

## POSITION DESCRIPTION – Allied Health Practitioner

<b>REPORTS TO:</b>	Senior Allied Health Practitioner
<b>GRADE/AWARD/LEVEL:</b>	Health Services Award, Level 4 Point 1
<b>PROGRAM:</b>	Clinical Services
<b>WORKING WITH CHILDREN:</b>	Required
<b>NCHC:</b>	Required

## THERAPEUTIC STATEMENT

CatholicCare programs listen to the voices of people in our care, recognises their uniqueness and tailors' responses to their individual needs. We embrace evidence-based practice and deliver meaningful and innovative services. We build safe and engaged pathways through our broad suite of services and develop strong links to communities that support people. We identify opportunities for growth and implement changes, so we continually improve, enhance and excel in our work.

## PURPOSE

The allied health practitioner role works to deliver a range of therapeutic assessment, treatment, support and training options in the communities of the people we serve in a fee for service context. The work is completed in an intra and transdisciplinary process to deliver quality outcomes driven services.

## RESPONSIBILITIES

### 1. Needs Assessment, Treatment Planning, and Service Delivery.

- Deliver on recovery oriented, strengths based approaches to determine the needs of people accessing services;
- Complete assessments as required by the organisation and tailored to the individual and the service required;
- Report writing to complement testing, treatment and recommendations as required;
- Develop and identify tools to gather essential data around the needs of people on referral, and contribute to referral and intake processes;
- Identify referral pathways for support needs in the community the person (and families) would benefit from as part of the assessment and service delivery context;
- Develop proposed treatment plans with people to outline goals of service provision;

- Complete all documentation necessary for the service provision.

## **2. Service Delivery**

- Establish good rapport and model appropriate interactions with team members and persons accessing services;
- Provide evidence based services in a safe and therapeutic manner;
- Be responsive to service change requests;
- Be aware and support in every aspect possible cultural care needs and considerations;
- Be mindful of time and complete logs of time spent on activities either through electronic or manual systems, to assist in reconciliation of activities;
- Provide and facilitate actions necessary to provide services under NDIS, Medicare, brokerage or other fee for service requirements as set out in practice guides and frameworks;
- Be aware of and appropriately conduct oneself across organisational and discipline related code of conducts;
- Be willing to run or contribute to group therapies, psychoeducation groups and/or training sessions as required by the organisation and relevant to the role

## **3. Undertake reflective practice**

- Contribute to reflective practice sessions and team meetings to impart knowledge relating to individual needs of people;
- Attend peer supervision and reflective practice activities to improve on own practice continually and benefit from transdisciplinary style approaches to practice.

## **4. Lead the reporting of outcome measures**

- Collect data in line with compliance and quality assurance requirements for service delivery;
- Work with stakeholders to improve service delivery based on data trends and feedback.

## **5. Transitioning and Exit**

- Provide planned exit and transition of care for individuals leaving care where planned;
- Where unplanned, make follow up attempts to reach the person to confirm their wellbeing and extend service offer.

## **7. Maintain a focus on self-care and personal development**

- Actively participate in Monthly Development Meetings, seeking support, guidance and development;
- Actively participate in individual Goal Development planning
- Engage in workplace training and initiatives;
- Engage in communities of practice and networking to facilitate knowledge growth and learning;

- Maintain general registration and any CPD requirements of the relevant professional body where applicable.

## **8. Maintain a focus on self-care and personal development Safeguarding and Risk**

- Promote a 'risk-aware' culture where staff proactively identify, report and address all forms of risk to clients, staff and CatholicCare;
- Provide an environment that is safe for children and vulnerable adults, free from harm and promoting staff commitment to safeguarding;
- Ensure compliance with incident management, reporting and escalation requirements and that organisational obligations under mandatory reporting, child protection, safeguarding and WHS are met;
- Assist in investigations relating to Allegations Against Employees and other complaints as per CatholicCare policies and procedures;
- Remain vigilant about the potential for client related behavioural risks and contribute to the maintenance of a safe work environment within each ITC House;
- Ensure safety standards are maintained for self and others and all hazards and incidents are reported within appropriate timeframes;
- In line with the Vicarious Trauma (VT) management program, monitor VT symptoms in self and others and role model and promote self-care strategies to address these symptoms.

## **9. Promote and uphold the Mission, Vision and Values of CatholicCare Diocese of Broken Bay**

- Reflect and work positively within CatholicCare's Mission and Core Values of Respect, Hope, Commitment, Professionalism, Excellence and Social Justice through every communication and action;
- Model CatholicCare's Code of Conduct.

### **SUPERVISORY RESPONSIBILITIES**

There are no supervisory responsibilities for this role.

### **SPECIAL CONDITIONS OF EMPLOYMENT**

- Some travel may be required for work purposes.

### **PERSON SPECIFICATION**

To perform the job successfully, the person should demonstrate the following:

#### **Education and Qualifications:**

- Tertiary qualifications Psychology, Social Work, Occupational Therapy, Speech Pathology, Physical Therapies such as Physiotherapy, or Counselling as relevant to the advertised specialty;

- Current registration, or willingness and capability to obtain registration, with the professional body relevant to the qualification;
- Willingness to obtain Medicare Provider number or registration for use through this employer as required;
- Registration with relevant body as required for discipline;
- Current Driver's License (and access to a comprehensively insured vehicle);
- Current Working with Children Check;
- Cleared National Criminal History Check.

**Skills, Knowledge and Experience:**

- Willingness to obtain Medicare Provider number to be used within the organization;
- A thorough understanding of the theories relating to and the impact of trauma, abuse and neglect on a person's development and well-being as well as carryover effects into adulthood;
- The ability to translate the theory into practice and lay terms in order to work with stakeholders to deliver therapeutic responses to children adolescents and adults;
- A well-developed understanding of child protection and support in NSW;
- Demonstrated commitment to working collaboratively, as indicated by effectively working in partnership with the care team and other key stakeholders to achieve the best outcomes for clients;
- Understanding of and commitment to Strengths Based practices and Recovery Oriented models;
- Excellent written and oral communication skills including timely and accurate assessments and plans;
- Excellent group facilitation skills and the ability to clearly articulate and engage with a diverse range of stakeholders;
- Understanding of requirements of working respectfully with Aboriginal and Torres Strait Islander and Culturally and Linguistically Diverse clients, communities and staff;
- Demonstrated ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practicing and promoting self-care strategies.