

Health Practitioner Cadet – Physiotherapy Indigenous Cadetship Program

Location*:	Physiotherapy Department Royal Brisbane and Women's Hospital, Herston	Unit/Department:	Metro North Hospital and Health Services
Status:	12 Months, commencing January 2020	Classification:	HP 1

Under s25 of the Anti-Discrimination Act 1991, there is a genuine occupational requirement for the incumbent to be Indigenous to the Aboriginal or Torres Strait Islander Community.

Our Hospital and Health Service

Delivering outstanding health services is just one of the ways that we care for our community. Our passion for people is reflected in the way we do our work and live our values every day. We value and nurture our team members so that they can provide quality value based care to our patients across our diverse organisation. Our focus on Value Based Healthcare means we expect our staff to deliver the care the patient needs, no more and no less, to achieve the best quality of life for our community. This passion fuels our collaborative culture of innovation and research.

We embrace the diversity of local and greater communities as we provide services to people throughout Queensland, northern New South Wales and the Northern Territory, in all major health specialities including medicine, surgery, mental health, cancer care, trauma, women's and newborn care, and more than 30 sub-specialities. Metro North services include rural, regional and tertiary hospitals, and community and oral health services.

Our diverse Health Service provides a wide variety of rewarding career paths across our tertiary/quaternary referral hospitals, secondary hospitals, community health centres, residential and extended care facilities and regional community hospitals. We expect our staff and volunteers to translate our values into action through providing high quality connected care that is relevant, efficient and respectful of our patients' needs and wishes. Our people are passionate about our community and patients with a focus on putting people first. Come and work where people are at the centre of everything we do and your contribution is truly valued.

Please visit our website for additional information about Metro North. <http://metronorth.health.qld.gov.au/>

Our Vision

Changing the face of health care through compassion, commitment, innovation and connection

Our Hospital and Health Service Values and their corresponding Lominger™ competencies:



Respect

- Interpersonal savvy
- Manages conflict
- Communicates effectively
- Balances stakeholders



Teamwork

- Collaborates
- Develops talent
- Values differences
- Builds effective teams



Compassion

- Customer / Patient focus
- Demonstrates self-awareness
- Manages ambiguity
- Being resilient



High performance

- Cultivates innovation
- Action oriented
- Drives results
- Drives vision and purpose



Integrity

- Decision quality
- Ensures accountability
- Courage
- Manages Complexity

About the Role

Context

This role reports operationally and professionally to the Director of Physiotherapy. This role works directly with the Physiotherapy treating team

The Physiotherapy Department

The Physiotherapy Department, Royal Brisbane and Women's Hospital (RBWH) is located on Level 2 of the Ned Hanlon Building. Staff are also located at, Rosemount, and on rotation to the Fraser Coast Hospital and Health Service (recent graduates). The staff includes approximately 98 FTE physiotherapists, 21 FTE Therapy Assistants and administrative support.

Physiotherapy services are provided to both inpatients and outpatients of the Royal Brisbane and Women's Hospital who have, or potentially have, an underlying movement dysfunction resulting from injury, disease or life changes. Tertiary and quaternary services are provided for patients with amputations, burns, lymphoedema, persistent pain, oncological and musculoskeletal conditions, respiratory complications, hand injuries, pelvic floor dysfunction, premature birth and pregnancy.

Physiotherapy services are provided to a variety of clinical areas including Women's Health, Neonates, Orthopaedics, Critical Care, Medical and Surgical wards, Ambulatory Care, Physiotherapy Screening Clinics, Cancer Care, the Geriatric Assessment and Rehabilitation Unit, Geriatric Evaluation and Maintenance Unit and Stroke/Neurology.

The Department provides a twenty-four-hour, seven day per week service to the patients of the hospital, including weekend rosters, On-Call, and evening and weekend women's health classes.

Under-graduate and post-graduate students of The University of Queensland, James Cook University, Griffith University, Central Queensland University, Australian Catholic University, and Bond University, and on request interstate Universities, may undertake clinical education in the hospital.

