

# POSITION DESCRIPTION



<b>Position Title:</b>	<b>MUSIC THERAPIST</b>		
<b>Industrial Instrument:</b>	Eastern Palliative Care Association Incorporated Allied Health Employees Enterprise Agreement 2020	<b>Department:</b>	Allied Health
<b>Responsible To:</b>	Family Support Consultant for all matters and Senior Music Therapist for discipline specific matters	<b>Hours of Duty:</b>	As per contract
<b>Performance Appraisal:</b>	Regularly during the first six months and then annually at the anniversary of commencement	<b>Page 1 of 4</b>	

*Eastern Palliative Care Assoc. Inc. (EPC) delivers home-based care services to the eastern region of the Greater Melbourne area.*

*All staff and volunteers of EPC must demonstrate a commitment to our Code of Ethics, Code of Conduct and a willingness to work within the organisational Vision, Mission and Values.*

**Our Mission:** *EPC is privileged to care for and accompany the dying person and their caregivers in the final phase of life, upholding their dignity and respecting their spiritual, physical, emotional, cultural and social needs. Our care continues in the bereavement services that we offer caregivers and families.*

**Our Values:**

**Compassion** – includes sympathy for others in their suffering, listening, accepting and actively responding to their needs

**Dignity** – upholding the unique personality, situation and choices of others, valuing their lives in the face of death and respecting their rights

**Excellence** – striving to do our best for those in our care and to give leadership through quality care, ethical practice, research and innovation

**Partnering** – vesting control in the client while joining with others to give continuous care

**Equity and Access:** *EPC is committed to equal opportunity, social justice, cultural diversity and social inclusion in community based palliative care. We recognise the value of diversity amongst staff and clients and we aim to create an inclusive work and health care environment free from discrimination and harassment. We also respect that different cultures, rights and practices exist within the community.*

## MUSIC THERAPIST

*The role includes provision of music therapy to clients from a family-based, interdisciplinary model that is informed by a complementary therapy framework that embraces symptom-focused, holistic and creative focused music therapy with people across the lifespan; pre- and post- death.*

*Reporting to the Senior Music Therapist regarding areas related to practice development, program development and training.*

*The role is primarily a clinical role with program development components including educational activities. This position is paid at the Grade 2 level.*

*Clinical supervision is provided by the Family Support Consultant.*

### Essential Education Qualifications/Competencies:

- Accredited Tertiary Degree and or equivalent within the field of Music Therapy as recognised by the Australian Music Therapy Association Inc.
- Current Registration with the AMTA Inc.
- Ability to work independently and collaboratively
- Well developed interpersonal and communication skills
- Current ARIA and PPCA licences
- Experience in common computer applications
- Current Victorian driver's licence, good driving record and willingness to use own vehicle in line with EPC Process Map 1761 – Motor Vehicle Use Of

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## Desirable Qualifications/Competencies:

- Experience in community health, preferably in palliative care or bereavement
- Experience in family-centred music therapy, group facilitation and individual music therapy
- Experience in music therapy as related to palliative care and bereavement
- Experience with common computer applications

## Key Results Areas:

1. Demonstrates a commitment to quality, continuous improvement, occupational health and safety and risk management.
2. Demonstrates the ability to provide Music Therapy services to individuals and groups.
3. Demonstrates the ability to assist with Music Therapy education and program development.
4. Demonstrates effective and efficient management of clinical and non-clinical workload to meet organisational requirements.
5. Demonstrates the ability to work as a team member regarding clinical and non-clinical endeavours.
6. Provides culturally appropriate intervention strategies for Culturally and Linguistically Diverse Clients (CALD).

