

POSITION DESCRIPTION

Position Title:	Grade 4 Physiotherapist - Women's Health Clinic
Business Unit/Division:	Allied Health
Award Agreement:	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026
Classification:	Grade 4
Employment Type:	Permanent, Part time 0.84 EFT, 64 hours per fortnight
Reports to:	Associate Director - Allied Health, Physiotherapy & Exercise Physiology
Date Prepared/Updated:	August 2024

General Role Statement:

The Grade 4 Physiotherapist (Women's Health Clinic) is a peer recognised clinical expert responsible for the leadership of high-quality evidence-based physiotherapy practice across the Pelvic Health Physiotherapy service at Northern Health. The Grade 4 physiotherapist will work alongside key stakeholders to lead the implementation and evaluation of the new Women's Health Clinics at Northern Health, based on the Department of Health's endorsed model of care. They will contribute to clinical research and teaching, with a focus on clinical excellence and value-based healthcare.

ORGANISATIONAL OVERVIEW

Introduction

Northern Health is a vibrant, fast-paced workplace located in the rapidly growing northern suburbs. This is driving us to think innovatively about the needs of the population and what the health system of the future might need to look like to meet those needs. We take care of our community by providing a wide range of health services at multiple locations including:

- Northern Hospital Epping
- Broadmeadows Hospital
- Craigieburn Centre
- Bundoora Centre
- Moreland Community Team
- Broadmeadows Community Care Unit
- Broadmeadows Prevention and Recovery Care
- North Area Mental Health Service Community Clinic
- Northern Prevention and Recovery Care
- Northern Community Care Unit and,
- Noogal Clinic
- Kilmore District Health
- Women's Health Hub

We also collaborate with our partners to help expand the range of health care services offered to our culturally rich and diverse community.

As an organisation, we are shifting our focus from illness to putting a spotlight on supporting our community in 'staying well'. In order to achieve this, we are developing strong relationships with other health service providers and the community across the region, to help us think differently about the future.

Northern Health provides a dynamic working environment, with a strong culture of teamwork, safety and respect. Northern Health is proud to be an inclusive employer and aims to ensure our workforce is representative of the community.

Our Vision:

A healthier community, making a difference for every person every day.

Our Values:

- Safe – We provide safe, trusted care for our patients. We are inclusive, culturally safe, celebrating the diversity of our community.
- Kind – We treat everyone with kindness, respect and empathy.
- Together – We work together with our staff, patients, consumers and health system partners.

Our Priorities:

Northern Health has determined five strategic goal. Focussing on these goals will support us to achieve our vision and mission.

- A safe, positive patient experience
- A healthier community
- An innovative and sustainable future
- Enabled staff, empowered teams
- Engaged learners, inspired researchers

These priorities are inter-related in that success in one area is dependent on success in another. Detailed plans have been developed to support each of the priority areas.

All Northern Health employees will contribute to improving patient safety by being familiar with, and applying the National Safety and Quality Standards and criteria.

Safety, Quality and Clinical Governance at Northern Health

Northern Health is dedicated to providing the highest quality of care in the safest possible environment for every patient every time. We are focused on strengthening the safety and quality of care across the continuum, with a focus on saving lives, reducing harm and improving the patient experience.

Northern Health's safety and quality improvement activities focus on delivering the Strategic Plan and Operational Business Plans, and are supported by the Northern Health Clinical Governance and Risk Frameworks, and the Northern Health Quality Improvement Methodology.

The Northern Health Quality Management System brings together the core elements that underpin how:

- Quality and Clinical Governance is determined.
- Quality services are delivered.
- Risk is managed.
- Audit – what matters is monitored.
- Our committees monitor performance of controls put in place to ensure safe patient care.

ROLE STATEMENT

Northern Health has a strong commitment to improving the health of our local community through innovative and proactive models of care. The Grade 4 Physiotherapist (Women's Health Clinic) is a peer-recognised clinical expert responsible for the leadership of high-quality evidence-based physiotherapy practice within the Pelvic Health Physiotherapy service at Northern Health. The Grade 4 physiotherapist will work alongside key stakeholders to lead the implementation and evaluation of the new Women's Health Clinics located at 230 Cooper Street Epping, based on the Department of Health's endorsed model of care. They will contribute to clinical research and teaching, with a focus on clinical excellence and value-based healthcare.

