

POSITION DESCRIPTION: Physiotherapist

Position Details

Position Title:	Physiotherapist
Reports To:	Manager Allied Health
Positions Supervised:	N/A
Internal Stakeholders:	Allied Health team, Support Services (Direct Care), Health teams and administrative support
External Stakeholders:	Clients, Family members/carers/other stakeholders, Funding bodies, Referral Agencies

About Xavier

At Xavier, we have been providing disability support to children and young people with health and disability needs since 1949. Our focus is on the provision of a range of multi-disciplinary services to help children and young people with high needs to live the best lives possible with their family. We are part of the Catholic Archdiocese of Brisbane and have an established reputation for the provision of high quality care to children and young people within their home environment.

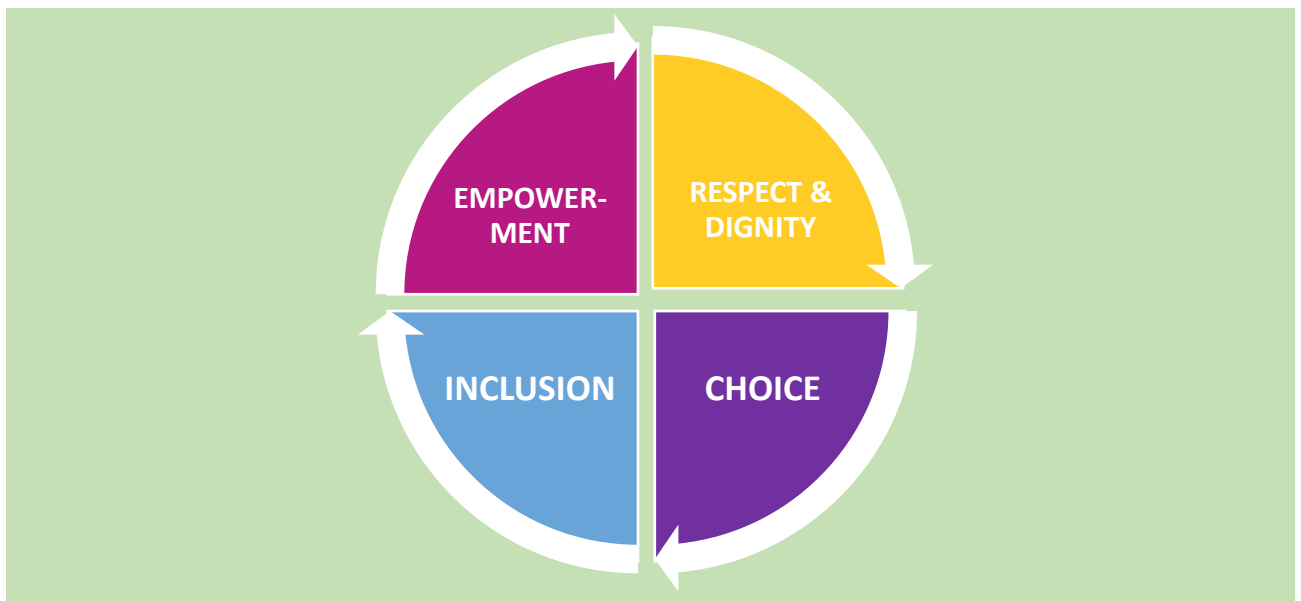
We work with families to tailor our services to meet the individual needs of each child or young person with complex needs and/ or health conditions and disabilities including physical, neurological, sensory, intellectual and developmental delay.

Our committed and engaged teams of professionals work in the areas of:

- Occupational Therapy
- Equipment, Home and Vehicle Modifications
- Support Workers
- Physiotherapy
- Music Therapy
- Short Term Accommodation
- Speech Pathology
- Nursing
- Counselling

At Xavier, our Values are at the heart of everything we do. The Xavier values are that each child with a disability:

- Is treated with dignity and as a valued part of their community
- Has a right to and are best placed within a nurturing family environment.
- Has the right to reach their individual potential and appropriate level of independence
- Has the right to participate in inclusive community activities available to all children
- And their families have a right and are empowered to make decisions concerning the services they receive.



Position Summary

The Xavier Physiotherapist is responsible for working in conjunction with a small multi-disciplinary team to create opportunities for children and young people with complex disabilities while enhancing the lives of their families. They will provide evidence based services that will enable the client and their family to achieve their goals and promote independence, decision making and inclusion in their communities.

