

POSITION DESCRIPTION

Position Title:	SENIOR PHYSIOTHERAPIST
Department:	Physiotherapy
Classification:	Grade 3
EBA / Award:	Allied Health Professionals (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2021-2025
Primary Site:	Wodonga Campus
Employment Conditions:	<input checked="" type="checkbox"/> Vaccination Category A <input type="checkbox"/> Vaccination Category B <input checked="" type="checkbox"/> Working with Children <input type="checkbox"/> Aged Care
AWH VISION	
<i>"The Best of Health."</i>	
AWH VALUES	
Patient and Client Focused, Ethical, Teamwork, Equity, Respect, Compassion, Accountability and Trust.	
<i>Patient and Client Focussed:</i>	Our purpose is to serve our patients and clients in order to achieve the Vision and Purpose of Albury Wodonga Health.
<i>Ethical:</i>	Both in our clinical endeavour and our business practices we will be just in all our dealings.
<i>Teamwork:</i>	Esprit de corps, harmony, partnership and unity are valued.
<i>Respect:</i>	Appreciation of the worth of others and regard for their contribution is inherent.
<i>Trust:</i>	Confidence that all are doing their best, honestly and positively.
<i>Accountability:</i>	Understanding that all bear a personal responsibility to our community.
<i>Compassion:</i>	Consideration, empathy and humanity are given freely to our patients and staff alike.
<i>Equity:</i>	Fairness, integrity and justice are apparent in our actions.
ROLE SUMMARY / PURPOSE	
<ul style="list-style-type: none"> To work with the Physiotherapy Manager to provide professional leadership within the discipline group. This includes professional supervision, mentoring and competency training consistent with their skill mix and clinical experience. To support the Physiotherapy Manager in the development and implementation of effective clinical governance strategies for the discipline. To support the Physiotherapy Manager in effective daily management of Wodonga Campus Physiotherapy services. To provide high quality clinical services with specialist clinical expertise within an area that requires a high level of specialist knowledge as recognised by AWH. This includes clinical, educational and consultative interventions to patients / clients of AWH and may include advanced clinical practices where appropriate. 	

- To provide clinical services appropriate to clinical urgency and demand including working across AWH hospital campuses where specified
- To work with the Physiotherapy Manager to represent the Physiotherapy profession across AWH.
- By delegation of the Physiotherapy Manager, to liaise with relevant Program Coordinators on any matters likely to impact the operations of non-admitted services.
- All AWH Allied Health professionals will work with their operational and professional managers to support effective patient flow through admitted and non-admitted services. This will include deployment to different work areas in response to individual urgent referrals during times of unplanned staff leave with resultant critical staff shortage and risk to patient care and flow. Discipline Managers will work with staff to ensure they work within their professional scope of practice (as defined by VIC DoH AH Competency, Credentialing and Capability Framework).

KEY RESPONSIBILITIES

CLINICAL LEADERSHIP:

- Work with the Physiotherapy Manager to maintain a professional supervision program for the Wodonga campus Physiotherapy staff.
- Work with the Physiotherapy Manager to maintain current policies and procedures relevant to Physiotherapy services at Wodonga campus.
- Work with the Physiotherapy Manager to identify and manage Physiotherapy service issues specific to the Wodonga campus including staffing and access to appropriate equipment and resources.
- Work with the Physiotherapy Manager and other senior Physiotherapists to maintain a high-quality Physiotherapy service within AWH through a quality improvement program.
- At all times promote good interpersonal relationships both within and external to AWH.

CLINICAL & TECHNICAL SKILLS AND ABILITIES:

