

Information Package: Position: Physiotherapist





**Physiotherapist
Permanent Part Time – Hours to be negotiated**

- **Onsite accommodations (upon availability)**
- **Progressive rural health setting with a strong focus on your development**
- **Flexible working, including working from home is supported where possible.**

We have an opportunity for permanent part time Physiotherapist(s) to join our Health Professionals team. As a physiotherapist you will provide accessible and evidenced based Physiotherapy services to those who have, or are at risk of developing chronic health conditions. The Physiotherapy program works within a multi-disciplinary framework, supporting individuals, groups, populations within the community and people residing in residential aged care.

Key Selection Criteria:

- Proficient prioritisation, time management and problem-solving abilities: inclusive of assessment, care planning, monitoring, evaluation review and person-centered service delivery with of health consumers, within scope of practice and using an evidenced based framework;
- Ability to commit to achieve desired chronic health condition outcomes for individual and group programs, with the aim of supporting health consumers to navigate the health service across a range of community health settings;
- Demonstrate excellence by working autonomously and as part of a multi-disciplinary team, to achieve team goals, Key Performance Indicators (KPI's) and compliance requirements, within defined timeframes;
- Evaluate, audit and strengthen physiotherapy services inclusive of policies and procedures to achieve the goal of safe evidence based clinically governed physiotherapy services;
- Use Innovation and Opportunities (OTI's) to strengthen physiotherapy 1:1 and group programs, within a person centered and best practice framework;
- An ability to provide a culturally safe environment within the team and with health consumers of various cultures, with an understanding of historical and contemporary issues affecting the health and lives of Aboriginal and Torres Strait Islander people;
- Demonstrate collaborative interpersonal and communication (written and verbal) skills with individuals, groups and communities, inclusive of the team and service partners using health literacy principles;
- Proficient computer literacy including: electronic health record, Microsoft Teams, Telehealth and statistical data programs

Applications close: 7th May 2024

Any queries please contact Eve Drew, Your Care Path Manager,
Yvonne.drew@heywoodruralhealth.vic.gov.au

Send your application letter addressing the key selection criteria, your resume, along with two current referees to:

People and Culture Department
Heywood Rural Health
hr@heywoodruralhealth.vic.gov.au
PO BOX 159, Heywood, VIC 3304
www.heywoodruralhealth.vic.gov.au

“Committed to the health and wellbeing of our community.”

Heywood Rural Health welcomes all suitably qualified people from diverse backgrounds inclusive of Culture, Race, Genders, Sexuality, LGBTIQ+ and abilities

Thank you for your interest in applying for the Physiotherapist position at Heywood Rural Health

This information pack has been provided to give you the information you need about the position and the application process.

This package includes information about:

- [Heywood Rural Health](#)
- [The application process.](#)
- [The selection process](#)
- [Offer of Employment](#)
- [Employee Benefits](#)
- [Heywood](#)
- [Position Description](#)

For more information about Heywood Rural Health please go to our website:

www.heywoodruralhealth.vic.gov.au

Please be advised the preferred applicant for this will be required to undergo/provide a current police check prior to any offers of employment being made. Successful Applicants will be required to provide evidence of mandatory vaccinations (Influenza and all three Covid-19) prior to offers of employment being made.

For further information about the position or duties involved, please contact Eve Drew, Your Care Path Manager ☎ 03 5527 0555, or ✉ Yvonne.drew@heywoodruralhealth.vic.gov.au.

Please note that applications for this role close at Sunday 5th May 2024 Applications received after this time will not be considered.

We look forward to receiving your application.

Regards

People and Culture Department

ABOUT US

Heywood Rural Health strives to provide care and services to the community that are personal, safe, effective, and connected. In doing this, we hope the consumer experience is a positive one and that the community continues to have confidence in Heywood Rural Health as a provider of quality and safe healthcare services. We provide a wide range of care and services under the following programs:

- Primary/Community Health, including a Medical Clinic.
- Acute/Urgent Care, and
- Residential Aged Care.

We are person-centred in our approach and offer a holistic, individual service which is caring, inclusive and supportive to all.

Our Vision

Heywood Rural Health is committed to the health and wellbeing of our community.

Our Values

Respect

- We make mutual respect the basis of all interactions.
- We respect diversity and respect the dignity of each person.
- We embrace the differences in people and perceptions.

Responsiveness

- We take actions and opportunities to create results.
- We provide services that are person-centred and focused on outcomes.
- We keep our commitments and promises.

Care

- We care about the people and the community within which we work and live.
- We care about our colleagues and ourselves.
- We support people to develop and build on their strengths.

Integrity

- We uphold our professional ethic at all times.
- We are honest and fulfil our commitments.
- We are accountable for our actions.

THE APPLICATION PROCESS

Heywood Rural Health is proud to be an Equal Opportunity Employer. Our recruitment processes are conducted in a fair and equitable manner to ensure that all decisions are merit-based and comply with equal opportunity and workplace-related legislation.

