



Gidgee Healing

POSITION DESCRIPTION: Physiotherapist

Position Details:

Position Title:	Physiotherapist
Employment Status:	Full time
Salary Range:	Pending qualification and years of experience, 5 weeks annual leave (17.5% leave loading), superannuation, 2 return flights to value of \$1800, \$5,200 professional development allowance, retention incentive, salary packaging available
Reports to:	Allied Health Manager and Allied Health Clinical Lead
Positions supervised:	Assist with supervision AHA
Location:	Mount Isa – will require some travel to other remote communities across the North West and Lower Gulf of Carpentaria region

About Gidgee Healing:

Gidgee Healing ('Gidgee') is an Aboriginal Community Controlled Health Service, with our strategic direction determined by a Board of Directors comprising Aboriginal people from across the region, as well as two skills-based Directors. Gidgee's organisational mission and vision statements demonstrate a commitment to providing holistic and culturally appropriate health services, underpinned by a philosophy of community participation, and a with a strong focus on care coordination.

Gidgee is the only Aboriginal Community Controlled Health Service representing the health needs of the Aboriginal people residing in the Mt Isa, North West and Lower Gulf regions of Queensland, with the primary aim of supporting Aboriginal communities' own solutions to living long healthy lives; strengthening our culture; and regaining our spirit. Gidgee's service footprint is now the largest single Aboriginal Community Controlled Health Service provider land area in Queensland, spanning approximately 640,000 km² and including some 11,000 Indigenous persons. Our service area comprises 20 Native Title group land areas; 12 Local Governments Areas; the two Queensland State seats of Mount Isa and Gregory; and two House of Representative Divisions, Kennedy and Maranoa. It also includes two Hospital and Health Service regions (Central West and North West) and shares its boundary with the Western Queensland Primary Health Network (WQPHN).

Gidgee provides a broad range of primary health care services to Aboriginal and Torres Strait Islander people across the region; including GPs, Nursing; Aboriginal Health Workers/Aboriginal



Health Practitioners; Allied Health professionals; Maternal and Child Health; and visiting Medical Specialists. Gidgee also provides a range of family-focused Mental Health and Wellbeing services, as the lead agent for both headspace Mt Isa and the Normanton Recovery and Community Wellbeing Service. Gidgee is currently experiencing a period of very strong organisational growth; expanding the scope and frequency of the services it provides across the Mt Isa and Lower Gulf regions. A significant proportion of the Primary Health Care and Maternal and Child Health Services historically provided by mainstream providers across the region are now transitioning to a community-controlled model of care to be delivered by Gidgee Healing.

Position Summary:

The Physiotherapist reports to the Allied Health Manager and Allied Health Clinical Lead and is part of the Health Services team.

The Physiotherapist is responsible for working in conjunction with a small multi-disciplinary team in the delivery of culturally appropriate Physiotherapy to the Aboriginal and Torres Strait Islander community, including chronic disease self-management, generalist outpatient and rehabilitation.

The role will entail outreach service delivery from clinic-based and community-based settings, both in Mount Isa and outreach to the communities of Mornington Island, Doomadgee, Burketown, Normanton and Karumba.

The scope of this position includes clinical and administration.

Duty Statement:

1.0 Clinical Service Provision

Key Activities / Performance Indicators	Deliverables/Targets
Provide high quality physiotherapy assessment and intervention for clients within the context of Primary Health Care in a professional, confidential and culturally safe manner, in keeping with accepted best practice standards. This will include clinic-based appointments and home visits.	100% Actioned in a timely and appropriate manner
Ensure integrated service delivery and follow up, coordinating and communicating as required with other relevant internal, visiting and external providers.	100% Actioned in a timely and appropriate manner
Provide follow-up monitoring and care as directed through health assessments and / or GPMP / TCAs.	100% Actioned in a timely and appropriate manner
Deliver education sessions to clients participating in health education programs and in-service education in areas relevant to physiotherapy service provision as required.	100% Actioned in a timely and appropriate manner



Incorporate a holistic approach to health care that incorporates health promotion activities according to community and organisational priorities.	100% Participation
Ensure information is recorded accurately and in a timely manner in the electronic health record system, and that records are maintained in accordance with AGPAL standards.	100% Actioned with information accurate and up to date
Ensure maintenance of privacy and confidentiality in relation to client information.	100% Compliance
Work closely with the local community teams and clinic practice managers to support regular tracking of progress in monitoring client progress and care, ensuring feedback is provided to staff and supporting implementation of changes in response to identified gaps.	100% Actioned in a timely and appropriate manner
Work closely with reception staff to ensure that booking and billing of clients is completed efficiently and accurately.	100% Actioned ensuring efficient and accurate booking and billing
Actively maintain knowledge of the application of the MBS relevant to your job role and ensure information about completed MBS items is effectively captured for accurate processing of claims.	100% Actioned