Key Responsibilities

Key Result Area	Task Description	KPI
Service Delivery – Client Services	<p>Provide high quality Allied Health intervention:</p> <ul style="list-style-type: none"> Plan and provide high quality Physiotherapy services and outcomes that are contemporary and evidence based for: <ul style="list-style-type: none"> - <i>client assessments</i> - <i>consultation</i> - <i>therapy interventions</i> - <i>use of assistive technology.</i> <p><i>(Level 2 will independently apply professional knowledge and judgement to novel, complex or critical tasks relevant to discipline)</i></p> Provide high quality physiotherapy assessment and intervention for clients in a professional, confidential manner in keeping with accepted best practice standards. Ensure integrated service delivery and follow up, coordinating and communicating as required with internal and external stakeholders. Deliver education sessions to clients and their families as required Prioritise and manage clients as appropriate to client caseload Contribute to the development of the allied health business plan and service development Collaborate with team members and assist clients and their families to gain maximum benefit from Xavier services 	<ul style="list-style-type: none"> Clients and/or family members achieve goals and outcomes Evidence based services are provided through sound clinical skills and reasoning Services provided incorporate principles of person or family-centred practice and facilitates inclusion in communities, enables independence and decision-making skills Therapy assessment, consultation and interventions (including assistive technology) are appropriate for the management of clients complex conditions, appropriate to discipline and client caseload Clients are accessing other services as appropriate Professional and empathetic approach
Client Records and Billing	<ul style="list-style-type: none"> Meet daily billable targets Accurately complete client and organisational reports and records 	<ul style="list-style-type: none"> Daily targets are understood and met Timesheets are entered daily Services are delivered within the client's financial and funding body boundaries, and Xavier guidelines Client file notes, records, reporting and written communication are completed to a high standard in a professional and timely manner and in accordance with Xavier requirements and standards

Key Result Area	Task Description	KPI
Stakeholder Management and Relationships	<ul style="list-style-type: none"> Maintain confidentiality in line with Code of Conduct and comply with all Xavier policies and procedures Work as part of a multi-disciplinary team Provide input as into the development of practices, procedures and protocols Develop and foster professional relationships with internal and external stakeholders Collaborate and communicate with clients and team members to facilitate client outcomes Promote Xavier services and contribute to marketing efforts 	<ul style="list-style-type: none"> Confidentiality is maintained Fully compliant with Xavier policies and procedures Relationships that benefit clients and Xavier are developed and maintained Interpersonal and verbal communication skills are of high standard Effective working relationships established
Professional Standards, Quality, Risk Management, Work Health and Safety	<ul style="list-style-type: none"> Comply with all professional development requirements to maintenance of membership with the Physiotherapy Board of Australia and AHPRA. Maintain and develop knowledge and clinical skills based on the latest evidence-based practice Seek out professional mentoring and/or supervision to foster self-reflective learning and continuous improvement <i>(Level 2: Provides supervision of colleagues as allocated by Manager)</i> Contribute pro-actively to a culture of continuous improvement and learning Contribute to the evaluation and analysis of organisational work/projects including development of internal policies and resources Implement appropriate risk management processes. Promote safe work practices for self and others in the workplace. 	<ul style="list-style-type: none"> Professional standards are met and maintained Undertake Professional Development to enhance and develop knowledge beneficial for the client Knowledge gained from professional development activities is shared with colleagues Undertake Mentoring/supervision Quality Management objectives met Risk Management and WHS Compliance
Other	<ul style="list-style-type: none"> Undertake other reasonable duties as required or requested 	<ul style="list-style-type: none"> Additional tasks are undertaken and completed as requested

Skills, Knowledge and Abilities

1. Demonstrated understanding and commitment to the values and practice of Xavier and the ability to work sensitively and effectively with children and young people with complex needs
2. Demonstrated skills in working within a community care setting, in particular the ability to work as part of a multidisciplinary team with a sound understanding of your role as a Physiotherapist in this context
3. Demonstrated ability to independently organise and manage a caseload
4. Strong customer centred focus with the ability to professionally communicate, consult and support clients to identify and achieve their needs and goals
5. Demonstrated sound, evidence based clinical reasoning
6. Demonstrated innovative problem solving skills within the context of issues faced by children and young people with complex health and disability needs
7. Demonstrated ability to work both autonomously and collaboratively with colleagues and stakeholders to ensure a seamless service to clients and their families
8. Demonstrated effective verbal and written skills with emphasis on interpersonal communication skills, establishing trust and rapport, maintaining confidentiality and record keeping
9. Demonstrated competence in information technology including client management systems, mobile devices/ applications and Microsoft office suite.

** Level 2 positions require higher levels of clinical skills and knowledge gained from relevant experience. Must possess the ability to provide professional supervision of colleagues.

Qualifications / Experience

- The possession of a recognised tertiary qualification in Physiotherapy and current registration or be eligible for registration with the Australian Health Practitioner Regulation Agency (AHPRA) as a Physiotherapist
 - Demonstrated ability to comply with the professions code of ethics and function in accordance with legislation affecting Physiotherapy practice for maintenance of registration with the Physiotherapy Board of Australia.
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Practical Requirements

- Willingness to obtain national police certificate
- Medicare provider number or willingness to obtain
- Current Queensland drivers licence and reliable vehicle – essential
- Willingness to work flexible hours as required, including the requirement to travel within the surrounding regions
- Australian citizenship or permanent residency.