- Provide high quality professional services and standards of practice as guided by the Australian Health Practitioner Regulation Agency, the Physiotherapy Board of Australia, the Australian Physiotherapy Association, Albury Wodonga Health and the Victorian Department of Health.
- Maintain a clinical caseload and provide a high-quality specialist Physiotherapy clinical service to all patients within that caseload including provision of advanced clinical practices relevant to that caseload.
- Provide client centred clinical assessment, treatment / intervention and consultation in cooperation with the multi-disciplinary team.
- Provide all services in a culturally appropriate manner in areas of clinical responsibility.
- Provide quality education - including written / visual and verbal, to clients, to support their ability to manage their own health.
- Be responsible for safe and correct handling of both clients and equipment with regard to self and others.
- Provide effective and appropriate delegation and supervision of clinical tasks to the AHA.
- Facilitate the smooth transition of clients through the health care system, liaising with relevant staff and community agencies to ensure continuity of care for individual patients / clients and their families:
- Work within the multi-disciplinary team, recognising and respecting the expertise and contribution of all team members, collaborating to refer clients to other services as necessary.
- Demonstrate knowledge and appropriate use of services relevant to the client / family.
- Ensure all clinical activity undertaken fulfils or exceeds the competency standards of the profession, and the minimum standards for the programs into which they input / relate.
- Engage in clinical work that is guided by evidence-based practice and in which outcomes are monitored and modifications made as required.
- Implement treatments / intervention plans based on assessment for all clients including those which require problem solving.

- Manage time and prioritise competing demands so that clinically appropriate care is delivered in a timely fashion, and non-clinical and leadership deadlines and responsibilities are met.
- Meet discipline specific requirements as designated by the Physiotherapy Manager and agreed with the Program Coordinator (when appropriate).

TEAMWORK & COMMUNICATION:

- Work with the Physiotherapy Manager to implement strategies to support effective daily communication within the Wodonga Physiotherapy team.
- Actively participate in the organisation and running of Physiotherapy Department meetings, including both Wodonga specific and cross border.
- Maintain effective and efficient communication with the Physiotherapy Manager regarding Physiotherapy service issues specific to Wodonga Campus.
- Work together with the Physiotherapy Manager and other Physiotherapists to represent the discipline within AWH and the broader community.
- Participate in committees, work groups and forums within AWH as delegated by the Physiotherapy Manager.
- Maintain timely, effective and professional verbal and written communication at all levels within AWH, and with external professionals and organisations as required.
- Actively participate in relevant ward rounds / case conferences and family meetings, taking a lead when appropriate.
- Actively participate and contribute to the outcomes of multi-disciplinary and discipline specific teams.
- Communicate in a culturally appropriate, effective and positive way with all members of the team.
- Demonstrate well developed skills in negotiation and conflict resolution.
- Adhere to Department of Health (DoH) and AWH policy and procedures for clinical documentation and abbreviations.

SERVICE PLANNING AND COORDINATION:

- Actively participate in the development and implementation of relevant business plans, taking a lead role when required.
- Demonstrate knowledge of EQulP National standards.
- Demonstrate knowledge of the Public Health system, and its financial and structural arrangements.
- Work with the Physiotherapy Manager to maintain a program of ongoing review, development and implementation of policies and procedures within the Physiotherapy discipline.
- Actively participate in an AWH committee, subcommittee or working party in an agreed area as required.

INFORMATION MANAGEMENT:

- Ensure information is managed in line with organisational, allied health and discipline standards.
- Meet documentation requirements for all programs / units.
- Complete required program reporting and statistical records for client related and other activities within the specified timeframes.
- Participate in the monitoring and review of data generated for the purposes of discussing staffing requirements and workloads, and for monitoring the efficiencies of new work practices and quality activities in relevant forums.

PROFESSIONAL DEVELOPMENT & SUPERVISION:

- Adhere to AWH and Physiotherapy procedures for Performance Development Planning and Professional Supervision.
- Maintain a current knowledge and skill base for provision of high-quality clinical services through a personal professional development plan. This may include advanced practice roles where appropriate.
- Liaise with the Physiotherapy Manager to identify and support priority professional development opportunities with the Wodonga Physiotherapy Team.

- Work collaboratively with other senior Physiotherapy staff to maintain a high-quality clinical education program within AWH Physiotherapy. Such a program would encompass Physiotherapy students, Physiotherapy staff and other clinical staff of Wodonga Hospital as appropriate.
- Monitor new developments in Physiotherapy through journal review, attendance and presenting at departmental in-services and attending other relevant internal and external education opportunities.
- Integrate new learning into practise both individually and more broadly where required. This will be demonstrated by evidence presented at the annual Performance Development Review.
- Act as a resource to:
 - Other staff, students, clients and carers.
 - Community groups and other agencies as appropriate.
- Work with the Physiotherapy Manager to promote an organisational climate conducive to learning, professional growth and teamwork.

TEACHING AND TRAINING:

- Provide quality supervision and training for Grade Two staff and Grade One Level 1/2 as appropriate, as per Supervision – Allied Health Professionals Procedure (PRO1417) and in line with relevant department organisational structure.
- Actively participate in the development, delivery and coordination of orientation, induction, mentoring, education and professional development of Grade 1 & 2 Level 1 & 2 Physiotherapists, other allied health staff, students (including work experience students) and other AWH personnel as required.
- Work collaboratively with the AWH Professional Development and Training team in the delivery of relevant in-service / education sessions as negotiated.
- Participate in relevant research activities being undertaken, under the guidance of the principal researcher.

CONTINUOUS QUALITY IMPROVEMENT AND RISK MANAGEMENT:

- Work with the Physiotherapy Manager to promote the development of the Physiotherapy quality improvement plan.
- Lead and participate in quality improvement initiatives and regularly review own work practices to ensure continuous improvement in meeting customer expectations and requirements.
- All employees are expected to participate in mandatory education as it relates to their specific roles and responsibilities. These include (but are not limited to):
 - Fire and Evacuation.
 - Manual Handling
 - Basic Life Support.
 - Infection Control
- Commit to principles and practices of Infection Control as they relate to the designated area of work.
- Comply with immunisation standards for Category A staff.
- Always adhere to state and AWH Workplace Health and Safety (WHS) policies and procedures.
- Provide leadership in the identification, evaluation and management of risk in line with AWH Risk management Policy and Procedure.
- Work with the Physiotherapy Manager to promote awareness of the AWH accreditation process and EQUiP National standards to the Physiotherapy Department. Be actively involved in promoting and striving to integrate the mandatory requirements of accreditation into all aspects of the patient care journey.
- Comply with child protection Policy and Procedures and complete applicable training.

CAPABILITY:

Capabilities mapped against AHP grades / levels of National Common Health Capability Resource (NCHCR) (developed by Health Workforce Australia). Refer to Allied Health: Credentialing, Competency and Capability (CCC) framework for breakdown of each domain into specific activities.

- Participates in the planning delivery and management of evidence-based patient / client care (Level 3-4*).

- Builds and maintains effective working relationships and works in partnership with others. (Level 3-4*).
- Recognises the complexity of health and healthcare systems, and engages in processes and activities that promote safe, quality, effective services for all (Level 3-4*).
- Acts in accordance with professional, ethical and legal standards (Level 3*).
- Maintains and extends professional competence and contributes to the learning and development of others. (Level 3-4*).

MANDATORY TRAINING:

- It is a condition of appointment that all employees complete mandatory e-learning modules prior to commencement.

QUALIFICATIONS AND EXPERIENCE

MANDATORY:

1. Bachelor of Physiotherapy or equivalent.
2. Registration with the Australian Health Practitioners registration Agency.
3. Current Driver's Licence.

DESIRABLE:

4. Minimum of seven years' experience.
5. Demonstrated extensive specialist knowledge and clinical expertise in a specialist area of physiotherapy.
6. Well-developed interpersonal skills and demonstrated ability to provide leadership within a team.
7. Sound organisational and time management skills.
8. Reliability, flexibility and adaptability.
9. Demonstrated supervision skills and recent experience for both student and junior physiotherapy supervision.
10. Commitment to quality improvement.

NOTES:

- A current National Police Check shall be provided / undertaken prior to appointment.
- A Working with Children's Check (as per relevant State legislation) may be required where the role requires working unsupervised with children.
- AWH is the principal regional health care provider in the event of disaster and emergency. The occupant of this position understands and acknowledges that he/she may be required to work as assigned if requested to meet the Health Service's responsibilities in the event of a disaster or emergency situation.
- While this position description reflects the current duties and responsibilities, it is not to be interpreted as all inclusive. It may be subject to review from time to time.

PERSONAL ATTRIBUTES / SOFT SKILLS

- The ability to motivate, empower and positively influence the behaviour of others.
- Able to apply critical and methodical thinking to solve difficult problems and produce positive solutions.
- Skilled in conflict resolution and negotiation.

KEY RELATIONSHIPS

REPORTS TO:	Professionally reports to the Physiotherapy Manager. Operationally reports to the relevant Program Coordinator for non-admitted services or to the Physiotherapy Manager for admitted services as appropriate.
SUPERVISES:	In consultation with the Physiotherapy Manager, the Senior Clinician is responsible for the clinical supervision and education of:

	<ul style="list-style-type: none"> • Physiotherapy professionals Grade 1 & 2 / Level 1 & 2 as delegated. • The Allied Health Assistants (AHA) in relation to delegated tasks. • Undergraduate and Postgraduate Physiotherapy students. • Work experience students.
OVERALL:	The Senior Clinician will work in collegiate relationships / collaboratively with team colleagues and service providers within the organisation and the broader community.
PERFORMANCE APPRAISAL	
<p>A review of performance shall be undertaken within six months following commencement and annually thereafter. There is an expectation that staff will assume responsibility for completion of any learning requirements advised by the organisation. This includes all Mandatory Training and Clinical Competencies as required (annually or in accordance with timelines specified in relevant health service policies and procedures).</p>	
QUALITY AND RISK MANAGEMENT	
<p>In order to help ensure continued employee and patient safety and quality of care:</p> <ul style="list-style-type: none"> – Staff are required to participate in the development and maintenance of a quality service through the application of professional standards; participation in quality improvement activities; and compliance with the policies, procedures, practices and organisational goals and objectives of AWH. – Staff are required to contribute to the development and maintenance of the AWH Risk Management Framework and apply the framework to identify, evaluate and minimise exposure to risk across the organisation. – A positive risk culture at AWH is embedded by our belief that everyone has a role in risk. You are encouraged to identify opportunities for improvement and play a role in assisting the organisation to achieve its risk objectives. – Staff are required to abide by the Code of Conduct for AWH. 	
HEALTH AND WELLBEING	
<p>The health and wellbeing of employees is a priority for AWH and I recognise the importance of an environment that promotes and nurtures the physical, mental, emotional and social wellbeing of all individuals.</p> <p>I commit to:</p> <ul style="list-style-type: none"> – Reporting through the Incident Management System any near misses or incidents as they occur. – Partaking in the promotion of the health and wellbeing of employees. – Contributing to an inclusive and health promoting environment. – Promoting our values and vision. – An organisational culture that promotes positive mental health and wellbeing through supportive leadership, employee participation and shared decision making. 	
SCOPE OF AUTHORITY	
<p>Employees covered under this Position Description are not permitted to work outside of their designated level of responsibility without express permission from either the Manager or the Line Manager.</p>	
CLOSING THE GAP	
<p>AWH is committed to enhance our ability to attract and recruit Indigenous people and committed to closing the gap in employment outcomes between Indigenous and non-indigenous people.</p>	

CONFIDENTIALITY

Confidentiality is a matter of concern for all persons who have access to personal information about patients, clients, residents or employees of AWH. Staff must understand and accept that in accessing this personal information they hold a position of trust relative to this information. In recognising these responsibilities staff must agree to preserve the confidential nature of this information.

Failure to comply with this agreement may result in disciplinary action and may include termination of employment.

Declaration:

As the incumbent of this position, I acknowledge that I have read the Position Description and Job Demands Checklist, understood its contents and agree to work in accordance with the contents therein. I understand that other duties may be directed from time to time.

I understand and accept that I must comply with the policies and procedures applicable to AWH. I also agree to strictly observe the AWH Code of Conduct and policy on confidentiality of commercial and patient information or such sensitive information that I may come across in the course of my employment.

Name of Incumbent: _____

Signature: _____

Date: _____

ANNEXES

1. Organisational Responsibilities.
2. Jobs Demand Checklist.
3. Maternity & Pelvic Health - Senior Physiotherapist Position Statement

DOCUMENT CONTROL	
Executive Sponsor:	Executive Director of Public Health, Mental Health & Wellbeing & Chief of Allied Health
Manager Responsible:	Physiotherapy Manager
Author(s):	Physiotherapy Manager and Resourcing Advisor P&C
Reviewed by People & Culture:	<input checked="" type="checkbox"/> 20/11/2023
Position Description ID No:	PD0333
Approval Date:	20 November 2023
Date Due for Review:	20 November 2028
Version No:	4.0
Original Approval Date:	20 December 2016
Previously Named As:	Senior Clinician – Physiotherapy Position Description

ORGANISATIONAL RESPONSIBILITIES

The following criteria are requirements for all employees that may either be assessed through the selection process or assessed as part of your ongoing and annual Professional Development / Performance Management review cycle.

Communication:

- Ability to gather relevant information through effective questioning.
- Ability to express information and ideas appropriately.
- Reads / reviews relevant documents.
- Participates in meetings, committees and disseminates information as required.

Equal Employment Opportunity:

- Commitment to the principles.
- Supports diversity in the workplace.

Information Management:

- Collects and uses data as required.

Integrity:

- The ability to understand the implications of one's actions and act in a manner consistent with relevant policies, codes, guidelines and legislation.

Organisation Awareness:

- Being aware of the organisational goals and objectives and contribute positively to their attainment.

People / Patient Focused Environment:

- Ability to set the highest standards of performance for self and others in meeting the needs of internal and external customers.

Infection Control:

- Hand Hygiene.
- Standard precautions.

Primary Health:

- Promotes the social view of health, early intervention, health promotion and harm minimisation.

Quality Improvement:

- Participate in, and where applicable leads educational and Quality Improvement activities.
- Works to continually improve own performance.

Resource Management:

- Ensure all allocated resources are managed in an efficient and accountable manner.

Safe Practice and Environment:

- Understands responsibilities under Occupational Health and Safety legislation.
- Able to identify actual / potential workplace hazards and take corrective action.
- Vaccination status meets legislative requirements.

Self Development:

- The ability to understand own development needs and to recognise, create and seize opportunities to improve performance.

Teamwork / Collaboration:

- Works effectively with others to achieve mutual aims, and to identify and resolve problems.
- Influence an environment free from horizontal and vertical violence.

JOB DEMANDS CHECKLIST:

The purpose of this section is to describe the physical and psychological risk factors associated with the job. Applicants must review this form to ensure they can comply with these requirements and successful applicants will be required to sign an acknowledgment of their ability to perform the job demands of the position.

This form is to be completed by the Manager / Supervisor of the position being recruited to.

Position: *Senior Physiotherapist*

Department / Unit: *Physiotherapy*

Facility / Site: *Wodonga Campus*

TASKS PERFORMED:

Nature of Tasks to be undertaken (Collective description as best describes tasks).

FREQUENCY DEFINITIONS:

- I = Infrequent - intermittent activity exists for a short time on a very infrequent basis.
- O = Occasional - activity exists up to 1/3 of the time when performing the job.
- F = Frequent - activity exists between 1/3 and 2/3 of the time when performing the job.
- C = Constant - activity exists for more than 2/3 or the time when performing the job.
- R = Repetitive - activity involved repetitive movements.
- N = Not Applicable - activity is not required to perform the job.

Demands	Description	Frequency					
		I	O	F	C	R	N
PHYSICAL DEMANDS:							
Sitting	Remaining in a seated position to perform tasks.			X			
Standing	Remaining standing without moving about to perform tasks.						X
Walking	Floor type: even / uneven / slippery, indoors / outdoors, slopes.			X			
Running	Floor type: even / uneven / slippery, indoors / outdoors, slopes.						X
Bend / Lean Forward from Waist	Forward bending from the waist to perform tasks.			X			
Trunk Twisting	Turning from the waist while sitting or standing to perform tasks.			X			
Kneeling	Remaining in a kneeling posture to perform tasks.		X				
Squatting / Crouching	Adopting a squatting or crouching posture to perform tasks.		X				
Leg / Foot Movement	Use of leg and / or foot to operate machinery.		X				
Climbing (stairs / ladders)	Ascend / descend stairs, ladders and steps.		X				
Lifting / Carrying	Light lifting and carrying (0 - 9 kg).			X			
	Moderate lifting and carrying (10 – 15 kg).		X				
	Heavy lifting and carrying (16 kg and above).	X					
Reaching	Arms fully extended forward or raised above shoulder.		X				
Pushing / Pulling / Restraining	Using force to hold / restrain or move objects toward or away from the body.		X				
Head / Neck Postures	Holding head in a position other than neutral (facing forward).	X					
Hand & Arm Movements	Repetitive movements of hands and arms.		X				
Grasping / Fine Manipulation	Gripping, holding, clasping with fingers or hands.			X			
Work At Heights	Using ladders, footstools, scaffolding, or other objects to perform work.						X
Driving	Operating any motor powered vehicle.		X				

SENSORY DEMANDS:									
Sight	Use of sight is an integral part of work performance, eg: Viewing of X-Rays, computer screens, etc.							X	
Hearing	Use of hearing is an integral part of work performance, eg: Telephone enquiries.							X	
Smell	Use of smell is an integral part of work performance, eg: Working with chemicals.								X
Taste	Use of taste is an integral part of work performance, eg: Food preparation.								X
Touch	Use of touch is an integral part of work performance.							X	
PSYCHOSOCIAL DEMANDS:									
Distressed People	Eg: Emergency or grief situations.							X	
Aggressive & Uncooperative People	Eg: Drug / alcohol, dementia, mental illness.							X	
Unpredictable People	Eg: Dementia, mental illness, head injuries.							X	
Restraining	Involvement in physical containment of patients / clients.	X							
Exposure to Distressing Situations	Eg: Child abuse, viewing dead / mutilated bodies.								X
ENVIRONMENTAL DEMANDS:									
Dust	Exposure to atmospheric dust.						X		
Gases	Working with explosive or flammable gases requiring precautionary measures.						X		
Fumes	Exposure to noxious or toxic fumes.								X
Liquids	Working with corrosive, toxic or poisonous liquids or chemicals requiring PPE.	X							
Hazardous Substances	Eg: Dry chemicals, glues.								X
Noise	Environmental / background noise necessitates people raise their voice to be heard.	X							
Inadequate Lighting	Risk of trips, falls or eyestrain.								X
Sunlight	Risk or sunburn exists from spending more than 10 minutes per day in sunlight.								X
Extreme Temperatures	Environmental temperatures are less than 15°C or greater than 35°C.								X
Confined Spaces	Areas where only one egress (escape route) exists.								X
Slippery or Uneven Surfaces	Greasy or wet floor surfaces, ramps, uneven ground.	X							
Inadequate Housekeeping	Obstructions to walkways and work areas cause trips and falls.	X							
Working At Heights	Ladders / stepladders / scaffolding are required to perform tasks.								X
Biological Hazards	Eg: Exposure to body fluids, bacteria, infectious diseases.						X		

The area below is for any special comments or notes on significant physical or other demands required to perform this job.

Aim:

The Pelvic Health Physiotherapist position aims to provide high quality, leading, evidence-based practice to antenatal and postnatal women who are at risk of complications during birth or who have experienced birthing pelvic trauma, resulting in pelvic floor dysfunction. The service will envelop the maternity ward care to ensure consistency of care of those highest priority patients and facilitate promotion of positive patient experiences and journeys. A collaborative, cohesive and co-ordinated approach with the AWH continence clinic, and other key internal and external stakeholders is paramount to the successful management of pelvic floor dysfunction for these women.

The primary responsibility of the role is the development, establishment and provision of the latest evidence-based practice in the ante and postnatal phase to those who are most at risk from long term complications associated with pelvic floor dysfunction. As we are one of the largest regional birthing centres in Victoria, the service interventions must be goal directed and time efficient.

A primary goal projecting forward will be advancing our maternity and pelvic health service to create opportunities and connections to enable an Advanced Practice element to this service. This may not be achieved in the initial scoping phase but would be an expectation that pathways are initiated towards establishment of this key element.

It is an expectation that colleagues undertaking this role will provide all training certificates to the Allied Health Competency and Credentialing Committee prior to undertaking any internal examinations and will work collaboratively together with the Physiotherapy Manager, to ensure peer reviewed training (and expanded as best practice guidelines are updated) and education is undertaken regularly and documented as per the requirements of the AWH AHCCC and AHPRA.

Key Relationships:

Reports to:

Physiotherapy Manager

Supervises:

The role requires experienced therapists to share their knowledge and supervision to enable pathways of learning and succession planning by facilitating depth of experience across the team including:

- Rotating physiotherapists (who would like to further their skill in pelvic health).
- Pelvic Health trained, but inexperienced Physiotherapist colleagues.
- AHAs supporting the service (in accordance with the Allied Health Assistant delegation framework).
- Exercise Physiologists.
- Undergraduate physiotherapy students.

Overall:

- Develop and maintain professional working relationships within direct team and broader AWH staff (both clinical and non-clinical).
- Develop and maintain professional working relationships with consumers and external service providers.
- Expand our engagement with external stakeholders to facilitate embedding the AWH Pelvic Health Service throughout referral networks.
- Actively scope, initiate and work towards pathways for Advanced Scope of Practice Physiotherapy in Pelvic Health.

Qualifications and Experience in Addition to Senior Physiotherapist (PD0333)

MANDATORY:

1. Certification at a minimum APA Level 1 Women's Pelvic Health Physiotherapy Part A & B / or equivalent (determined via learning objectives, hours of learning and assessment of competency) and be willing to work towards APA Level 2 (or equivalent).
2. Theoretical and practical competencies to fully assess the pelvic floor. This includes vaginal examination and rectal examination as clinically indicated.
3. Working experience in Pelvic Health or Continence.
4. Advanced clinical knowledge and expertise in maternal ante and post-natal pelvic health.
5. Proven history of ability to successfully relate, communicate and collaborate with stakeholders from different professional backgrounds including nurturing of rotational physiotherapists to enable expansion of knowledge beyond the undergraduate learning objectives.

DESIRABLE:

6. Post graduate certificate in Physiotherapy (Pelvic Floor Physiotherapy) or equivalent.
7. Experience in service review or service change initiatives, including researching, raising opportunities and championing change through collaboration, evidence-based practice and patient centered care.

Role Specific Responsibilities:

INDIVIDUAL RESPONSIBILITIES:

- To provide high quality professional physiotherapy services and standards of practice as guided by the Australian Health Practitioner Regulation Agency (AHPRA), the Physiotherapy Board of Australia, the Australian Physiotherapy Association, AWH and the Victorian Department of Health pertaining specifically to antenatal and postnatal women.
- Ensuring recognition as per expertise and scope of practice, in keeping with AWH objectives, and referring to 'specialist' colleagues within the AWH Continence Service as appropriate or to external stakeholders.
- Proactively develop and maintain current policies and procedures relevant to Physiotherapy services within the field of ante and post-natal pelvic floor dysfunction.
- Demonstrate knowledge of research, new developments and evidence-based practice in physiotherapy related to continence and pelvis floor dysfunction.

TEAMWORK & COMMUNICATION:

- Collaborate with colleagues within the Physiotherapy admitted team, outpatient, Community Health and continence clinic to contribute to cohesive management of pelvic floor 'at risk' and dysfunction.
- Engagement and collaboration with key internal stakeholders including midwives, ANUMs and NUMS within the maternity and MCHN service.
- Confidently facilitating group education sessions, with the most up to date evidence-based practice, using adult learning principles, will be a key priority to expand this service.
- Exceptional senior leadership, communication skills, teamwork qualities and abilities are required for the role.
- Communicate in a culturally appropriate, effective and positive way with all members of the team to ensure we are effectively reaching the most vulnerable within our community to aid in their health literacy.
- Maintain positive, effective and efficient communication with the Physiotherapy Manager and other managers (as required) to ensure the service strategic directions and opportunities are met.

TEACHING AND TRAINING:

- Promote strong clinical skills in ante and post-natal continence and pelvic floor dysfunction within the Physiotherapy Department through the supervision and training of other AWH Physiotherapy staff as appropriate.
- Work collaboratively with other Senior colleagues in the delivery of relevant in-service / education sessions to impart knowledge, raise new guidelines and enable pathways for educational advancement for career opportunities for colleagues.
- Participate in education relating to maternity services, continence and pelvic floor dysfunction to external agencies as appropriate.
- List of main responsibilities / tasks for this specific role.

EXCLUSION(S)

This role does not pertain to musculoskeletal management of pain syndromes in the ante and post-natal phase.