TOWNSVILLE HEALTH SERVICE DISTRICT
ROLE DESCRIPTION

Position Number: 004655  005242
Position Title: Physiotherapist HP3
Work Unit/ Division/ Area: Physiotherapy Department
                        Institute of Support Services
                        The Townsville Hospital
Location: Townsville
Classification Level: HP3
(position requiring 4 year degrees or 2 year Masters or Equivalent will commence at the second increment level)
Salary Level: $2146.50 – 2716.40 pfn
Reports to: Director of Physiotherapy
Award: Health Practitioners (Queensland Health) Certified Agreement (No 1) 2007
       District Health Services Employees’ Award – State 2003
Date of Review: 28 April 2008

ABOUT OUR ORGANISATION
Queensland Health’s mission is ‘creating dependable health care and better health for all Queenslanders’.
Within the context of this organisation there are four core values that guide our behaviour. These values are
• Caring for People: demonstrating commitment and consideration for people in the way we work.
• Leadership: we all have a role to play in leadership by communicating a vision, taking responsibility and
  building trust among colleagues.
• Respect: showing due regard for the feelings and rights of others.
• Integrity: using official positions and power properly.

YOUR OPPORTUNITY - PURPOSE, CONTEXT AND REPORTING REQUIREMENTS OF THE POSITION
Deliver competent physiotherapy clinical services to an allocated inpatient and/or outpatient caseload as part
of a multidisciplinary team within The Townsville Hospital service.

The position reports operationally and professionally to the District Director of Physiotherapy via senior
physiotherapy staff responsible for the allocated clinical area.
KEY ACCOUNTABILITIES (Desired 6-8, Maximum 10)

Clinical Practice:

- Deliver competent physiotherapy clinical services (which includes thorough assessment/examination, diagnosis, individualised and planned interventions, the use of safe and current techniques/modalities and comprehensive documentation and communication) to achieve and maintain improved functional outcomes for allocated patients in accordance with prescribed professional and ethical standards.

- Organise and prioritise allocated patient caseload and undertake routine physiotherapy tasks within well established clinical protocols and according to approved Townsville Hospital clinical management plans to ensure appropriate and effective patient management.

- As experience builds, apply increasingly independent clinical judgement to more complex clinical decision making under the clinical practice supervision or professional guidance of a more senior clinician.

- Actively pursue further professional development opportunities, participating in scheduled clinical education and training programs and in quality and service improvement activities to continually improve patient care.

- Contribute to the provision of after hours, on call, weekend and vacancy relief services.

- Maintain a high standard of professionalism and ensure conduct is in accordance with the profession’s ethics, service regulations/policy, legal requirements and the scope and limitations of physiotherapy practice.

Communication / Team Participation

- Contribute to multidisciplinary patient care and to coordinated and integrated services through:
  - effective communications within teams;
  - active participation in ward rounds, clinics, case conferences and team meetings;
  - fostering communication links with staff of other health facilities/services, agencies and support groups who refer to or receive referrals from Townsville Hospital services; and
  - education of team members about the role of physiotherapy.

- Work cooperatively in partnership with other physiotherapy staff and management to ensure effective, prioritised physiotherapy services and to ensure service wide priorities are achieved.

Leadership / Work Unit Management

- Supervise and provide required on the job training to assistant staff and contribute to the supervision of students on work experience or clinical placement.

- Contribute to the monitoring and evaluation of the physiotherapy service through
  - maintenance and documentation of accurate service data;
  - advice to senior staff on operational or health and safety issues; and
  - active participation in staff meetings and quality improvement activities.
MANDATORY REQUIREMENTS
The successful applicant must hold at least a tertiary degree (or equivalent) qualification in [eligible
discipline/profession].

KEY SKILL REQUIREMENTS
The Selection Panel will base their selection on the assessment criteria below.

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<tr>
<th>Assessment Criteria</th>
<th>Weighting (only if required)</th>
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<tr>
<td><strong>AC1</strong> Clinical Expertise</td>
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<td>Demonstrated competent level of knowledge, expertise and skill in physiotherapy.</td>
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<td><strong>AC2</strong> Team Participation/Communication</td>
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<td>Demonstrated effective communication skills and an ability to work effectively as part of a single-discipline or a multidisciplinary health care team.</td>
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<td><strong>AC3</strong> Clinical Ability</td>
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<td>Demonstrated ability to manage a clinical caseload under the clinical practice supervision of more senior physiotherapists; and to assess non-complex patients and interpret assessment findings to develop and implement safe and effective routine physiotherapy interventions.</td>
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<td><strong>AC4</strong> Leadership</td>
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<td>Demonstrated ability or ability to rapidly acquire the skill to supervise assistant staff and contribute to the supervision of students on work experience or clinical placement.</td>
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ABOUT THE HEALTH SERVICE DISTRICT/ AREA/ DIVISION/ BRANCH/ UNIT
The Townsville Health Service District offers a supportive environment for employees in a progressive workplace. Every service in the District is committed to the continual review and development of both its operation and its staff.

