

#### Bellarine Community Health (BCH) – Strategic Directions 2022 - 2025

##### **Purpose Statement**

We deliver high quality services and programs that improve the health and wellbeing of our community.

This means that we always innovate and develop what we do to align with the health and wellbeing needs of people on the Bellarine.

##### **Guiding principles**

These principles are at front of mind in all decision making and operational processes. They relate to how we see ourselves and how we will work with all those with whom we come in contact.

- We strive to become a sustainable organisation with a strategic mindset
- We value and support our staff, clients, and volunteers
- We work with our community to design services and programs to meet their needs
- We act at all times in the interests of the organisation and the community
- We are guided by best practice actions – always

##### **Strategic Priorities**

- To engage with our community across all ages, groups, and cultures so we are always responsive
- To build awareness of our organisation and our services so we are recognised and are a preferred health provider to our community
- To be a sustainable Health service responsive to our growing community
- To nurture a positive workplace culture

BCH is the largest healthcare provider on the Bellarine Peninsula with sites in six locations:

- Drysdale (2 sites)
- Ocean Grove (2 sites)
- Portarlington
- Point Lonsdale

BCH delivers and promotes health and wellbeing programs. BCH provides a range of services including allied health, community and palliative care nursing; mental health; in home care, health promotion and dental.

#### Position Information

<b>Position Objective:</b>	The purpose of the Physiotherapist role is to facilitate high quality and evidence-based Physiotherapy services for clients of Bellarine Community Health in a variety of clinical formats and settings.
<b>Reports to:</b> <b>Direct reports:</b>	Primary Health and Sub Acute Services Manager Nil
<b>Program:</b>	Adult & Aged Services
<b>Location:</b>	May work across Bellarine Community Health sites
<b>Award:</b>	Victorian Stand Alone Community Health Centres Allied Health Professionals Enterprise Agreement 2022-2026
<b>Employment Status:</b>	Ongoing (Full Time) Probation Period: 6 months

<b>Remuneration and benefits:</b>	Access to excellent salary packaging provisions. Employer Superannuation at the statutory rate.
<b>Mandatory Requirements:</b>	<p>Bellarine Community Health expects all applicants to present evidence of the following:</p> <ul style="list-style-type: none"> <li>• 100 point ID verification</li> <li>• Current Working With Children's Check</li> <li>• Current NDIS Worker Screening Check (if in a "risk assessed" role)</li> <li>• Current Police Check</li> <li>• Current Victorian Driver's Licence</li> </ul> <p><b>Immunisation Status:</b> COVID-19 and current Influenza Vaccination is <u>recommended</u>.</p>

<b>Organisational Requirements</b>	
<b>Diversity</b>	Commit to providing a safe and welcoming health service for everyone. We celebrate the diversity of different ages, gender, ethnicity, physical ability, sexual orientation, religious belief, work experience, and educational background.
<b>Child safety</b>	<p>Make a commitment to the safety and wellbeing of children and young people. This means to protect and support, enhance wellbeing, and reduce any opportunities for abuse, or harm to occur.</p> <p>Every child has the right to live a full and productive life in an environment that builds confidence, friendship, security, and happiness, irrespective of their family circumstances and background.</p> <p>Children have the right to give their views and opinions about decisions that affect them and to be listened to.</p>
<b>Consumer engagement</b>	Seek and facilitate consumer and community participation to ensure the healthcare we deliver is safe, high quality and meets the needs and preferences of our diverse communities.
<b>Person/family Centred Approach to service provision, health promotion action and access to information.</b>	<p>Identify, strengthen capacity, and address any barriers that prevent a consumer maximising their independence and choice in decision making about the way their services are delivered.</p> <p>Actively seek opportunities to engage with clients and where appropriate (their families) that will enable them to be autonomous including:</p> <ul style="list-style-type: none"> <li>• Building on strengths and goals to maximise independence and individual capabilities in decision making.</li> <li>• Provide a voice in the management of their own health and wellbeing; and,</li> <li>• Look for ways to improve the health of diverse communities.</li> </ul>
<b>Occupational Health and Safety (OH&amp;S)</b>	<p>Be familiar with and ensure that all appropriate actions are taken to implement OHS policies and procedures and that legislative requirements are met within the service</p> <ul style="list-style-type: none"> <li>• Report any incidents or potential hazards in accordance with Bellarine Community Health policies and procedures including effective reporting via Incident management system.</li> <li>• Demonstrates a commitment to health and safety in line with Bellarine Community Health OHS policies and procedures, training requirements and legislative/regulatory requirements.</li> <li>• Evidence of compliance with OHS policies and procedures.</li> <li>• Participation in team meetings where key OHS issues are discussed and resolved.</li> <li>• Evidence of hazard and incident reporting using incident management system.</li> </ul>

	<ul style="list-style-type: none"> <li>• Maintains compliance with mandatory OHS training requirements.</li> </ul>
<b>Health Promotion</b>	Support and contribute to the activities and projects outlined within the BCH Integrated Health Promotion Plan, as required. Implement a health promoting practice approach to service delivery that addresses the social determinants of health.
<b>Strategy and Planning</b>	Participate in planning processes, including program, team and individual to ensure alignment to the BCH strategic plan.
<b>Continuous Quality Improvement</b>	<ul style="list-style-type: none"> <li>• Adopt and promote a culture of continuous quality improvement within area of practice and the broader organisation.</li> <li>• Contribute to the accreditation process, including identifying, developing, implementing, and evaluating quality improvement activities.</li> <li>• Commit to a culture of trust, openness, learning and accountability to improve service quality and safety.</li> <li>• Participate in data collection and audit processes to ensure compliance with applicable accreditation standards.</li> <li>• Demonstrate respect for individual's values, customs, cultural and spiritual beliefs to ensure patient care is effective and culturally appropriate.</li> <li>• Complete all mandatory training and education.</li> </ul>
<b>Risk Management</b>	Comply with BCH Risk Management system and relevant legislation. Actively contribute to creating an organisational culture that promotes risk identification and mitigation.
<b>Equal Opportunity</b>	BCH is an Equal Opportunity Employer and diversity in the workforce is valued and encouraged.

## Position Specific Responsibilities

### Position Specific

- To provide a high-quality Physiotherapy (PT) service that is responsive to community need and empowers clients, where appropriate, to self-manage and which promotes wellness & reablement.
- Conduct individual clinical assessments in centre and where applicable in other settings. Assessments may incorporate physical, medical, psychological and social needs.
- Develop client centred goals for Physiotherapy and liaise with clients and carers (as appropriate) to develop care plans.
- Identify and instigate appropriate PT interventions including education within a self-management framework around activities of daily living, mobility, falls prevention, provision of aids and equipment where necessary.
- Provide group-based sessions where appropriate e.g. Cardiac Rehabilitation, Osteoarthritis.
- Work to develop new physio led group sessions where appropriate.
- Work within a variety of funding and referral sources e.g. NDIS, CHSP, Community Health, HACC PYP (Youth services as designated), Home Care Packages, My Aged Care, etc.
- Refer to or liaise with other agencies e.g. SWEP, NDIS, local council, Aged Care Assessment Service and allied health services. Use appropriate referral pathways e.g. My Aged Care as indicated.
- Completion of equipment prescription and/or funding requests e.g. GEAT 2 Go and NDIS.
- Document all client contact in a timely and accurate manner in accordance with BCH policy and procedures.
- Participate in PT specific and multidisciplinary client prioritisation and review meetings
- Provide support, education and direction to Allied Health Assistants.
- Supervise PT students as required.
- Demonstrate a commitment to professional development including maintaining a Continuing Professional Development record to meet AHPRA requirements.
- Other duties as requested by the Primary Health and Sub Acute Services Manager and/or the Executive Director Adult & Aged Services.

## Key Performance Indicators

- Demonstrate person centred principles in service delivery.
- Support and encourage client self-management skills and independence.
- Develop and work to an annual individual work plan.
- Complete all administrative tasks in a timely fashion and to a high standard.
- Achieve identified targets and outcomes related to BCH Funding and Service Agreements.
- Maintain current knowledge of Department of Health guidelines and performance targets, incorporating this into work practice.
- Contribute to CQI by identifying, developing, implementing and evaluating quality improvement activities through a Plan, Do, Check, Act approach (PDCA).
- Comply with BCH position related OH&S Responsibilities.
- Demonstrate a commitment to ongoing personal and professional development.
- Actively co-operate as a member of a team, following the values and principles of BCH.
- Identify and deliver opportunities for Consumer Participation.

## Key Selection Criteria and Skills/Attributes

<b>Essential</b>	<ol style="list-style-type: none"> <li>1. Essential Qualifications and Requirements: <ul style="list-style-type: none"> <li>• BSc in Physiotherapy or equivalent, and current AHPRA registration</li> <li>• Eligibility for a Medicare Provider Number and registration with PRODA as needed</li> <li>• Current Driver's Licence for Victoria</li> <li>• National Police Record Check – current and satisfactory</li> <li>• NDIS Worker Screening Check (if risk assessed role)</li> <li>• Current Working With Children's check</li> <li>• Successfully meets the pre-employment screening requirements</li> </ul> </li> <li>2. Experience within the Community Services or Health sector.</li> <li>3. Understanding of different funding streams.</li> <li>4. Demonstrated understanding of current physiotherapy practices across a range of client presentations, including musculoskeletal and disability.</li> <li>5. Understanding of the social determinants of health.</li> <li>6. Knowledge and understanding of the client centred care and wellness and reablement principles.</li> <li>7. Demonstrated knowledge and application of CQI processes within a community-based context.</li> <li>8. An understanding of, and experience in, workplace Occupational Health and Safety.</li> <li>9. Understanding and commitment to the principles and values of BCH.</li> <li>10. Excellent communication skills, both written and verbal, and effective time management skills.</li> <li>11. Strong interpersonal skill with an ability to build positive relationships and work in a team environment.</li> <li>12. Experience working with and supervising Allied Health Assistants.</li> <li>13. Competent in the use of information technology e.g., Microsoft Office and Client Management Systems.</li> </ol>
<b>Desirable</b>	

Acceptance Details	
Name of staff member:	
Signature of staff member:	
Date:	
Exec Managers signature:	
Date:	

**For more information about Bellarine Community Health visit our website: [www.bch.org.au](http://www.bch.org.au)**

*Bellarine Community Health Ltd is committed to protect children and reduce any opportunities for abuse or harm to occur.*

*Bellarine Community Health acknowledges the Wathaurong people as the Traditional Custodians of the Wadawurrung land on which our sites are located and across which we provide services and programs for the diverse community. We are proud to be an inclusive workplace and welcome people from all cultures and backgrounds to our service.*