This clinical grade 4 position requires the successful applicant to have an in-depth understanding of pelvic health physiotherapy, best-practice pelvic health care, advanced practice physiotherapy models, pelvic pain, specialist clinic performance metrics, and robust evaluation procedures. The role EFT will comprise of 0.21 EFT Advanced Practice Physiotherapy Pelvic Health Clinic and 0.63 EFT in Pelvic Pain. As the new Women's Health Clinics will consider the diversity of women's health over the life cycle from contraception to menopause, this Grade 4 Physiotherapist may have a varied clinical caseload at times and, as such, a high level of clinical expertise is an essential requirement. The NH Gynaecology service continues to receive a high volume of referrals from GPs and our colleagues in Specialist Clinics and therefore this senior physiotherapist must be comfortable managing a busy clinical caseload.

In the Advanced Practice Pelvic Health Clinic component of the role, the successful candidate will be responsible for the clinical triage, assessment, and management of patients with incontinence and prolapse who are referred for Gynaecological opinion, ensuring access to the right care at the right time and acting as a liaison between the Gynaecology time and the wider Pelvic Health Physiotherapy team at Northern Health. This role will also involve enrolling patients onto and monitoring and managing the newly implemented digital care pathway. In the Pelvic Pain component of the role, the successful candidate will be responsible for the assessment and management of patients with persistent pelvic pain, both independently and as part of a multidisciplinary clinic, as well as providing input into the ongoing development of the model of care.

The successful candidate will be a flexible, team player, with a strong track record of collaborative clinical work and building relationships with stakeholders. They will work together with the Gynaecology and Specialist Clinics, Allied Health, Physiotherapy leadership groups and other key stakeholders to monitor, evaluate and develop the Women's Health Clinics physiotherapy service, and ensure organisational targets and key performance indicators are met. This clinician will have experience in the implementation of quality and workforce innovation projects and their robust evaluation. Responsibilities also include acting as a clinical resource and mentor for staff and /or students across Northern Health campuses.

As physiotherapy services and programs at Northern Health continue to develop and evolve to meet the increasing demand of servicing the Northern growth corridor the role will require staff to be flexible with their working hours to meet changing operational demands. This position may involve working morning and afternoon/evening shifts. Staff may be required to work weekends, public holidays and to travel and work across the various Northern Health campuses, programs and partner organisations.

All employees:

Quality, Safety, Risk and Continuous Improvement

- Maintain an understanding of individual responsibility for patient safety, quality & risk and contribute to organisational quality and safety initiatives.
- Follow organisational safety, quality & risk policies and procedures
- Maintain a safe working environment for yourself, your colleagues and members of the public.

- Maintain an understanding of individual responsibility for patient safety, quality & risk as outlined in Northern Health [Clinical Governance & Patient Experience - Trusted Care](#).
- Contribute to organisational quality and safety initiatives.
- Escalate concerns regarding safety, quality & risk to appropriate staff members, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with principles of Patient Centred Care.
- Comply with Northern Health mandatory continuing professional development requirements.
- Comply with requirement of National Safety & Quality Health Service Standards and other relevant regulatory requirements.
- All employees of Northern Health must comply with the health service's Staff Health / Workforce Immunisation procedure (as amended from time to time) together with any relevant State Government and Departmental directives. This requires all employees to be vaccinated for various diseases such as, but not limited to influenza and Covid-19.

KEY RESULT AREAS AND MAJOR RESPONSIBILITIES

Leadership

- Work closely with key stakeholders to lead the implementation and evaluation of a new service model
- Develop expert content and resources for the service model
- Explore collaborative partnerships for future clinic options
- Manage a clinical caseload in an efficient and independent manner
- Maintain knowledge of evidence-based practice and integrate this knowledge in clinical practice
- Act as a resource and consultant for Physiotherapists, Allied Health, Nursing, and Medical staff
- Appropriately document and provide detailed clinical handover of patient management in accordance with documentation standards
- Works within existing structures to provide timely and evidence based advanced practice assessment, diagnosis and management of appropriate patients as defined in the scope of practice of the relevant AMP service.

Strategic and Project Management Leadership

- Demonstrate ability to manage time effectively, evidenced by responsiveness to referrals, effective caseload management and attainment of key performance indicators (KPIs)
- Demonstrate an understanding of the structural and financial constraints of the public health system, the importance of KPIs and the relationship between these factors and service delivery
- Provide timely and accurate reporting of activity and use this information to ensure best use of resources
- Demonstrate an active evaluative approach to the provision of physiotherapy in order to improve and develop the service in consultation with Grade 3 and 4 physiotherapists
- Develop, coordinate and supervise a student program as required
- Actively participate in departmental research activities
- Assist in the daily prioritisation and allocation of clinical workloads within the ambulatory setting
- Implement and support the NH Allied Health supervision framework to achieve effective outcomes for all staff within the discipline/service area
- Identify learning needs and implement strategies and programs to meet individual and service requirements
- Actively contribute to the Physiotherapy and Allied Health planning for clinical, staff and service development in the context of the wider NH Strategic Plan