We aim to ensure all recruitment processes result in the best people joining the Heywood Rural Health team, so that we continue to deliver high quality services to our communities.

Preparing your application

Your application is your introduction to those who will form the selection panel, and the information you provide will be the basis on which the panel will assess your suitability for the position.

To ensure the panel can accurately assess your suitability when shortlisting applicants, it is important to include the following:

Cover Letter

Cover letters are a great way to introduce yourself and show how you will be a good fit for both the advertised position and for Heywood Rural Health. You can do this by keeping your letter relevant to the position and focus on the requirements for the role.

Statement Addressing the Key Selection Criteria

The Key Selection Criteria for each position details the knowledge, skills, experience, and qualities that have been deemed essential for applicants to possess to be successful in the position. All applications received are assessed against the Key Selection Criteria when shortlisting is conducted, so it is essential you address the criteria in your application. This can also be addressed in your cover letter.

Current Resume

A current resume detailing your employment history, educational history and qualifications, skills and experience must be provided. Please ensure your resume includes your up-to-date contact details, including a telephone number, so you may be contacted if required.

Current Referees

The names, position titles and contact telephone numbers of at least three professional (work-related) referees must be provided. These should include a direct supervisor and/or a current employer.

Heywood Rural Health is pleased to accept all applications for positions and does not favour handwritten applications over typed applications or vice versa. However, all applications should be neat and legible for ease of reading. *Please staple together all information; do not enclose your application in a folder.*

Submitting your application

All applications are treated with the strictest confidentiality and are to be addressed as follows:

Confidential

**Erin Wilson
People & Culture Facilitator
Heywood Rural Health
PO Box 159
Heywood Vic 3304**

Alternatively, applications may be submitted via email to the people and culture department:

hr@heywoodruralhealth.vic.gov.au

Applications for positions must be received by the nominated closing date and time. Applications received after this time will not be considered.

All applicants will be contacted by the People & Culture department to confirm receipt of their application.

This notification will be via email, or via post or phone when no email address is received for the applicant. If you do not receive confirmation that your application has been received, please check your “Junk” email folder prior to contacting Heywood rural health.

THE SELECTION PROCESS

Heywood Rural Health has a robust selection process to ensure all decisions are based on merit and are not influenced by personal bias or conflicts of interest.

Shortlisting and Notifications

Candidates are assessed against the Key Selection Criteria for the position and against the other applications received. Considerations include the applicant’s fit with our culture, the team, and the duties to be performed.

Although time frames may vary, shortlisting is usually completed within two-weeks of the closing date. You will either receive a phone call inviting you to an interview for the position, or written notification that you have been unsuccessful within four-weeks of the closing date.

Interviews

All shortlisted applicants will receive a phone call to be offered an interview and will receive written confirmation of the interview time, date and location once agreed.

Where practical, all interviews will be conducted face-to-face with a selection panel of two or three individuals. Candidates will be asked a selection of pre-determined interview questions and may also be required to complete a practical test, element or presentation relating to the position or the Key Selection Criteria for the role.

Applicants selected for interview who have any special requirements or require assistance for the interview process are asked to inform the People & Culture department to ensure necessary arrangements are in place.

Pre-Employment Checks

Following interviews being conducted, the panel will decide upon a recommended applicant who will be invited to undertake all relevant pre-employment checks for this position.

The checks required will vary dependent on the role to be offered, but may include:

- At least two referee checks, one of which must be from your line Manager.
- A Police check;
- Vaccination Evidence:
 - Current year Influenza Vaccination
 - All three Mandatory Covid Vaccinations

Confirmation the employee holds all relevant qualifications and licences where required for the position including:

- Driver's Licence
- Formal qualification/s

Once a person has been determined to be the preferred applicant, all documentation needed to complete the required checks will be forwarded to the successful candidate for completion; the documentation is to be returned to hr@heywoodruralhealth.vic.gov.au

OFFER OF EMPLOYMENT/UNSUCCESSFUL CANDIDATES

An offer of employment will be formally made once a preferred applicant has returned and satisfactorily passed all required pre-employment checks.

Once verbally accepted, a formal letter of offer pack comprising the letter of offer, position description and relevant HR forms (contact details, tax file number, etc.) will be forwarded to the applicant via email.

All interviewed applicants unsuccessful in obtaining the position will be notified of the outcome of the position via phone call or written notification.

EMPLOYEE BENEFITS

Salary Packaging

Salary packaging is an Australian Tax Office approved way of using concessions available to your employer to reduce the amount of tax you pay.

As an employee of a public hospital or ambulance service, you are entitled to a fringe benefits tax (FBT) exemption which allows you to salary package up to a capped limit of \$9,009 on everyday living expenses (such as mortgage, rent, credit card repayments) and an additional \$2,650 towards meal entertainment each year.

There are other items you may be eligible to salary package over and above your capped limits such as novated leasing, remote area housing and relocation expenses.

Employee Assistance Program - EAP

Heywood Rural Health provides an employee assistance program to its employees. An employee assistance program is a voluntary and confidential counselling service provided for employees. Staff counselling is available for both work related and personal issues.

Workplace Coach

Workplace Coach Role at Heywood Rural Health

We have a workplace coach available to work alongside staff, as well as to chat 1:1 with staff. The key focus is the annual People Matters Survey- and developing work plans related to staff feedback.

The workplace coach is a trained general and family violence 'Contact Officer' A contact officer provides support and resources to all of workforce in areas related to Bullying Harassment and Discrimination and Family Violence ... Confidentiality and Privacy assured.

The workplace coach also:

- Works with staff to help achieve career goals, be that education and training goals or personal wellness at work goals.
- Can provide resources to assist you to be well and happy at work! Our monthly wellness theme incorporates # Valued Staff activities and workplace wellness.
- Provides 'workplace culture' education sessions, which include a focus on Occupational Violence and aggression and values led culture topics.
- Can help assist staff who are returning to work following a period of time, with return-to-work wellness planning.

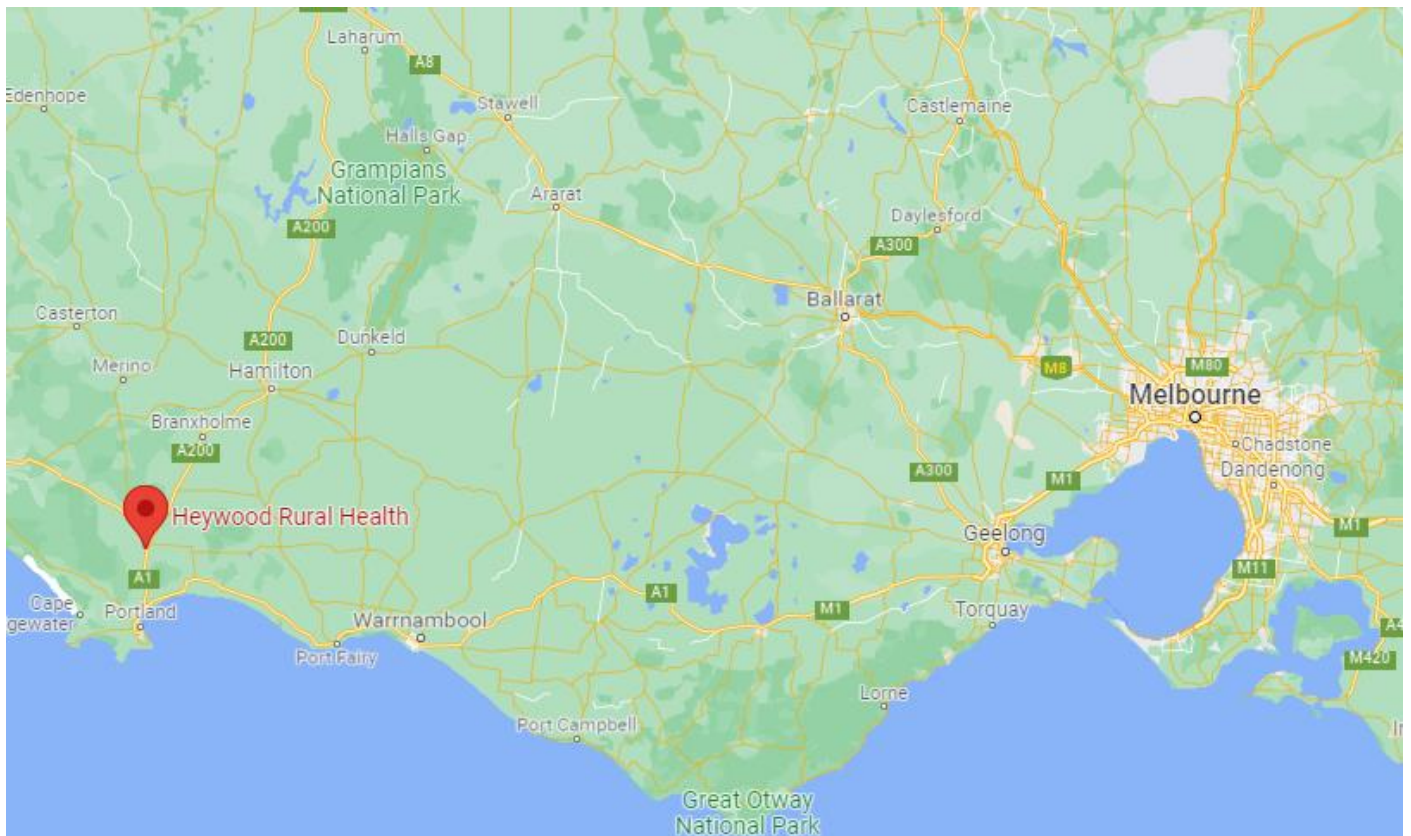
Accommodation

Heywood Rural Health may be able to assist with accommodation. We have a furnished, shared house onsite that may be available and can accommodate up to three (3) employees on a short-term basis. This shared accommodation is subject to availability. Terms and Conditions apply.