2.0 Data Administration

Key Activities / Performance Indicators	Deliverables/Targets
Maximise Medicare billings / claims through effective and timely clinic and patient records processes.	100% Actioned in a timely manner
Maintain accurate client records, including the collection and collation of statistical information in order to forecast demand for services and allocation of budgets.	100% Actioned with information accurate and up to date
Provide periodic performance and evaluation reports to the Clinical Leader Allied Health as required.	Actioned as required

3.0 Self-Management and Team Contribution

Key Activities / Performance Indicators	Deliverables/Targets
Maintain confidentiality in line with Code of Conduct and comply with all Gidgee Healing Policies and Procedures.	100% Compliance
Work as part of a multi-disciplinary team including GPs, Aboriginal Health Workers and Allied Health staff.	Actioned and working as part of the team
Provide supervision and support as appropriate to less experienced staff, Aboriginal Health Workers, Allied Health Assistant and students and in-service education in areas relevant to physiotherapy service provision as required.	100% Actioned in a timely and appropriate manner
Provide input into the development of clinical practices, procedures and protocols within the work area.	Actioned



Participate in quality and service improvement activities to continually improve client care.	Actioned
Comply with all professional development requirements for maintenance of registration as a Physiotherapist with AHPRA and the Physiotherapy Board of Australia.	100% Compliance with PD. Registration maintained and current
Work within a legal and ethical framework.	100% Participation
Actively participate in professional development including continuing education opportunities provided through the organisation and regular clinical and cultural supervision.	100% Participation
Participate in scheduled performance appraisals; undertake further training and skills development identified for optimum ongoing performance in the job role.	100% Compliance with legal and ethical requirements
Streamline procedures for seamless client care within Gidgee Healing and with external providers.	100% Compliance with Health and Safety
As an employee, work in a healthy and safe manner and encourage others to do the same; comply with all warning & safety signage; report or rectify any unsafe conditions; adhere to Gidgee Healing's Workplace Health and Safety policies and procedures.	100% Compliance

4.0 Foster Linkages

Key Activities / Performance Indicators	Deliverables/Targets
Work to foster productive relationships with all clinic, program and support staff.	Actioned
Work to foster productive working relationships with relevant government departments, hospitals, key providers and other specialist providers including network with other physiotherapy services within the region.	Actioned

Please note that the duties outlined in this position description are not exhaustive, and only an indication of the work of the role. The organisation can direct you to carry out duties which it considers are within your level of skill, competence and training and scope of practice



Selection Criteria:

- The successful applicant must hold at least a tertiary degree (or equivalent) 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 profession's code of ethics and function in accordance with legislation affecting Physiotherapy practice for maintenance of registration with the Physiotherapy Board of Australia
- Experience in providing assessment, intervention and case management to Aboriginal and Torres Strait Islander people is highly desirable
- A comprehensive understanding of the health issues impacting the lives of Aboriginal and Torres Strait Islander people and a strong commitment to improving health outcomes
- Demonstrated understanding and commitment to the philosophy and practice of an Aboriginal Community Controlled Health Service and the ability to work sensitively and effectively with Aboriginal and Torres Strait Islander people
- Demonstrated skill in working in a primary 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
- Demonstrated ability to provide high quality Physiotherapy assessment and intervention for clients within the context of Primary Health Care in a professional, confidential and culturally safe manner
- Demonstrated ability to work with minimal supervision and/or as a sole professional in this environment
- Demonstrated ability to engage in supervision of students at undergraduate levels, Allied Health Assistants and less experienced staff in Indigenous primary health care contexts
- Demonstrated effective verbal and written skills with particular emphasis on interpersonal communication skills, establishing trust and rapport, maintaining confidentiality and record keeping
- Demonstrated competence in use of information technology, internet and desktop applications e.g. electronic client record systems, Outlook, Word, Excel and database packages

Practical Requirements

- Current C Class Drivers Licence (QLD) – essential
- Satisfactory police check – no serious Criminal/Court record
- Current Blue Card (working with children and young people) or willingness to apply for a Blue Card
- Willingness to work flexible hours as required, including the requirement to travel, work and stay overnight for up to several days at a time in remote areas.
- Willingness to travel by road and small planes



Gidgee
Healing

Endorsement and Approval

Position description approved by Chief Executive Officer:

Signature:

Date:

Position description approved by Director Health Services:

Signature:

Date:

Position description read and agreed to by the Employee:

Name: (please print)

Signature

Date: