

Physiotherapist - Position Description

POSTION TITLE	Physiotherapist
DEPARTMENT / INDUSTRY	Allied Health
AWARD / AGREEMENT	Health Professionals and Support Services Award 2020
CLASSIFICATION / GRADE	Level 1 – 3

About YMCA South Australia

“We work together from a base of Christian values to provide opportunities for all people to grow in body mind and spirit” (our mission).

YMCA South Australia is a not-for-profit community organisation that has served the South Australian community for 175 years. With approximately 1,200 employees (and growing), we deliver programs and services across the state in settings including community recreation centres, swimming pools, health and fitness facilities, community centres, camps, early education and schools and youth services.

Our aim is to develop the whole person, helping all South Australians connect with a better life. Not only their physical fitness and capabilities, but also their sense of identity, purpose, hope and dignity; psychological health; resilience; social connectedness; lifelong learning; and their own contribution back into the community. All the elements that together constitute a full, healthy, productive, and satisfying life.

Our vision is to see **“lives enriched through wellbeing”** in this wider, and more integrated, sense across all of the South Australian communities in which we work.

The Y Factor

YMCA South Australia’s culture is characterised by what we call “the Y Factor” – **“genuine care for the whole person, for every person.”** This ethos runs deep at the Y, being evident in our rich history of positive change around the world. This kind of authentic concern for others opens the opportunity for deeper and more profound impact – both on the community’s wellbeing and our own as staff and volunteers. The YMCA is an environment in which everyone is to be recognised and appreciated as the unique and inherently valuable person they are. A place in which every person can “grow in body, mind and spirit”.

For further information regarding YMCA South Australia, please visit www.sa.ymca.org.au.

Position Summary and Requirements

“As a member of staff at YMCA South Australia, this position requires you to work as part of a team committed to goals and mission that actively fosters community participation and involvement.”

The role of the physiotherapist is to design and deliver tailored clinical health programs for clients, based on thorough assessment and evidence-based practice, towards reaching functional goals. The role will include one on one assessments and treatment sessions, exercise prescription and programming to facilitate positive health outcomes, manual therapy techniques as required, group exercise sessions tailored to specific health concerns, health education and health promotion workshops.

YMCA Allied Health Professionals promote a culture of care for our clients and work effectively and efficiently within a multidisciplinary team to deliver services of the highest quality. Building trusted relationships with referrers, other health professionals, clients and their families to achieve health goals is essential.

YMCA Physiotherapists are involved in supporting high performance and community sports programs, along with health promotion initiatives. Working within recreation and school communities requires additional awareness of safe behaviours towards vulnerable and youth populations and child safety regulations.

Facilitating access to a variety of funding schemes will be required, including Private Health Insurance, Chronic Disease Management plans, NDIS plans, Return to Work SA, CTP insurance, DVA and other types of funding.

The role involves expanding your experience through continuing professional development and across a broad range of presenting clients, which may include sporting and non-sporting injury prevention and management, neurological, orthopaedic, post-operative or musculoskeletal rehabilitation, chronic pain or other health concerns.

Areas of accountability	Key duties
Allied Health	<ul style="list-style-type: none"> Conduct one on one assessments for a variety of client types and completing all clinical notes and reporting. Design and implement appropriate treatment plans for clients, based on sound clinical reasoning, that align with their health goals and medical condition/s. Delivery of appropriate follow up treatment and/or rehabilitation sessions, based on regular reassessments, to support the achievement of each client's health goals. Provide encouragement and care for each client, making necessary adjustments throughout their treatment plan, towards achieving their health goals. Use of a variety of treatment modalities as required, based on sound clinical reasoning. These modalities may include progressive resistance exercise, manual therapy techniques, providing appropriate advice and teaching self-management strategies. Operate effectively within a multidisciplinary team of allied health professionals to facilitate holistic client care towards common health goals.

	<ul style="list-style-type: none"> • Liaise with allied health customer service officers to ensure all administrative tasks are complete and correct. • Liaise with local medical centres, GP's and community centres to market services, in conjunction with the Head of Health Services. • Maintain client files accurately electronically, via Cliniko Practice Management program. • Manage referrals and correspondence to clients, referrers and funding bodies (i.e. DVA, RTWSA, GP's, NDIS). • Complete client assessments and required reporting for referrers and funding bodies. • Ensure all professional registrations are up to date and professional development is conducted on a regular basis.
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Key Relationships

Reporting to:	Head of Health Services
Direct Reports:	N/A
Key Internal Relationships:	YMCA South Australia staff and volunteers YMCA staff nationally
Key External Relationships:	Patrons and key stakeholders of YMCA South Australia General Practitioners and Specialist Doctors Other Allied Health clinicians (e.g. Nurse Practitioners, Exercise Physiologists, Occupational Therapists) NDIS Support Coordinators Family members of clients

Selection Criteria

Qualifications and Licences – Essential

- Current registration with AHPRA as a Physiotherapist.
- Bachelor Degree in Physiotherapy or equivalent studies as assessed by the Australian Physiotherapy Council and approved by AHPRA for registration.
- National Criminal History Records Check (NCHRC) (must be within 6 months of issue date).
- International police check (for applicants who have worked overseas in the last 5 years).
- DHS South Australian Employment Working with Children Check (WWCC).
- RRHAN-EC Masterclass – Responding to Risks of Harm, Abuse and Neglect – Education & Care.

- HLTAID009 Provide CPR.
- HLTAID011 Provide First Aid.

Knowledge and Experience – Essential

- Experience is conducting client assessments and appropriate management plans for clients with a variety of conditions such as musculoskeletal injuries, neurological conditions, orthopaedic conditions, adolescent and paediatric conditions, post operative rehabilitation, chronic pain and women's health.
- Experience in clinical case noting and report writing.
- Knowledge of electronic client management software systems (Eg Cliniko).
- Experience in communicating with a range of clients and internal and external stakeholders.
- High level of communication skills both written and verbal.

Knowledge and Experience – Desirable

- Experience working within a private physiotherapy practice setting.
- Experience is conducting client assessments and treatment plans within a variety of compensatory schemes, such as Workcover, Return to Work, DVA, NDIS and Medicare Chronic Disease Management Plans.

Personal Attributes

- Demonstrates a commitment to the YMCA's mission and can role-model the "Y Factor" to others.
- Creates a fun and exciting work atmosphere that is hardworking, and goal orientated.
- Demonstrated ability to work effectively both independently and as part of a team.
- Creates a welcoming atmosphere by engaging all people in a friendly and approachable manner.
- Works as part of a team and shows professionalism.
- Punctual in both attendance on shift and attendance at staff meetings.
- Promptly responds to customers' needs or concerns.
- Recognises and acts on the need for support and will accept and delegate responsibility when required.
- Models, demonstrates, and teaches positive values like caring, honesty, respect, and responsibility.
- Maintains high standards of presentation and personal grooming.

Safeguarding Children and Young People

For young people to be inspired, they must Feel Safe and Be Safe. As part of our Safeguarding Strategy at the Y, we have developed our Safeguarding Framework which aspires to ensure that all Children and Young People are safe and feel safe at the Y, in their families and in their communities.

Our Safeguarding Framework aims to develop:

- A safe culture nationally which empowers Children and Young People by promoting Children and Young Person focused leadership and governance.
- Safe operations to ensure Y People have the right policies, processes and practices to keep Children and Young People safe; and
- Safe environments at the Y and in communities which empower Children and Young People to thrive.

All Y People are integral to ensuring the implementation of our Safeguarding Framework across the Y. Y People in Direct Contact Roles will do this by:

- Upholding the rights of and always acting in the best interest of Children and Young People.
- Fulfilling your responsibilities under safeguarding legislation within your State, including declaring anything you become aware of through the course of your engagement with the Y which a reasonable person would consider could impede your suitability to have contact with Children and Young People.
- Supporting your colleagues, supervisors and/or direct reports to understand their responsibilities under safeguarding legislation.
- Participate in all required Safeguarding Children and Young People training for your role.
- Report any suspicions, concerns, allegations or disclosures of alleged child abuse or neglect in line with policies and procedures.
- Actively participate and contribute to continuous improvement of Safeguarding policies, procedures and practices.
- Maintaining appropriate vetting checks including, but not limited to, Working with Children Checks (or equivalent), National Police Check and International Police Check (as required).
- Support the facilitation of safe operations to ensure Y people have the right policies, processes, and practices to keep children and young people safe.
- Actively participate and contribute to continuous improvement of Safeguarding policies, procedures, and practices.
- Speaking up about any safeguarding risks and/or concerns to ensure that you are supporting the continuous improvement of our spaces and safeguarding practice.
- Complete appropriately detailed risk assessments to address any vulnerabilities to children and young people as required.
- Empower all children and Young People to have a voice particularly in matters that affect them.
- Actively educate, promote and advocate the protection and safety to all children and young people, families and their communities.

Work Health and Safety

You will be required to:

- Familiarise yourself with all policies, procedures, and work practices of YMCA South Australia.
- Maintain currency of knowledge in relation to work health and safety.
- Maintain a working knowledge and understanding of your centre's Emergency Action Plan.
- Take responsibility for your own health and safety and the safety of the work environment.

- Ensure that your actions and omissions do not adversely affect the health and safety of other persons.
- Comply with all reasonable instructions in relation to work health and safety, including YMCA South Australia's policies and procedures as amended from time to time.
- Assist YMCA South Australia to provide an inclusive workplace by adhering to YMCA South Australia's Access and Inclusion Policy and applicable equal opportunity laws as amended from time to time.
- Inform your manager of any issues or concerns that may affect your ability to perform your role safely.
- Promote a positive safety culture by contributing to the health and safety consultation, communication, and action.
- Respond to plant and building emergencies and act as chief warden in an emergency evacuating the Centre if required.

Approval of Position Description

Date created or revised:	21 March 2023
Approved by:	Head of Health Services – Kym Siddons

Acknowledgement of Incumbent

I acknowledge that I have read and understood the requirements of this position.

Name:	
Signature:	
Date:	