HEYWOOD

About Heywood.

Heywood is a town on the Fitzroy River in the Australian state of Victoria. It is situated at an elevation of 27 metres amidst rolling green hills in an agricultural, pastoral, and timber cutting district. Heywood is 357 kilometres (222 mi) west of Melbourne at the intersection of the Princes and Henty Highways and 27 kilometres (17 mi) north of Portland. It is on the railway line to Portland, at the junction of the presently-unused branch to Mount Gambier, South Australia. The winner of several past "Tidy Town" awards, it is often referred to as the "Jewel of the Southwest."



POSITION DESCRIPTION

POSITION DESCRIPTION

Position:	Physiotherapist
Reports To:	Your Care Path Manager
EFT:	To be negotiated
Tenure:	Part-Time
Enterprise Agreement:	Allied Health Professionals (Victorian Public Health Sector) Single Interest Agreement
Minimum Qualifications:	Current registration in the health profession of physiotherapy with Australian Health Practitioner Regulation Agency (AHPRA).
Key Selection Criteria:	<p>Essential</p> <ul style="list-style-type: none"> • Proficient prioritisation, time management and problem-solving abilities: inclusive of assessment, care planning, monitoring, evaluation review and person-centered service delivery with of health consumers, within scope of practice and using an evidenced based framework; • Ability to commit to achieve desired chronic health condition outcomes for individual and group programs, with the aim of supporting health consumers to navigate the health service across a range of community health settings; • Demonstrate excellence by working autonomously and as part of a Multi-Disciplinary team, to achieve team goals, Key Performance Indicators (KPI's) and compliance requirements, within defined timeframes; • Evaluate, audit and strengthen physiotherapy services inclusive of policies and procedures to achieve the goal of safe evidence based clinically governed physiotherapy services; • Use Innovation and Opportunities (OTI's) to strengthen physiotherapy 1:1 and group programs, within a person centered and best practice framework; • An ability to provide a culturally safe environment within the team and with health consumers of various cultures, with an understanding of historical and contemporary issues affecting the health and lives of Aboriginal and Torres Strait Islander people; • Demonstrate collaborative interpersonal and communication (written and verbal) skills with individuals, groups and communities, inclusive of the team and service partners using health literacy principles; • Proficient computer literacy including: electronic health record, Microsoft Teams, Telehealth and statistical data programs. <p>Mandatory Requirements</p> <ul style="list-style-type: none"> • Current Police Check • Valid Victorian Drivers Licence • Influenza Vaccine - current in past 12 months • COVID-19 Vaccine - minimum of three vaccines • Professional Indemnity Insurance <p>Desirable</p>

	<ul style="list-style-type: none"> • Working knowledge of software and IT programs including: TRAKCare, RiskMan, excel, word, outlook, Telehealth (HealthDirect); • Demonstrated operational understanding of Aged Care standards; • Previous experience working within a community health setting and actively contributing to achieve health consumer directed goals within a multi-disciplinary team
Key Performance Indicators	<ol style="list-style-type: none"> 1. Work within the Chronic Health Conditions Clinical Governance Framework and Operational Manual; 2. Achieve Mandated Key Performance Indicators (KPI's) within designated timeframes as outlined by the funding body, and Heywood Rural Health, inclusive of Best Practice KPI's.

Our Vision

Heywood Rural Health (HRH) is committed to the health and wellbeing of our community.

Our Values

Respect

- We make mutual respect the basis of all interactions.
- We respect diversity and respect the dignity of each person.
- We embrace the differences in people and perceptions.

Responsiveness

- We take actions and opportunities to create results.
- We provide services that are person-centred and focused on outcomes.
- We keep our commitments and promises.

Care

- We care about the people and the community within which we work and live.
- We care about our colleagues and ourselves.
- We support people to develop and build on their strengths.

Integrity

- We uphold our professional ethic at all times.
- We are honest and fulfil our commitments.
- We are accountable for our actions.

PRIMARY OBJECTIVES/KEY PURPOSE OF THE ROLE:

Heywood Rural Health is the lead agency of the "Your Care Path" (WV Primary Health Network) chronic health condition program across the Great South Coast. The "Your Care Path" physiotherapy program provides accessible and evidenced based physiotherapy services, with people who have, or are at risk of developing, one or more chronic health conditions. The physiotherapy program works collaboratively within a multi-disciplinary framework, and supports individuals, groups, and populations within the community with access to health services through a coordinated intake process. This is inclusive of people residing in residential aged care.

