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Job Package

Physiotherapist

Position title	Physiotherapist
Job Type	Casual up to 38 hours per week
Award	The Health Services Award
Location	Work from Home and in the Community

Inclusion Tree

Inclusion Tree provides human-centred supports services, in all States and Territories of Australia. Our services are individually tailored, strengths-focused, trauma-informed, inspired by leading edge practices and social innovations.

We enjoy compassionately inquiring together to co-create solutions that make a difference to the people experiencing disability and mental health.

We know that investing in our people and acknowledging their gifts is what makes our business grow. We are committed to nurturing the personal and professional development of all our staff through an intentional culture of growth and learning, based on 'We-Flow' principles and practices.

Role of Physiotherapist

In this role you will work collaboratively with participants and stakeholders to deliver person-centred services to enhance participation and independence, empowering people with a disability to live a full life and achieve their goals. The role includes:

- Assess and treat participants in their own home, to carry out rehabilitation programs to improve functional independence and quality of life
- Provide face to face and occasional tele-support to participants in community settings. Specifically, hydrotherapy, land-based, in the home or in the community, group homes, day programs
- Provide equipment prescription and complete assistive technology applications

- Provide exercise and behaviour change advice to participants living with disability or chronic/complex conditions
- Provide appropriately targeted education for participants, carers and staff as required
- Ensure appropriate written and verbal communication with key stakeholders as required including timely reports and exercise plans
- Communicate and work efficiently and collaboratively with the team to ensure best practice and integrated participant care

Essential Criteria

- Registration with AHPRA and eligibility for accreditation with APA (Australian Physiotherapy Association)
- Demonstrated ability as an independent worker who can exercise independent professional judgement on routine matters as well as working in a multi-disciplinary team for coordinated care.
- Demonstrated high-level skills in the development of Physiotherapy supports for a wide range of novel and complex conditions
- Excellent organisation and time management skills
- Excellent written and verbal interpersonal communication skills
- Strong administrative and computer skills
- A problem solver with a can-do attitude
- Empathy and patience for your participants and a passion for supporting people with disability
- Current Drivers Licence
- First Aid Certificate
- NDIS Quality and Safeguard Commission training requirements (you will need to create your own log in to complete this training)
- NDIS Worker Orientation Module- <https://training.ndiscommission.gov.au/>
- NDIS Worker Screening <https://www.ndiscommission.gov.au/workers/worker-screening/where-apply-worker-screening>
- COVID-19 - Training- <https://www.health.gov.au/resources/apps-and-tools/COVID-19-infection-control-training>
- COVID-19 – Vaccinations - <https://www.health.gov.au/our-work/covid-19-vaccines/disability-sector/workers?language=en>
- National Police Check: <https://www.afp.gov.au/what-we-do/national-police-checks>
- Working with Children's Check
 - VIC - <https://www.workingwithchildren.vic.gov.au/>
 - NSW - <https://www.service.nsw.gov.au/transaction/apply-working-children-check>
 - QLD - <https://www.qld.gov.au/law/laws-regulated-industries-and-accountability/queensland-laws-and-regulations/regulated-industries-and-licensing/blue-card/applications/apply>
 - TAS - <https://www.cbos.tas.gov.au/topics/licensing-and-registration/registrations/work-with-vulnerable-people>

- WA - <https://workingwithchildren.wa.gov.au/applicants-card-holders/applying-for-a-wwc-check/how-to-apply>
- SA - <https://www.sa.gov.au/topics/rights-and-law/rights-and-responsibilities/screening-checks/screening-wwcc>
- NT - <https://nt.gov.au/emergency/community-safety/apply-for-a-working-with-children-clearance>
- ACT - <https://www.myaccount.act.gov.au/WWVPNDIS/s/wwvp-ndis-new-application-v2>

Desirable Criteria

- Working knowledge of the NDIS

Enquiries

Application Enquiries – Human Resources email lynn@inclusiontree.com.au or hello@inclusiontree.com.au

Guide for applicants

Inclusion Tree observe EEO principles when selecting and recruiting staff. Positions are offered based on merit, that is, the applicant considered to be the most capable of doing the job is selected.

Qualifications, experience, skills, standard of work, and personal qualities relevant to the position advertised are considered when making the decision.

How to apply

Applicants MUST follow these steps to be considered for the position.

1. Prepare a typed application which includes:
 - A statement against each of the essential and desirable selection criteria for the position, giving examples to demonstrate how you meet them.
 - A current resume detailing your relevant skills and experience.
 - A photocopy of your relevant academic qualifications.
 - The names and phone numbers of two recent work-related Referees (at least one referee should be a recent supervisor, if possible).
2. Please apply for position via [Careers – Inclusion Tree](#)

Interview

If you are selected for an interview, you will be contacted by telephone or email. If you need wheelchair access, an interpreter because you are hearing impaired, or have any other requirements, please advise so we can make appropriate arrangements.

Interviews are conducted by a selection panel.

Only questions related to the requirements of the position will be asked.

Position Description

Physiotherapist

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Purpose of position

In this role you will work collaboratively with participants and stakeholders to deliver person-centred services to enhance participation and independence, empowering people with a disability to live a full life and achieve their goals.

Reporting relationship and accountabilities

The Physiotherapist will:

- Be responsible to the relevant Inclusion Tree Team Leaders
- Implement strategies set by the Team Leaders to achieve the goals of participants and/or Inclusion Tree
- Adhere to the Physiotherapist position description and the staff Code of Conduct
- Participate in the day-to-day operations of the agency, including attendance at Team Meetings and regular Supervision.

Specific tasks and responsibilities

The Physiotherapist task include:

- Assess and treat participants in their own home, to carry out rehabilitation programs to improve functional independence and quality of life
- Provide face to face and/or tele-support to participants in community settings.
- Provide equipment prescription and complete assistive technology applications
- Provide exercise and behaviour change advice to participants living with disability or chronic/complex conditions
- Provide appropriately targeted education for participants, carers and staff as required
- Ensure appropriate written and verbal communication with key stakeholders as required including timely reports and exercise plans
- Communicate and work efficiently and collaboratively with the team to ensure best practice and integrated participant care

INCLUSION TREE - PURPOSE AND GOALS

We provide individually tailored, innovative and safe options for people experiencing disability and mental health. We enjoy creating solutions that make a difference.

Our focus is on challenging current perspectives and limitations placed on those who experience disability and mental health to enhance individuals and communities so that all can enjoy a good life.

Our purpose is to inspire and enable people experiencing disability and mental health and communities to co-create opportunities and solutions that change lives for the better.

Inclusion Tree's Whole-Hearted Goals are to:

1. Provide professional and high-quality services to meet the individual needs of people experiencing disability and mental health, their families and carers.
2. Ensure that participants voices are heard, respected and understood through an inclusive approach
3. Within the community; to stand out as a reputable trusted, reliable and attuned provider
4. Operate within the National Disability Insurance Scheme Rules, as well as relevant Australian and individual state legislations, regulations and rules.

INCLUSION TREE VISION

Challenging the status quo and pushing boundaries by sharing our wisdom and knowledge; creating an intentional culture of compassion, collaboration and connection to build individual and community networks

INCLUSION TREE MISSION

To support others to feel seen, heard and understood with a strong foundation of mutual respect, trust and honesty to construct an inclusive life where all can find a place to belong.

INCLUSION TREE PRINCIPLES OF SERVICE

The following principles guide our provision of services to people with disabilities and their families/carers:-

- Our service will reflect the rights of people with disabilities and their families/carers to social justice, economic and social equality and self-determination and to be free from discrimination based on religion, gender, race, sexuality or disability
- Quality service provision based on equity and need
- Community based, collaborative approaches to the provision of services
- Individualised, flexible planning using strengths-based and person centred models that ensures the safety, emotional security and connectedness of our participants
- Culturally appropriate interactions with participants are paramount
- Collaboration with participants and stakeholders in the process of service delivery and planning
- Continuous service development and quality improvement through ongoing evaluation and review

Employee Signature