



Position Title:	Physiotherapist
Supervisor:	Services Coordination Manager
Classification:	P.2.1 – 2.4
Salary:	Base Salary: \$98,202 – \$103,192 Total Salary: \$109,514 - \$115,079 Note: Total salary includes leave loading and superannuation.
Location:	Various Clinic Locations
Date Reviewed	October 2020

ROLE PURPOSE:

The Physiotherapist will provide a culturally appropriate therapy service including assessment, treatment, and evaluation of clients and work collaboratively within a multidisciplinary team to support the care and developmental needs of Aboriginal children and their families in the NT.

The physiotherapist will plan, deliver and evaluate person centred Physiotherapist services that deliver choice and control and meet participant plan goals.

OVERVIEW OF DANILA DILBA HEALTH SERVICE (DDHS) AND THE WORK ENVIRONMENT

Background

Established in 1991, Danila Dilba Health Service (DDHS) is a community-controlled organisation providing comprehensive primary health care services to Biluru communities in the Yilli Rreung Region of the Northern Territory.

The mission of DDHS is to improve the physical, mental, spiritual, cultural and social wellbeing of its clients through innovative comprehensive primary health care programs that are based on the principles of equity, access, empowerment, community self-determination and inter-sectoral collaboration.

PRIMARY RESPONSIBILITIES:

Strategic Imperatives

Awareness and understanding of DDHS strategic plan.

Contribute to developing and implementing strategies to meeting goals set in the provision of comprehensive primary health care to the Indigenous people of the Greater Darwin Area.

Client Care

- Working in a culturally diverse environment, provide a contemporary, evidence-based Physiotherapist service, including assessment, treatment, planning and evaluation for people presenting with a wide range of conditions.
- Maintaining quality client medical records.
- Lead and contribute to the development of individual and group programs within Darwin.
- Understand how the social determinants of health (environment, economic and social inequalities) have a profound impact on the health and wellbeing of Aboriginal and Torres Strait Islander clients.
- Employ a holistic, culturally appropriate approach to the client, drawing out cultural or social issues which may be impacting the client.
- In consultation with other team members, work to develop and implement solutions to client needs (e.g. referral to relevant service providers for support regarding accommodation, finances, well-being and daily living, etc.)
- Provide information to the broader DDHS Team of the practical realities facing the client to build a culturally sensitive health plan which increases client ownership and self-determination.

- Use sensitive communication (yarning) approaches to check a client's understanding of their issues and any medical treatment or medications required to improve their health.

Service Quality and Continuous Improvement

- Participate in service reviews and evaluations to ensure services are routinely evaluated and stakeholder surveys are undertaken and acted upon
- Contribute to the implementation / review of policies, procedures and required practices
- Identify issues and problems that may impact on work objectives and modify approach in order to respond to changes in requirements
- Contribute to a culture of innovation, quality and continuous improvement across the organisation
- Actively participate in DDHS' Continuous Quality Improvement (CQI) processes to ensure improved quality and service delivery outcomes.
- Implement and follow the DDHS incident and complaint investigation policies to ensure feedback drives service delivery improvements.

Human Resources Management

- Participate in cross-cultural education as well as assist and participate in staff induction and orientation.
- Participate in work partnership agreements.
- Participate in relevant training and professional development activities to further enhance skills and knowledge required for the position.

Communication and Teamwork

- Maintain a positive work environment along with harmonious and cooperative relationships with fellow employees, management and clients.
- Ensure all interactions with clients and staff show appropriate responses to their needs and demonstrate the application of DDHS' code of conduct.
- Contribute to the efficient and effective functioning of the workplace in order to meet organisational objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members as required and undertaking other key responsibilities or activities as directed by your supervisor.
- Be responsible for maintaining your own professional work ethics and participate in staff meetings in a constructive manner.

Safe Practice and Environment

- Conduct all activities in a manner consistent with national health accreditation standards, DDHS Occupational (Work) Health and Safety Policy and procedures.
- Proactively address WH&S hazards, incidents and injuries.
- Regularly monitor and review practices and the work environment to ensure a healthy and safe workplace in accordance with DDHS policies and procedures and legislative requirements.

Information Management

- Comply with DDHS Privacy and Confidentiality of Health Information Policy.
- Ensure all documentation, records management and the health information system database are maintained and completed in accordance with established standards, policies and protocols to ensure continuity of care.
- Keep appropriate records and prepare performance reports to meet funding and management reporting requirements.

Organisational Responsibilities

- Adhere to all organisational policies, procedures, standards and practices e.g. Work Partnership Agreement; information and records management; confidentiality
- Act only in ways that advance DDHS objectives, values and reputation and with honesty, integrity and good faith
- Other duties as required, consistent with skills and experience, as directed by the Supervisor.

SELECTION CRITERIA:**Essential:**

1. A tertiary qualification in Physiotherapy.
2. A Current registration with Australian Health Practitioners Regulation Agency (AHPRA).
3. A minimum of 2 years working experience with Adult Case Load.
4. Knowledge of the social determinants of health (environment, economic and social inequalities) that have a profound impact on the health and wellbeing of Aboriginal and Torres Strait Islander people.
5. Demonstrated knowledge of varied Physiotherapy methods of assessment, treatment, and evaluation.
6. High level oral and written communication skills, ability to manage a clinical case load and time effectively.
7. Demonstrated commitment to confidentiality and a high level of accuracy.
8. Proven teamwork, communication, and interpersonal skills with the ability to constructively negotiate outcomes with a diverse range of people and service providers.
9. High level of personal resilience and flexibility with the ability to deal with challenging situations.

Desirable:

1. Experience working in an Aboriginal Community Controlled Health Organisation
2. Experience working in a Multi-Disciplinary Team.

Appointment Factors: (Appointment is subject to)

1. Willing to undergo a Police Check;
2. Ability to obtain a Working with Children Clearance (Ochre Card);
3. Current driver's licence;
4. Current First Aid and/or CPR certificate or the preparedness to gain one, and

Approved:**Olga Havnen****Chief Executive Officer**

Date: ____ / ____ / ____

Created by:	Approved	Changes
Services Coordination Manager, October 2020	Chief Executive Officer, October 2020	Newly created role