



# Position Description

## Position Overview

<b>Position Title</b>	New Graduate Physiotherapist
<b>Job Type</b>	Full Time Permanent
<b>Location</b>	Bordertown
<b>Reporting To</b>	Practice Manager
<b>Liaison</b>	Patients Clinical staff Suppliers Referring doctors and/or their staff Other health providers
<b>Salary Range</b>	As per the Health Professionals & Support Services Award (Level 1, Pay Point 3)
<b>Other Benefits</b>	Refer to <a href="http://www.goodcountryphysio.com.au/careers">www.goodcountryphysio.com.au/careers</a>



## 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 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, Keith and Kingston.

## Our Mission

“On your team, working together, for your health”

## 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

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

## 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 Physiotherapy Board of Australia (AHPRA).**

- 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 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 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
- Comply with the Physiotherapy Board of Australia Code of Conduct
- 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, Vison 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 New Graduate 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: Hospital, 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) Fully engage in the Good Country Physiotherapy Graduate Training Program. It is expected that the physiotherapist will be open and honest about their strengths and weaknesses, be receptive to feedback, actively seek out opportunities to further their learning and experience and display good self-care practices during the year.

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

#### *General*

- Demonstrated commitment to high professional standards
- Demonstrated empathy for the needs of patients
- Excellent communication 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 function independently and within a team
- Ability to use computer-based applications
- Ability to work autonomously
- Current driver's license and reliable vehicle

### Desired

- Membership of Australian Physiotherapy Association
- 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 effectively in a health-related industry, or other team environment.