- Represent discipline/allied health on working parties, committees and meetings

Organisation-Wide Contribution

- Contribute to patient safety and quality of care by identifying, reporting and managing risks in area of responsibility.
- Compliance with mandatory training as per NH Policy is a requirement of this role. Failure to meet this requirement may result in a suspension of duties until the training is completed.
- Compliance with Legislation, Northern Health By-Laws, Regulations, Policies and Procedures including those relating to; Privacy and Confidentiality, Occupational Health and Safety, Performance and Development Management, Harassment in the Workplace, Equal Employment Opportunity (EEO).
- Any information obtained in the course of employment is confidential and should not be used for any purpose other than the performance of duties for which the appointee is employed.
- Discriminatory practices, including sexual harassment, are unlawful. The health service will not tolerate discriminatory behaviour and any such conduct may lead to the invoking of the Disciplinary Policy and Procedure, which may result in termination of employment.

Diversity and Inclusion

- Promote patient-centred care and involve patients and carers in decision making
- Exhibits customer service behaviours in all interactions with internal and external customers
- Contribute to a culture of consumer participation by ensuring that activities within the area of responsibility are inclusive of and responsive to the needs of our consumers.

Innovation and Culture Change

- Contribute to a culture of consumer participation by ensuring that activities within the area of responsibility are inclusive of and responsive to the needs of our consumers.
- Demonstrates self-directed initiatives to develop professional knowledge and skills
- Facilitates an active learning culture and supports teams and individuals to improve NH Physiotherapy Services

SELECTION CRITERIA

Qualifications, Registrations and Qualities

- Comply with the AHPRA/Physiotherapy Board of Australia Physiotherapy Code of Conduct.
- Comply with the Australian Physiotherapy Association Code of Conduct.
- Comply with all By-Laws, Regulations and Policies that are in place at Northern Health including those relating to Privacy and Confidentiality, Occupational Health and Safety, Performance and Development Management, Harassment in the Workplace.
- Comply with all relevant Legislation
- Current National Police and Working with Children History Check.
- The Staff Immunisation Questionnaire must be completed by all new employees as part of the mandatory on-boarding process. New employees are not permitted to undertake any activity that requires patient contact prior to clearance by the Staff Immunisation Nurses; this also includes evidence of having the Flu vaccination on a yearly basis and being fully vaccinated against Covid-19. New employees with contra-indications to vaccinations or who decline vaccination are required to attend a face to face consultation with the Immunisation Nurses for appropriate documentation of their contraindications or declination. This must be completed PRIOR to commencing any work with Northern Health.

Essential

- Degree in Physiotherapy, and full registration with AHPRA
- Postgraduate qualification in Pelvic Health, Women's Health, Continence or equivalent
- A minimum of seven years of significant relevant clinical practice

- Ability to work in a time pressured environment
- High level of pelvic health clinical skills based on knowledge and experience
- Proven capacity to work as part of a multidisciplinary team
- Excellent communication and interpersonal skills
- Well-developed organisational and time management skills

Experience / Preferred

- High level of clinical skills and education in pelvic health
- An appreciation of physiotherapy services in an organisational context
- Responsibility for leading and managing resources to meet organisational demands
- An understanding of culturally and linguistically diverse communities
- Demonstrated capability in service innovation and development
- Competent computer skills
- Demonstrates ability to promote evidence-based practice
- A strong willingness to be involved in research
- Possesses practical negotiation and conflict resolution skills

Knowledge, Skills and Behaviours

- Practice within relevant professional and ethical standards
- Utilise reflective practice and supervision to identify learning needs and employs appropriate strategies to address these
- Model professional leadership and act as a role model/mentor for others in the department
- Identify and manage risks whilst using equipment and resources
- Contribute to improving patient safety and maintaining Northern Health's accreditation status by being familiar with the National Safety and Quality Standards and Criteria; how these relate to your work and ensuring these are embedded in your approach to work where applicable:
<https://intranet.nh.org.au/quality-safety/>
 - Clinical Governance
 - Partnering with Consumers
 - Infection Prevention and Control
 - Medication Safety
 - Comprehensive Care
 - Communication for Safety
 - Blood Management
 - Recognising and Responding: Acute Deterioration
- Exhibits behaviours consistent with Our Commitment and Code of Conduct.

Employee Declaration

I

have read, understood and accept the above Position Description.

(Please print name)

Signature:

Date: