



Good
Country
Physiotherapy

Position Description

Position Overview

Position Title	Graduate Physiotherapist
Job Type	Full Time Permanent
Location	Naracoorte or Bordertown preferred, but the opportunity exists to live near, and work from any of our clinics
Reporting To	Practice Manager
Liaison	Patients Clinical staff Suppliers Referring doctors and/or their staff Other health providers
Salary Range	As per the Health Professionals & Support Services Award (Level 1, Pay Point 3)
Other Benefits	Refer to www.goodcountryphysio.com.au/careers

Organisational History

Good Country Physiotherapy is a private practice providing high quality, evidence-based physiotherapy services with a key focus on self-management strategies and exercise-based therapy within the Upper Limestone Coast region.

Good Country Physiotherapy, originally trading as Angela Dunsford Physiotherapy, was established in February 2004 to service clients in the Upper Limestone Coast of South Australia. Currently, Good Country Physiotherapy has 4 main clinics in Naracoorte, Bordertown, Kingston and Keith with a satellite clinic in Millicent. The objective is to expand the business to service the entire Limestone Coast region.

Organisational Culture

Good Country Physiotherapy is committed to our mission, vision and values.

Our Mission

ON *your* TEAM
WORKING TOGETHER
FOR *your* HEALTH

PO BOX 175, BORDERTOWN SA 5268 | Fax 08 8164 5044

BORDERTOWN 08 8752 2330 | NARACOORTE 08 8762 1515 | KEITH 08 8755 1530
KINGSTON 08 8767 4600 | MILLICENT 08 8762 1515

SERVICING THE LIMESTONE COAST | www.goodcountryphysio.com.au

Our Vision

1. To provide a healthcare service that is affordable, accessible and available
2. To grow the health awareness of our community and be a leader in our profession
3. To be a strong voice for our community to improve rural health services
4. To be a supportive team that prioritises work/life balance and lifelong learning

Our Values

1. We are friendly, approachable, kind and generous
2. We are respectful, open-minded, inclusive and fair
3. We are flexible and reliable
4. We act with integrity and professional autonomy
5. We build relationships with a foundation of trust using clear communication and active listening
6. We work together as one team to achieve the best outcomes for our patients
7. We put patients first and empower them to manage their own health
8. We value connection with our community
9. We value self-care and self-worth
10. We value lifelong learning
11. We encourage a sense of humour and finding enjoyment every day

Our management team and staff are expected to uphold these values at all times while in the employ of Good Country Physiotherapy.

Purpose of Position

The purpose of this position is to provide a full range of physiotherapy services to clients of the practice. This includes the implementation and evaluation of effective strategies and programs for a wide range of conditions within the local community.

As a new graduate physiotherapist, you will be provided with extensive training in all areas of physiotherapy to assist you to grow and develop your career.

The quality of the overall client experience relies heavily on this position due to its service focus. The outcomes delivered will impact on whether clients choose to return to the practice and thus are an important aspect of the business.

Key Responsibilities

Result Areas:

Provide clinical physiotherapy treatment in accordance with best practice principles and within the policies and guidelines set out by Good Country Physiotherapy and the Australian Physiotherapy Association.

- Maintain registration as a physiotherapist
- Maintain personal professional indemnity insurance

- Within the context of each patient's circumstances, develop and deliver intervention strategies and comprehensive physiotherapy programs ensuring that to the extent possible, practice is evidence-based
- Liaise with and maintain good communications with patients, working together to set goals, agree on treatment plans while ensuring informed consent is obtained at all times
- Liaise with and maintain good communications with interdisciplinary teams involved in patient treatment
- Work within best practice guidelines with regard to delivering effective outcomes for patients
- Keep accurate and timely clinical documentation that is recorded in a clear and concise format
- Maintain a high level of clinical competence through ongoing education including reading, courses, seminars, research and other forms of professional development
- Abide by all relevant legal requirements including occupational health and safety, privacy, equal opportunity etc
- Ensure that the patient is treated with respect, privacy and dignity at all times
- Contribute to minimising risk within the service
- Be a member of the Australian Physiotherapy Association and comply with its Code of Practice (for a copy, please ask the Practice Principal)
- Commit to ethical and professional practice of Physiotherapy at all times
- Provide supervision for physiotherapy and work experience students to help encourage new people to the profession and the district

General result areas:

- To participate in the appraisal system, ensuring that organisational goals are achieved
- To be familiar with the policies and procedures of the organisation
- To ensure records are accurate for the purpose of charging clients the appropriate fees
- Ensuring that services are delivered within the constraints of fees reasonably chargeable for those services
- Contribute to the ongoing improvement of both clinical and non-clinical systems and practices within the business
- To assist in the organising and running of the practice's classes, which include hydrotherapy, group physiotherapy classes including Pilates exercises, Functional Rehab, Strong on Your Feet and Step Up
- Contribute to the development of the business with respect to the company's Mission Statement, Vision and Values

Personal result areas:

- To maintain a client focus that includes empathy, high levels of communication and responsiveness
- To ensure that the role is approached with integrity
- To maintain a quality approach
- To be responsible
- Contribute to the development of the business with respect to GCP's Mission, Vision and Values
- To maintain a level of physical fitness appropriate to delivering the services required
- To communicate effectively with clients of a rural background and show understanding of their circumstance/lifestyles and how they differ from those living in metropolitan areas
- To work as part of a team

Activities and Duties

The physiotherapist is required to:

- i) Provide a broad range of treatment services to our community, both private and public patients across a variety of settings, including: Aged Care, Sporting Clubs and Private Practice.
- ii) Lead evidence-based exercise classes in our clinics: Mat-based Pilates, Functional Rehab, Step Up, Strong On Your Feet, GLA:D, Hydrotherapy (Bordertown only)
- iii) Provide treatment services, professional advice and/or education to the broader local community, as requested from time to time.
- iv) Participate in staff in-services, held monthly, and attend regular staff meetings either in person or through pre-arranged video conferencing. In the event that you cannot attend meetings in person or have an on-screen presence it is expected that you notify the Practice Manager in advance of any input you have on agenda items and read the minutes of the meetings within a reasonable time frame. This is a requirement of the position.
- v) Participate in watched assessments.
- vi) Represent GCP in a positive light within the community and uphold the values of the GCP team.
- vii) Use your individual experiences and interpersonal skills to enhance the work environment and team culture at GCP

Good Country Physiotherapy is committed to encouraging patients to be active in their management. To this end, self-management advice and home exercise programs are considered key aspects in patient management where appropriate. These should always be at the discretion of the treating physiotherapist.

The physiotherapist is actively encouraged to pursue other areas of interest outside of clinical work e.g. teaching exercise classes, worksite assessments, manual handling training etc. Any interest area should fall within the current scope of physiotherapy practice and should be discussed with the Directors/Practice Manager to assist in implementing new ideas.

From time to time, the physiotherapist may be required to complete basic administration tasks such as booking appointments and taking payments when no admin cover is available.

The physiotherapist may also need to liaise with other professionals involved in the care of a patient.

Key Skills and Experience

Essential

Education

- Qualifications acceptable for full registration as a physiotherapist in Australia with AHPRA
- Evidence of professional development during university education
- Current driver's license and reliable vehicle

General

- Demonstrated commitment to high professional standards
- Demonstrated empathy for the needs of your patients and your team
- Excellent communication and interpersonal skills
- Excellent time management and prioritisation skills
- The ability to adapt to changing environments
- A strong customer service focus
- The ability to assess problems and develop creative solutions
- The ability to excel at working independently and within a team
- Ability to use computer-based applications
- Ability to work autonomously

Desired

- Membership of A.P.A.
- Marketing skills
- Generalist physiotherapy knowledge across the full scope of Physiotherapy practice (including musculoskeletal, cardiothoracic, neurological, paediatrics, occupational health, women's health, sports injuries)
- Experience with working in a health-related industry or study of another health-related discipline