

Job Description and Selection Criteria

Physiotherapy Assistant

VISION

To enrich the lives of everyone
in our community.

PURPOSE

To provide a caring community where every person
feels safe and has the freedom and choice to live
the life they desire.

R

RESILIENT

We have the strength to overcome challenges, learn from failures, and persist with hope and determination

E

ETHICAL

We act with fairness, integrity, and honesty, by acknowledging mistakes, respecting boundaries, and treating others with empathy.

S

SAFE

We uphold a SwanSafe way of working to ensure we provide an environment free of harm for everyone.

P

PROFESSIONAL

We interact with respect, dependability, and punctuality, ensuring clear communication, fairness and trust.

E

EMPOWERED

With ongoing support, training, and education, we grow into the best versions of ourselves.

C

COMPASSIONATE

We demonstrate courtesy, kindness, and understanding to everyone, consistently applying a person-centered approach in all that we do.

T

TRANSPARENT

Our collaborative approach fosters a workplace committed to being open, honest and approachable.

Location

Bentley Park

Reporting To

Manager Care Services
Physiotherapist
Registered and Enrolled Nurse

Direct Reports

Nil

Award / Agreement

SwanCare Group Incorporated (HSUWA) Enterprise Agreement 2022

Normal Hours

As rostered

Position Objective

Under the direction of the Manager Care Services, the Physiotherapy Assistant role is to provide a sufficiently high standard of assistance in relation to physiotherapy activities that will enhance the resident's way of life.

The Physiotherapy Assistant assists residents in the provision of a quality physiotherapy program for residents and to plan, implement, assess, and review same on a regular basis.

The Physiotherapy Assistant will also have a direct resident care component to the role which will encompass Assistant in Nursing duties.

Acts in accordance with

- Aged Care Quality Standards
- Residents Charter of Rights
- Aged Care Act 1997
- SwanCare Group Clinical Governance Standards
- SwanCare Group Policies and Procedures
- WorkSafe Legislation

Responsibilities

Physiotherapy Support – 70%

General:

- Assists with ongoing appraisal of walking aides and wheelchairs.
- Assists with maintenance of equipment such as hydrocollators and wax baths.
- Utilises physiotherapy assessment and treatment plan when caring for resident.
- Assists with management of independence programs as directed by physiotherapist
- Applies physical modalities such as hot / ice packs after appropriate assessment and instruction from therapist.
- Reports changes in condition to physiotherapist.
- Ensure physiotherapy areas are presented daily in a neat, tidy and homelike manner.
- Set-up areas for activities.
- Re-set areas after activities.
- Assist and advise residents of activities programs to enable choice and decision making.
- Maintain resident confidentiality.
- Assist with feeding of residents.

Resident Intervention:

- Conduct larger and small group physiotherapy activities.
- Conducts physiotherapy activities on an individual basis.
- Assisting residents individually and in a group setting who present with difficult behaviours.
- Assisting resident individually and in a group setting who have a diagnosis of dementia.

Documentation:

- Daily Activity records.
- I.T. / Autumn Care competent.

- Exception reporting in progress notes.
- Evaluation.
- Incident & Accident reports.
- Participates in and logs Continuous Improvement activities.

Resident Care - 30%

- Palliative care, 1:1 support.
- Assists residents to use toilet.
- Assist with feeding of residents.
- Read report and communication books at beginning of shift.
- Providing support with requests for care
- Behaviour support with 1:1 management

Personal Development

- Maintains and develops professional knowledge and skills related to position.
- Actively participates in professional associations and SwanCare Group committees as requested.
- Sets goals for personal and professional growth and revises them annually.

Corporate Values

- Actively promotes & develops the corporate values of the organisation.
- Acts in accordance with all relevant legislation, policies, principles, and procedures
- Demonstrates effective communication and work ethic which reflects SwanCare values and Behaviour Standards.
- Participates in processes to monitor customer satisfaction throughout services delivered by the role

Work Health and Safety

- Accepts responsibility for own occupational health and safety requirements.
- Attends all mandatory education
- Utilises Universal Precautions at all times.
- Reports all hazards, accidents and incidents and completes the appropriate forms.
- Identifies and reports any practice / equipment which may reduce safety for staff or residents.
- Works in a safe manner, considering own safety and that of other staff members, residents, and visitors to SwanCare Group.
- Ensures equipment that is broken and may present an injury risk to staff and residents is removed from the work area and a request is submitted to the appropriate Manager.
- Conducts safety audits when requested to do so.

Other

Other tasks may be assigned from time to time to meet the needs of the organisation and/or to assist with the employee's development.

Performance of all tasks to the required standard is essential to maintain the contribution of this position to SwanCare Group standards and the effectiveness of operations.

Selection Criteria – Physiotherapy Assistant

Essential

- Highly developed communication, presentation, and interpersonal skills.
- Ability to read and write English to a good standard.
- Current First Aid Certificate.
- Federal Police clearance
- Previous experience in the delivery of personal care and the development and delivery of physiotherapy activities in a residential care setting.
- Formal qualifications appropriate to the role.
- Current First Aid Certificate.
- Current National Police clearance.
- Competent user of Microsoft Word and Outlook.
- Empathy with aged care population.
- Good organisational and time management skills.
- Food safe education.
- Dysphagia competent.
- Ability to update/refresh relevant working knowledge.
- Ability to work within a team.
- Acceptable National Police/NDIS clearance.
- Current Influenza Vaccination and Covid Booster vaccinations as mandated by Government for Aged Care

Desirable

- Certificate III or IV in physiotherapy assistance
- Ability to work in a leadership role.
- Knowledge of Aged Care funding tool.

SIGNED as an agreement.

Employee

Date: _____

Manager

Date: _____

People & Culture

Date: _____