The District spans across North Queensland delivering a wide range of public health services to the people of Townsville, Thuringowa, Ingham, Palm Island, Magnetic Island, Charters Towers, Bowen, Collinsville, Ayr, Hughenden and Richmond. These services strive to engage their local community through consumer groups and health partnerships.

The Townsville Health Service District has seven Institutes, each managed by Clinical and Operational Directors. This devolved management system is unique to the Townsville Health Service District.

Role of the Work Unit
The Townsville Hospital Physiotherapy Department sits within the Institute of Support Services and is directed by a physiotherapist. Services are provided across the continuum of care to all appropriate patient groups and in inpatient, outpatient and domiciliary settings. The department provides a twenty-four hour service through an on-call service and weekend roster. Physiotherapists routinely work in intensive care, medical/surgical acute, musculoskeletal, rehabilitation, oncology and women’s and children’s areas. Staff have the opportunity to rotate and gain experience in a variety of clinical areas and current structural arrangements offer excellent clinical support.

ADDITIONAL INFORMATION
- A non-smoking policy is effective in Queensland Government building offices and motor vehicles.
- Queensland Health is an equal employment opportunity employer.
- It is an expectation that all staff work in accordance with the Queensland Health Code of Conduct 2006, the Workplace Health and Safety Legislation, Infection Control Policies and all other policies, directives and legislation that impact upon their position.
- This position may be subject to a “pre-employment history check” which could include working with children, identity, bankruptcy, and/or previous disciplinary history checks.
- A criminal history check may be conducted on the recommended person for this role.
• Probation will apply to all new permanent employees. There is a six-month probationary period for all new employees. Probation does not apply to casual or temporary engagements, transfer-at-level or appointment on promotion.

• A Staff identification badge must be worn at all times whilst on duty.

• All relevant health professionals who in the course of their duties formulate a reasonable suspicion that a child or young person has been abused or neglected in their home/community environment, have a duty of care and a legislative obligation to immediately report such concerns to the Department of Child Safety. All relevant health professionals are also responsible for the maintenance of their level of capability in the provision of health care and their reporting obligations in this regard.

• Health Care Workers in Queensland Health whose occupation poses a potential risk of exposure to blood or body fluids must be immunised against Hepatitis B according to the National Health and Medical Research Council Australian Immunisation Handbook and the Queensland Health Infection Control Guidelines.

**Hepatitis B Vaccination - Staff Risk Category Table**

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<tr>
<th>Category</th>
<th>Positions in category</th>
<th>Please indicate (✓) category applicable to role</th>
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| A        | Direct contact with blood or body substances  
This category includes all persons who have physical contact with, or potential exposure to blood and body substances. |
| B        | Indirect Contact with Blood and Body Substances  
This category includes workers in patient areas who rarely have contact with blood or body substances. These employees may be exposed to infections spread by the airborne route e.g. pulmonary tuberculosis, measles or chickenpox, but are unlikely to be at risk from blood borne viruses. |
| C        | Laboratory Staff  
Laboratories pose special risks because of the equipment used (such as centrifuges), and the possibility of exposure to high concentrations of microorganisms generated by culture procedures. |
| D        | Minimal patient contact  
In many health care establishments many occupational groups have no greater exposure to infectious diseases than do the general public. The exact nature of the job responsibilities and the likelihood of contact these workers will have with patients and blood/body fluids should be taken into account when deciding on immunisation requirements. |

**For positions indicated as falling in Category A or C (see the risk category table above):**

• Proof of commencement of a Hepatitis B vaccination course (or of immunity to Hepatitis B) is a mandatory criteria for this position. **Proof must be provided to the selection panel prior to an offer being made.**

• Proof of vaccination can be provided via a letter from a general practitioner, infection control or occupational health department.

It is recommended that you include one of the above documents in your application, if it is available to you at this time.

**Please Read the Applicant Information Kit to ensure that you have provided all required information for your application to be considered.**