



# Central Australian Aboriginal Congress

## Aboriginal Corporation

### Position Description

*Equity and Social Justice • Respect • Recognition • Resourceful • Responsibility • Relationships*

<b>Position:</b>	<b>Physiotherapist (PN941)</b>
<b>Division:</b>	Health Services Division
<b>Section:</b>	Clinical Services
<b>Salary Level:</b>	Allied Health 9.1 to 9.3
<b>Position Reports to:</b>	Manager - Allied Health
<b>Location:</b>	Alice Springs
<b>Last Review:</b>	August 2021

#### Role Description

The Physiotherapist provides culturally-responsive, safe and high-quality physiotherapy services for Aboriginal Australian persons within the Central Australian community. Services are delivered across a number of clinical and community settings, and via various funding streams, including the National Disability Insurance Scheme (NDIS) and Commonwealth Home Support Program (CHSP).

The Physiotherapist will support clients to optimise movement and function to enable independence and social participation. Wherever possible, the Physiotherapist will foster self-determination of clients and community by facilitating choice and control over service delivery.

The role is primarily based in Alice Springs; occasional remote travel may be a requirement of this position.

#### Team Description

Congress is a comprehensive Aboriginal community controlled health service, providing primary health care services to Aboriginal Australian persons in Alice Springs and various remote communities in Central Australia.

The Physiotherapist works as a part of a multi-disciplinary (MDT) primary health care team. This position sits within the Allied Health Department under the Health Services Division. The Physiotherapist will work with the Manager - Allied Health to develop and promote the service in partnership with community, and operate within the Congress Cultural Safety Framework and other relevant policies and procedures.

Within Congress, the Physiotherapist works closely with other allied health professions, allied health assistants, Aboriginal health practitioners, cultural advisers, nurses, general practitioners, and visiting specialists. Within the Central Australia community, the Physiotherapist works across the health, disability and community development sectors to deliver services. For more information on Congress visit [www.caac.org.au](http://www.caac.org.au)

#### Responsibilities

<b>MAIN DUTIES</b>  (This is not a comprehensive list of all duties required of the position)	<ul style="list-style-type: none"><li>• Deliver comprehensive, high-quality, person-focussed physiotherapy services for people with disability or functional decline within parameters of clinical care systems; encourage, mentor and guide colleagues in the delivery of safe, culturally-responsive care</li><li>• Manage caseload independently, where applicable, oversee the caseload management of other staff; monitor individual and team's professional skills, competence and performance;</li><li>• Create opportunities for strengths-based advocacy for the rights and needs of Aboriginal people;</li><li>• Model and promote effective service delivery within the multidisciplinary team, such as via case discussions and care planning;</li><li>• Create opportunities for primary health care approaches to service delivery, including opportunistic screening for, referral to, and promotion of other health services;</li></ul>
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	<ul style="list-style-type: none"> <li>• Design and deliver education for health service providers, stakeholders, and consumers, with an emphasis on prevention and management of chronic disease;</li> <li>• Ensure all documentation, records and health information systems are maintained, handling client information sensitively and confidentially;</li> <li>• Optimise and monitor claiming of billable service delivery in accordance with Workload and Billing Policy; communicate and problem solve barriers to efficient service delivery and claiming;</li> <li>• Undertake other duties (and training) that are safe, legal, logical and responsible while being within the limits of employee's skill, competence and training, consistent with the position classification.</li> </ul>
<b>WORK ORGANISATION</b>  (Planning and coordination)	<ul style="list-style-type: none"> <li>• Take an active role within a multidisciplinary supervision framework; actively mentor and supervise allied health assistant, colleagues, and other staff; coordinate supervision of early career professionals and students;</li> <li>• Work with the Manager – Allied Health in creating a supportive and welcoming work environment; assist with recruitment and orientation of new staff;</li> <li>• Take a leading role in Congress' Continuing Quality Improvement (CQI) program, working with the Manager – Allied Health to oversee, implement and evaluate CQI activities;</li> <li>• Create opportunities to promote and facilitate community-control; facilitate the organisation of service delivery to be client and community-centred;</li> <li>• Foster an organisational culture that enables and gives priority to safety and quality;</li> <li>• Coordinate the maintenance, planning and development of the optimal clinical environment; deliver services via individual consults or group sessions as appropriate; deliver services at various locations, including within Congress clinics, home visits, and other community sites</li> <li>• Create opportunities to build and maintain effective partnerships with other health service organisations and community stakeholders to optimise client outcomes;</li> <li>• Optimise cultural advice and mentoring from Congress cohort of cultural experts;</li> </ul>
<b>WORK HEALTH AND SAFETY</b>	<ul style="list-style-type: none"> <li>• Take reasonable care for your own health and safety and for the health and safety of others who may be impacted by your acts and omissions in the workplace;</li> <li>• Work in accordance with Congress' WHS policy, the WHS Act, Regulations and Code of Practices;</li> <li>• Ensure WHS non-conformances or incidents/injuries are notified.</li> </ul>
<b>VALUES AND BEHAVIOURS</b>	<ul style="list-style-type: none"> <li>• Conduct all work in line with Congress values, which are: Cultural Integrity, Equity and Social Justice, Respect and Empathy, Recognition, Resourcefulness, Responsibility, Relationships;</li> <li>• Apply the cultural framework and adhere to community specific protocols in all aspects of work with Congress;</li> <li>• Apply strict confidentiality practices and guidelines to all patient, clients, personal and commercially sensitive information;</li> <li>• Uphold Congress' commitment to integrating Culturally Responsive Trauma Informed Care approaches across all aspects of service delivery in our communities.</li> </ul>

### Person Requirements (Qualifications & Attributes)

#### ESSENTIAL

1. Bachelor of Applied Science (Physiotherapy) or equivalent tertiary qualification and current registration with the Physiotherapy Board (AHPRA) with a minimum of five years of clinical experience
2. Experience in working in a community-based Physiotherapy service within a multidisciplinary team, including working with a broad range of clients from varying socioeconomic backgrounds who present with a variety of functional impairments;
3. Flexible approach to service delivery that is responsive to the needs of the community;

4. Ability to partner with service users, including them in goal setting, care planning and care co-ordination to identify and address health and wellbeing goals;
5. An understanding of the historical and contemporary context of Aboriginal health, the social determinants of health, and the philosophy and practice of Aboriginal Community Control;
6. Willingness and appropriate levels of health and fitness to travel to and work from remote locations;
7. Current NT Driver Licence or equivalent.

#### **DESIRABLE**

1. Post-graduate education in public health, remote health, or other relevant domain;
2. Experience in community engagement, service planning and development;
3. Experience in working within Aboriginal Community Controlled Health Organisation.
4. Comprehensive knowledge of NDIS and CHSP funding requirements.

#### **Appointment Conditions**

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- Employment with Congress is conditional on the employee providing NT Working with Children Check (Ochre Card) and a satisfactory Criminal History Check.
- Persons considered for a position with Congress may be required to undergo a pre-employment medical examination and drug screen to determine fitness to perform nominated duties.

Authorised By:  August 2021

**GENERAL MANAGER HEALTH SERVICES DIVISION**

#### **ACKNOWLEDGEMENT**

I have received a copy of the Position Description and have read and understand its contents.

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Employee Name	Signature	Date
_____	_____	_____
Supervisor Name	Signature	Date