative, flexibility, creativity, teamwork, our code of conduct, workplace health and safety, performance management and development and the capacity to make a difference.

TDN is a smoke free environment with smoking also prohibited in our vehicles.

## PHYSICAL REQUIREMENTS OF THE POSITION

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Applicants must successfully complete an Occupational Health Assessment prior to commencing employment at The District Nurses. Employees have an obligation to report any deviation from the assessed results during the course of their employment. Inability to functionally perform the duties as stated in this position description may result in termination of employment.

The functional requirements of this position include:

| Condition/Activity                                                        | constant | frequent | occasional | N/A |
|---------------------------------------------------------------------------|----------|----------|------------|-----|
| Manual handling – weights above 10kg                                      |          |          | X          |     |
| Manual handling – weights below 10kg                                      |          |          | X          |     |
| Manual handling frequency                                                 |          |          | X          |     |
| Repetitive manual work                                                    |          |          | X          |     |
| Working with arms above head                                              |          |          |            | X   |
| Lifting above shoulder height                                             |          |          |            | X   |
| Using hand tools – (powered)                                              |          |          |            | X   |
| Wearing hearing protection                                                |          |          |            | X   |
| Wearing eye protection                                                    |          |          | X          |     |
| Wearing gloves (personal protective)                                      |          |          | X          |     |
| Working in wet/slippery conditions                                        |          |          |            | X   |
| Working with chemicals/solvent/detergents                                 |          |          |            | X   |
| Washing hands with soap                                                   |          |          | X          |     |
| Working in confined places                                                |          |          |            | X   |
| Performing clerical/administrative duties                                 |          | X        |            |     |
| Working on a keyboard                                                     |          | X        |            |     |
| Driving fleet vehicles (manual and automatic)                             |          | X        |            |     |
| Driving on suburban and rural roads, highways (sealed and unsealed roads) |          | X        |            |     |
| Driving at night                                                          |          |          |            | X   |
| Wearing polyester clothing                                                |          |          |            | X   |
| Exposure to animals                                                       |          |          |            | X   |
| Exposure to environments whereby people have been smoking                 |          |          |            | X   |

## DECLARATION

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In signing this declaration I acknowledge that I, \_\_\_\_\_  
 Have been advised of the requirements and conditions of this appointment based on this Position Description.

Signed: \_\_\_\_\_ Date : \_\_\_\_\_  
*Employee*

Signed: \_\_\_\_\_ Date: \_\_\_\_\_  
*(Director)*