The "Your Care Path" Program provides early intervention and evidence-based skill development with the goal of enabling people to self-manage and/or reduce progression of their chronic health conditions. The "Your Care Path" program uses multidisciplinary collaborative care team's approach, to provide integrated support with people with chronic conditions to maximise their health outcomes and stay out of hospital longer.

The primary objective is to provide evidenced based 1:1 and group sessions with health consumers using person-centred intervention, within the scope of clinical qualification and expertise. This includes: physiotherapy assessment, intervention, service planning, monitoring, evaluation and consumer lead goal setting, within a defined Episode of Care (EOC). This is to achieve consumer goals, preferences and choices, consistent with Key Performance Indicators (KPI's), clinical governance framework and chronic health conditions operations manual, and the policies and procedures of Heywood Rural Health.

The physiotherapy program shall provide evidenced based, evaluated and clinically governed "Your Care Path" services within the context of a multi-disciplinary, holistic and collaborative model of care.

DUTIES AND RESPONSIBILITIES:

Specific

- Conduct evidenced based physiotherapy assessment, monitoring, evaluation and review of health consumers upon receipt of a referral;
- Deliver physiotherapy services via 1:1, group exercise/rehab & education sessions.
- Identify, monitor and evaluate person directed physiotherapy goals with consumers of service, within a defined Episode of Care (EOC); aiming for progression to independent self-management by the health consumer in the majority of cases. This would most commonly be achieved by providing an appropriate exercise program and specific education to each consumer.
- Actively conduct quality activities, to achieve program goals / outcomes / Key Performance Indicators;
- Imbed general care coordination processes relating to the core business of the physiotherapy department within the context of "Your Care Path";
- Provide physiotherapy services within:
 - the community;
 - outreach clinics'
 - Residential Aged Care Facilities;
 - Group settings

Clinical Governance

- Demonstrate in practice the general concepts of an ageing population, chronic disease, ambulatory care sensitive conditions, and how this aligns with best practice, clinical governance and accreditation requirements;
- Capture and escalate risks, action risk outcomes and actively contribute to Opportunities To Improve (OTI) within required timeframes, within the Riskman register;
- Achieve clinical governance requirements within the context of organisational and funding body requirements;

Performance

- Actively contribute to monitoring and achieving statistical and data targets, within designated timeframes, to sustain "Your Care Path" funding;
- Demonstrate service excellence through commitment and actions with consumers, colleagues, service partners and stakeholders;
- Actively contribute to workplace culture through role modeling the vision and values of the organisation, and the code of conduct;
- Conduct roles and tasks that align with qualifications and capability;
- Actively participate in a staff performance review with the "Your Care Path" Program Manager.

Program Delivery

- Provide and include various modes of service delivery, inclusive of:
 - in person, individual consultations/therapy sessions
 - in person, group consultations/therapy sessions

- telehealth, individual consultations/therapy sessions
- telehealth, group consultations/therapy sessions
- outreach
- Use Specific, Measurable, Achievable, Recordable, Time-Bound, Evaluated and Reviewed (SMARTER) methodology to support and educate health consumers to achieve their “Your Care Path” goals;
- Collaborate with the Intake Service Access Coordinator team to facilitate triage and timely interventions with health consumers with priority requirements, including waitlist;
- Identify health consumer choice, preferences and decision making to achieve consumer directed goals and health outcomes;
- Support health consumers with current information and the skills to self-manage symptoms and / or reduce progression of chronic conditions, supported by formal skills training, such as, health coaching;
- Deliver the “Your Care Path” Program, maintaining the “Your Care Path” service model requirements, and align these with the health consumer journey;
- Support integrated “Your Care Path” services with health consumers, through a multi-disciplinary team approach across multiple health services;
- Provide evidence-based group education and group activities, aligned with scope of practice, expertise;
- Ensure each health consumer has a defined Episode of Care (EOC) and is formally reviewed / assessed midway and prior to discharge, with updates communicated within the multi-disciplinary team;
- Monitor and review Episodes of Care (EOC), on a reoccurring basis to achieve consumer goals and inform safe, effective and timely discharge from the “Your Care Path” Program. Identify if continuation within the program is appropriate and / or to facilitate streamlined referrals with other health services;
- Document contemporaneous file notes.

Service Quality

- Adhere to minimum standards and procedures, particularly in relation to service intake, referrals, service plan, active navigation and discharge;
- Ensure services are provided within an inclusive and culturally safe framework with a focus, on people who are vulnerable to increased incidence of chronic conditions, and/or poor health: including First Nations people, people with a disability, people who identify as LGBTQIA+ and Culturally and Linguistically Diverse backgrounds (CALD);
- Support consumer and community participation in co design, evaluation and Opportunities To Improve (OTI's) in all aspects of the Your Care Path model;
- Capture risks and achieve quality and safe services within a cycle of continuous improvement based on audit results, identified risks, feedback (compliments, complaints and suggestions);
- Actively contribute to accreditation requirements and the Continuous Improvement Plan (CIP) to support the program to achieve strategic service delivery goals, in accordance with standard practice;
- Demonstrate a commitment to evidenced based practice by maintaining scope of practice and knowledge through continuing professional development, in collaboration with the “Your Care Path” Program Manager;
- Strengthen workplace learning environment to facilitate learning opportunities, and mentoring within the “Your Care Path team, by providing support and supervision with relevant staff;

Partnership

- Actively support health consumers to navigate the health system, both internally and externally, to connect consumers with other health services / programs within the community;
- Use an integrated, coordinated service delivery and partnership approach, with a focus on supporting health consumers to self-manage their chronic health condition, through education and preventive strategies, within group and individual settings;

- Actively support a collaborative team approach to decision making within the multi-disciplinary team, to achieve timely service delivery outcomes within the team, and the health goals of the consumer;
- Contribute to regular multi-disciplinary team meetings to build capability and understanding of shared consumer journeys across multiple health services;
- Consent must be obtained from all consumers to authorise the release of all relevant information to partners and/or other services
- Contribute to the promotion of the “Your Care Path” program within communities, as directed by the “Your Care Path” Program Manager.

Stakeholders

- Contribute to facilitating referral pathways with primary health services (public and private) to increase awareness of and access to “Your Care Path” services;
- Work with community based organisations to establish open referral opportunities to support the consumer journey through the health system, including discharge from the “Your Care Path” program.

Financial Management

Ensure cost effective use of resources, within budget allocation;

Perform within the extent of authority as outlined in the Heywood Rural Health Instrument of delegation.

ACCOUNTABILITY AND EXTENT OF AUTHORITY:

Complete tasks in line with funding requirements and accountabilities, and in accordance with the policies, procedures and practices of Heywood Rural Health.

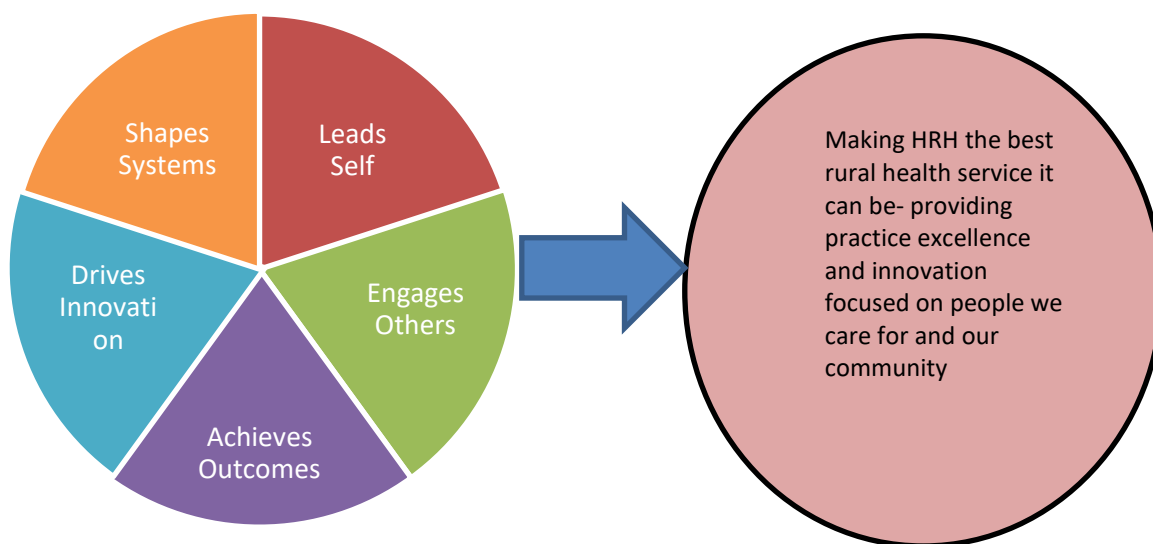
JUDGEMENT AND DECISION-MAKING:

The incumbent requires the ability to make decisions and carryout program management in line with Heywood Rural Health policy and procedures to effectively deliver Key Performance Indicators (KPI's). Such decisions will require some originality in approach with solutions usually attributable to the application of previously encountered procedures and practices. The incumbent shall recognise their own abilities and level of competence, and practice within the scope of their role and relevant legislative requirements.

PROFESSIONAL LEADERSHIP:

- Participate in the positive promotion of Heywood Rural Health.
- Be involved in health promotion activities by participating in health education of the consumer and community.
- Role model the HRH leadership capability framework by:
 - Leading Self;
 - Engaging others;
 - Achieving outcomes;
 - Driving innovation; and
 - Shaping Systems.

[HRH Leadership Capability Framework \(LEADS\)](#)



Position Requirements

N.B. Statements included in this Position Description are intended to reflect in general the duties and responsibilities of this role and are not to be interpreted as being all-inclusive. Duties and responsibilities may be reviewed according to service requirements.

Position Requirements	Tick Box Below
A current National Police Check must be provided prior to commencement at HRH.	✓
Evidence of Professional Registration	✓
Allocated responsibility for OH&S matters within the department – for Managers	NA
Assigned responsibility for ensuring any legislative and policy changes are communicated to relevant staff – for Managers	NA
Current Advance Life Support (ALS) Certificate Required (For RN's only)	NA
Evidence of Professional Qualification (if required)	✓
Valid Victorian Driver's Licence (if required)	✓
Valid Trade Licence (if required)	NA
Compliance with HRH Workforce Immunisation requirements; in particular you must have received a current influenza vaccination and both COVID-19 vaccinations, before you can commence your employment.	✓
Satisfactory Working with Children Check (if required)	
Undertake Pre-Employment Check as per HRH policy (This is mandatory prior to commencement and when required during employment)	✓
Typical Work Schedule (As specified in relevant staff Roster)	✓

JOB DEMANDS CHECKLIST

Heywood Rural Health endeavours to provide a safe working environment for all staff. The purpose of this section is to ensure you fully understand and are able to perform the inherent requirements of the role (with reasonable adjustments if required) and you are not placed in an environment or given tasks that would result in risks to your safety or others.

Frequency Definitions

I	= Infrequent	Activity may be required very infrequently
O	= Occasional	Activity required occasionally, not necessarily all shifts
F	= Frequent	Activity required most shifts, up to 50% of the time
C	= Constant	Activity that exists for the majority of each shift and may involve repetitive move for prolonged periods
N/A	= Not Applicable	Activity not performed

Aspects of Normal Workplace		Frequency				
Demands	Description	I	O	F	C	N/A
Physical Demands						
Sitting	Remain seated to perform tasks				X	
Standing	Remain standing to perform tasks			X		
Walking	Periods of walking required to perform tasks			X		
Bending	Forward bending from waist to perform tasks			X		
Kneeling	Remaining in a kneeling position to perform tasks		X			
Lifting/Carrying	Light lifting and carrying		X			
	Moderate lifting and carrying		X			
	Assisted lifting (mechanical, equipment, person assist)		X			
Working at Heights	Ascending and descending ladders, stools, scaffolding					X
Pushing / Pulling	Moving objects, e.g. Trolleys, beds, wheelchairs and floor cleaning equipment		X			
Reaching	Arms fully extended forward or raised above shoulder		X			
Crouching	Adopting a crouching posture to perform tasks	X				
Foot Movement	Use of leg and/or foot to operate machinery			X		
Head Postures	Holding head in a position other than neutral (facing forward)		X			
Fingers/Hand/Arm Movement	Repetitive movements of fingers, hands and arms e.g. computer keyboarding			X		
Grasping/Fine Manipulation	Gripping, holding, clasping with fingers or hands		X			
Driving	Operating a motor powered vehicle e.g. use of hospital cars, deliveries, visiting clients, tractor, ride on mower, forklift, bus, etc.		X			

Aspects of Normal Workplace		Frequency				
Demands	Description	I	O	F	C	N/A
Psychosocial Demands						
Distressed People	Highly emotional people crying, upset, unhappy, depressed, e.g. family violence, emergency or grief situations		X			
Aggressive / Unpredictable People	Raised voices, yelling, swearing and arguing e.g. drug/alcohol, dementia, mental illness		X			

Exposure to Distressing Situations	E.g. Child abuse, family violence, delivering bad news, viewing extreme injuries, viewing deceased	X				
Environmental Demands						
Gases	Working with explosive or flammable gases requiring precautionary measures					X
Liquids	Working with corrosive, toxic or poisonous liquids or chemicals requiring Personal Protective Equipment (PPE)					X
Noise	Environmental/background noise necessitates people raising their voice to be heard					X
Biological Hazards	E.g. Exposure to body fluids, bacteria, infection diseases requiring PPE	X				
Cytotoxic Hazards	Handling and/or preparation of cytotoxic materials					X
Radiation	Working with radiologic equipment					X

Other Requirements

REQUIREMENTS	
Aged Care Banning Register Check	Your appointment is subject to confirmation you are not currently recorded on the Aged Care and Quality Commission Banning Register.
Code of Conduct	HRH employees are expected to adhere to the values as outlined in the “Code of Conduct for Victorian Public Sector Employees 2015”. Breaches of the Code of Conduct may result in disciplinary action.
Compliance	During the course of your employment at HRH, you must maintain currency of all pre-screening and credentialing/other matters specified in your HRH Contract of Employment.
Confidentiality	You must ensure the affairs of HRH, its patients, residents, clients and staff remain strictly confidential and are not divulged to any third party, for any reason, except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests of HRH. Any breach of confidentiality will be viewed as a serious matter and may be the subject of disciplinary action including termination.
Contract of Employment	Your appointment is subject to your acceptance of the terms and conditions as laid out in your Contract of Employment. Terms and conditions will apply until by mutual agreement they are altered or replaced in writing.
Cultural Diversity	Recognise and respect cultural diversity within the community and be committed to respecting the individual beliefs, age gender, economic , cultural and linguistic backgrounds of HRH clients and staff
Education	HRH is committed to education. All employees have a responsibility to undertake their own professional development. Mandatory and compulsory training is complied with in accordance with the Mandatory and Required Training Policy and Procedure and Training Matrix as well as other directives as notified throughout the year. Similarly, management has assigned responsibility for ensuring any legislative and policy changes are communicated to you as and when they occur.
Gender Equality	As a HRH employee you will contribute to equal and measurable outcomes for women, men and gender-diverse people. This includes equal representation, status and rights, establishing equal opportunities for all people to contribute to national, political, social and cultural development; and for all to benefit from these results.

Immunisations	Two mandatory vaccinations you must have as a condition of employment are a current influenza and current COVID-19 vaccinations, as well as other immunisations you need to have in order to undertake your particular role. Your ongoing employment is subject to continuous currency of all pre-screening requirements. Any failure to do so will be deemed to be in breach of this Contract.
Infection Control	It is your responsibility to comply with the Infection Control policies and practices of HRH. You will also be expected to participate in infection control education yearly.
Information Technology	You will need to be aware of the need to be familiar with and able to access and use the technology systems e.g. computer, intranet, email, telephone, photocopier, facsimile machines. You may/will also need to become familiar with the programs used by HRH e.g. Electronic consumer records –TRAKCare, Riskman, Platinum 6.
OH&S	<p>You are required to comply with all HRH OH&S policies and procedures, and if you hold a managerial position you are also responsible for keeping your staff up to date with any changes, as they occur, to policies and procedures that effect or have the potential to effect the safe working environment of your staff and others.</p> <p>You are to take reasonable care to ensure personal safety and the safety of others who may be affected by acts or omissions of an employee in the workplace. You are to:</p> <ul style="list-style-type: none"> ▪ Follow safe work practices and use personal protective equipment as required; ▪ Participate in OH&S consultation and OH&S training initiatives; ▪ Report as soon as practicable, unsafe equipment, work practices or conditions (Occupational Health and Safety Act, clause 25) ▪ Report any accidents, incidents, injuries “near misses”, safety hazards and dangerous occurrences; assist with any investigations and the identification of corrective actions; ▪ Co-Operate with managers and supervisors so they can meet their OH&S responsibilities; ▪ Not wilfully interfere with or misuse anything provided in the interest of health and safety or wilfully put anyone at risk; and ▪ Perform only those tasks for which you have received appropriate training and instruction.
Performance Appraisal	Your manager is responsible for conducting your performance Appraisal at 30 days, 5 months and thereafter, annually.
Pre-Employment	Pre-Employment Medical Questionnaire includes evidence of immunisations. In relation to immunisations, two mandatory vaccinations you must have as a condition of employment are a current influenza and current COVID-19 vaccinations, as well as other immunisations you need to have in order to undertake your particular role. Your ongoing employment is subject to continuous currency of all pre-screening requirements. Any failure to do so will be deemed to be in breach of this Contract.
Police Check	Your appointment is subject to a satisfactory police records check. As this process can take several weeks prior to the commencement of shifts, you may supply a statutory declaration indicating you have no conviction for murder, sexual assault or assault resulting in imprisonment. These convictions will automatically preclude you from working in HRH.
Probation period	A six months' probation period will apply.
Privacy and Confidentiality	Employment is subject to your compliance with the <i>Health Records Act</i> . This <i>Act</i> requires compliance with Principles related to privacy regarding data collection (including photos), usage and security.
Smoke Free Campus Policy	Smoking is prohibited throughout all buildings and vehicles controlled by HRH. This policy applies to staff, patients, residents, consumers, volunteers, visitors, contractors and others.
Staff Development	You are required to attend an Orientation Day prior to commencement of employment and participate in the Professional Development Program.

Termination of Employment	Four weeks (or as per Enterprise Agreement) written notice of termination of employment to be provided to their Department Manager.
----------------------------------	-------------------------------------------------------------------------------------------------------------------------------------

As the incumbent of this position:

- i. I acknowledge I have received a copy of this Position Description, and have read and understand the requirements of this role. I agree to work in accordance with this Position Description;
- ii. I confirm I have read the Job Demands Checklist detailed in this Position Description, understand its content, and agree to work in accordance with the requirements of this Checklist;
- iii. I also understand this Position Description forms part of my Contract of Employment with HRH; and
- iv. I am aware management has assigned responsibility for ensuring any legislative and policy changes are communicated to me as and when they occur.

APPROVALS	<i>Name</i>	<i>Signature</i>	<i>Date</i>
Divisional Head:			
Department Head:			
Employee:			

Please forward signed copy to:
 People & Culture Department erin.wilson@heywoodruralhealth.vic.gov.au