<b>Key Result Area 1</b>	<b>Demonstrates a commitment to quality, continuous improvement, occupational health and safety and risk management</b>
<b>Key Result Indicators</b>	<ol style="list-style-type: none"> <li>1.1 Take responsibility for own health and safety and that of others who may be affected by workplace conduct.</li> <li>1.2 Ensure that all hazardous conditions, injuries and near misses are reported immediately to the Quality Coordinator.</li> <li>1.3 Participate in meetings, training and other health and safety activities as deemed necessary by Eastern Palliative Care.</li> <li>1.4 Demonstrated ability to foster and collaborate in the development and achievement of best practice and quality processes.</li> </ol>
<b>Key Result Area 2</b>	<b>Demonstrates the ability to provide Music Therapy services to individuals and groups</b>
<b>Key Result Indicators</b>	<ol style="list-style-type: none"> <li>2.1 Conducts Music Therapy assessments involving emotional, physical, creative, spiritual, psychological, and social status; as related to coping, adaptive functioning, loss and grief, quality of life indicators.</li> <li>2.2 Provides supportive music and non-music experiences in line with family centred, complementary and interdisciplinary practices.</li> <li>2.3 Provides opportunities for participants to experience and participate in receptive, active, and creative Music Therapy including bereavement services.</li> <li>2.4 Prepares and uses developmentally appropriate, quality resources for clinical care as related to Music Therapy.</li> </ol>

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	<p>2.5 Documents activities and liaises with team members and service providers with regards to continuity of Music Therapy provision.</p> <p>2.6 Reports to the Family Support Consultant and Senior Music Therapist regarding music therapy provision.</p>
<b>Key Result Area 3</b>	<b>Demonstrates the ability to assist with Music Therapy education and program development</b>
<b>Key Result Indicators</b>	<p>3.1 Demonstrates the ability to work with the music therapy and interdisciplinary team to assist with program development.</p> <p>3.2 Participates in the evaluation of Music Therapy programs.</p> <p>3.3 Accepts responsibility for professional self-development through review of own performance and identification of learning opportunities.</p> <p>3.4 Provides a standard of education that offers effective learning opportunities.</p> <p>3.5 Participates in and contributes to educational activities as requested by the Manager-Allied Health and Senior Music Therapist.</p>
<b>Key Result Area 4</b>	<b>Demonstrates effective and efficient management of clinical and non-clinical workload to meet organisational requirements</b>
<b>Key Result Indicators</b>	<p>4.1 Manages and prioritises clinical workload as per referral response guidelines.</p> <p>4.2 Demonstrates the ability to document client records in a professional manner that protects confidentiality and meets statistical reporting requirements.</p> <p>4.3 Attends Allied Health forum meetings and other meetings providing relevant liaison and feedback to forums or team members.</p> <p>4.4 Accepts clinical supervision from the Family Support Consultant, practice supervision and direction from the Senior Music Therapist.</p> <p>4.5 Understands, values and implements strategies for self-care.</p>
<b>Key Result Area 5</b>	<b>Demonstrates the ability to work as a team member regarding clinical and non-clinical endeavours</b>
<b>Key Result Indicators</b>	<p>5.1 Establishes and maintains collaborative communication with colleagues and other members of the care team.</p> <p>5.2 Collaborates and plans effectively with other members of the care team through contribution and participation in the interdisciplinary client review meetings.</p> <p>5.3 Consults with and makes timely and appropriate referrals to other team members to meet identified outcomes.</p> <p>5.4 Positively contributes to the maintenance of an environment that promotes personal integrity, respect, safety and security of all individuals within the Team and wider Organisation.</p> <p>5.5 Implements strategies for the resolution of conflict in a timely manner.</p> <p>5.6 Actively supports the EPC Quality process by identifying quality improvement opportunities and participating in Quality activities.</p>
<b>Key Result Area 6</b>	<b>Provides culturally appropriate intervention strategies for</b>

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<b>Culturally and Linguistically Diverse Clients (CALD)</b>	
<b>Key Result Indicators</b>	6.1 Demonstrates a positive regard to all cultures. 6.2 Responds to others in a non-judgmental and non-evaluating manner. 6.3 Demonstrates awareness of the relationship between culture and health beliefs and the relationship between culture and health-seeking behaviour. 6.4 Develops and implements effective resources to assist with the provision of culturally sensitive and relevant music therapy.

<b>Agreement:</b>	<b>I have read, understood and agree to comply with this job description.</b>	
	<b>Name:</b>	
	<b>Signature:</b>	
	<b>Date:</b>	

**Date Reviewed: September 2018**  
**Industrial Instrument Updated: February 2021**