

PRINCES  COURT

HOMES

POSITION DESCRIPTION

POSITION:	Physiotherapist
DEPARTMENT:	Residential Care
REPORTS TO:	Director of Nursing
STAFF RESPONSIBILITY:	NIL
FUNCTIONAL RELATIONSHIPS:	<p>Internal:</p> <ul style="list-style-type: none">• Executive Management Team - CEO, DON, Manager People and Culture• Occupational Therapist, WH&S Co-ordinator• Residents & families and/or primary carer• Nursing & Personal Care staff• Recreation & Lifestyle staff• Other employees <p>External:</p> <ul style="list-style-type: none">• Visitors and community• GP's, visiting medical staff, Allied Health Professionals, Transition Care staff• Education providers• Contractors & Tradespeople• Relevant industry and accreditation bodies• Multi-disciplinary teams
REMUNERATION:	Negotiated salary, conditions as per ANMF and HSU Enterprise Agreement 2017

ABOUT PRINCES COURT

Princes Court, (incorporating Princes Court Homes and Village) is an independent, not for profit, community owned organisation managed by a Board of Management. Sunraysia's leader in aged care and independent living, Princes Court is a well-respected part of the community.

Princes Court has operated in excess of 60 years with expertise and experience in managing a range of options from independent living through to high care and dementia specific care. We offer an accredited facility supported by more than 100 staff, provide 55 lifestyle retirement units, a home for 100 permanent and two respite residents.

Princes Court Home's personal centred care philosophy ensures comfort and security for Mildura's aging residents.

PRIMARY PURPOSE

The resident physiotherapist is responsible for:

- effective provision of high-quality services and health promotion activities to residents; through individual assessment, treatments and ongoing support to ensure person centred, evidence based, best practice care.
- maximising ACFI claiming through optimisation of pain management therapies, compliance with ACFI, accreditation, industry, professional and legislative standards.

KEY ACCOUNTABILITIES

- Ensure effective delivery of residential physiotherapist and health promotion services to residents within Princes Court Homes.
- Identify the unique needs of each resident, while acting as an advocate to assist individuals make informed decisions about their health.
- Work closely with and support the Director of Nursing (DON) to maintain a continuity of services for residents.
- Participate in the design, implementation and review of contemporary models of care within defined scope of practice.
- Conduct assessments to determine individual capabilities and apply professional expertise to maximise independence and quality of life including regular reviews.
- Complete Chronic Disease Management Program in line with Enhanced Primary Care regulations.
- Engage stakeholders within Princes Court Homes and externally to ensure care is coordinated and resident outcomes are optimised.
- Conduct pain management sessions which relieve pain, optimise mobility, dexterity and quality of life.
- Provide advice and assistance to the clinical team as requested specifically regarding pain, mobility and transfers, falls prevention and equipment.
- Ensure compliance with the ACFI pain management guidelines, other areas of compliance required under the Aged Care Act (1997) and relevant legislation.
- Ensure compliance with accreditation, industry and legislative standards and requirements.
- Participate in Princes Court Homes Quality Management System.
- Undertake research, conduct analysis and prepare concise reports relevant to clinical, financial and operational indicators.
- As a member of the multidisciplinary team, initiate new services and recommend opportunities for growth in accordance with the strategic direction and continual improvement of resident services.
- Assist in the rehabilitation and management of return to work plans for Princes Court Homes employees on workers compensation.
- Participate in personal and professional development and maintain a record of attendance as per AHPRA requirements.
- Act as a professional advocate and represent Princes Court Homes on relevant committees and industry bodies.
- Maintain a duty of confidentiality to all residents, clients, volunteers and staff ensuring “Confidential Information” is consistent with the Privacy Act and organisational Policy and Procedure.
- Abide by WH&S policies and participate in consultation to improve health and safety within the work and care environment of Princes Court Homes.
- Contribute to safe work practices in manual handling through risk assessment, provision of staff training and competency assessment.
- Report to the DON any accidents, injuries, near misses or observed breach of WH&S policy and procedure.
- Document potential or observed hazards and make recommendations for improvement.
- Undertake other duties as directed by the DON within professional scope of practice.

PHYSICAL DEMANDS AND WORK ENVIRONMENT

It is important to be able to use hands to handle, control, or feel objects, tools, or controls.

The following physical activities may be required to meet the obligations of this position:

- Sitting
- Twisting
- Pulling
- Squatting
- Pushing
- Bending
- Walking distances on hard surfaces
- Keyboard work

KEY SELECTION CRITERIA

- Appropriate tertiary qualification relevant to the role
- Professional registration with the Australian Health Practitioner Regulation Agency (AHPRA)
- Membership of Physiotherapy Australia
- Experience in aged care, understanding of associated medical conditions with a rehabilitation focus
- High level knowledge of the Aged Care Act, mandatory reporting obligations, the Australian Aged Care Quality Standards, quality systems and documentation requirements including the Aged Care Funding Instrument
- Proven interpersonal communication skills including relationship building, ability to deal with cultural diversity, range of fitness history and facilitating open discussions
- Superior ability to communicate in written formats (reports, forms etc)
- Advanced computer literacy (Microsoft suite of programs)
- Demonstrated ability to work independently and as part of a team
- Excellent organisational and time management skills
- High degree of reliability and accountability
- Ability to work additional hours if required and a degree of flexibility (desirable)

ADDITIONAL INFORMATION

- All offers of employment are subject to a satisfactory National Police Check and provision of current driver's license prior to commencement.
- The employment contract will contain a probationary period and an annual performance review.
- A remuneration package will be negotiated with the successful applicant. Princes Court offers employees Not for Profit salary sacrificing.
- Employees must have the right for permanent employment in Australia.
- Princes Court Homes is a smoke free environment.

Princes Court's Culture	
<p>Values</p> <ul style="list-style-type: none"> • Person-centeredness • Excellence • Dignity • Effectiveness 	<p>The foundation of our facility is the excellent and committed staff, valued for their contribution to the lives of the people we serve. We work with staff to understand their needs and offer flexibility or advancement through personal development. This ensures we have an engaged, enthusiastic and passionate team to provide the best environment for our residents.</p> <p>Values are based around our residents finding happiness, security, comfort and companionship in what we offer.</p> <p>Vision: Excellence in care and lifestyle.</p> <p>Mission: We provide choices in high quality and secure aged & residential care and independent living, responding to changing community needs with innovative services and support.</p>

Signed on behalf of Princes Court Homes Inc.			
NAME	Sue Zariko		
REPORTING MANAGER	Acting, Director of Nursing		
SIGNATURE		DATE	/ /2018

Acceptance of the position			
I understand and agree to abide by the responsibilities and duties described in this position description.			
NAME			
SIGNATURE		DATE	/ /2018