Research within the Department and with a variety of external collaborators is undertaken by staff members with specific interest in their fields of professional practice and expertise. Conjoint Research Fellow positions have been established with Griffith University's School of Physiotherapy and Exercise Science and the University of Queensland's School of Health and Rehabilitation Sciences.

Purpose

The Physiotherapy cadet performs a range of clinical support activities and on the job skills development while engaged in formal full-time tertiary studies necessary to acquire an entry level (mandatory) qualification for employment as a Health Practitioner in Queensland.

Cadets are employed as a temporary part time employee to gain experience during their 12 weeks of work placement which is scheduled to fit around their full-time study commitments during the calendar year.

The cadet will work under the delegation and supervision of a Physiotherapist or a Physiotherapy assistant in the provision of effective patient care.

Key accountabilities

The successful applicant will carry out the following key accountabilities in accordance with the Metro North values and the corresponding Lominger competencies shown above in this role description:

- Successfully complete (pass) all academic and practical requirements of their tertiary study while employed as a cadet.
- Perform a defined range of clinical assessment and treatment tasks as delegated by the Physiotherapist and work under their supervision.
- Initiate changes to treatment programs only under the supervision of the Physiotherapist using results from standardised assessments, decision support tools, clinical pathways and/or patient guidelines.
- Provide education to patients and their families on a defined range of topics as delegated by their supervisor.
- Communicate effectively with all members of the team regarding patient care and progress, including relevant clinical documentation. Escalate concerns, refer to and liaise with other care providers to achieve streamlined patient care.
- Actively participate in professional and multidisciplinary meetings including case conferences and departmental meetings.
- Contribute to quality improvement and/or research projects.
- Participate in ongoing training and development activities.

How you will be assessed

How we do things is as important as what we do therefore you will be assessed on your ability to demonstrate the following key technical and behavioural capabilities, knowledge and experience.

Within the context of the responsibilities described above under Key Accountabilities, the ideal applicant will be someone who can demonstrate the following:

- **Respect** – demonstrates interpersonal savvy, manages conflict appropriately, communicates effectively and balances the needs of all stakeholders with utmost respect to all people at all times
- **Teamwork** – collaborates effectively, develops talent, values differences and builds effective teams to bring about best use of resources to deliver healthcare services
- **Compassion** – is completely patient / client focussed, demonstrates self-awareness and the effects of behaviour on others, deals with or manages ambiguity and complexity, demonstrates resilience in the delivery of patient services or support in the delivery of services to patients
- **High Performance** – cultivates innovation, is action oriented, drives results and supports Metro North's vision and purpose to exceed expectations of our patients and stakeholders
- **Integrity** – demonstrates sound decision quality, ensures accountability, demonstrates courage in the face of adversity and works effectively / manages complexity to ensure work output and decisions are ethical and invariably of a high standard

Mandatory requirements

To be eligible for the Metro North Hospital and Health Services (MNHHS) Indigenous Cadetship Program:

A student must:

- be of Aboriginal Australian and/or Torres Strait Islander descent; identify as an Aboriginal Australian and/or Torres Strait Islander and be accepted as an Aboriginal Australian and/or Torres Strait Islander in the community in which they live or have lived;
- be enrolled full time (defined as at least 75% of the full-time study load) on campus at an Australian university located in Australia, in a physiotherapy course necessary to acquire an entry level qualification mandatory for employment as a physiotherapist in Queensland.
- be undertaking their first undergraduate degree OR undertaking one additional Honours / Masters year as part of their first undergraduate degree.
- be commencing their final or second last year of study in that course in 2020.
- be an Australian resident.
- be eligible for and agree to receive the Cadetship Allowance.

The eligibility of applicants for the Metro North Hospital and Health Services (MNHHS) Indigenous Cadetship Program who are undertaking an entry level Masters will be assessed by the Department on a case by case basis.

How to apply

Please provide the following information to the panel to assess your suitability:

1. **A short statement (maximum 1 page)** on how your experience, abilities, knowledge and personal qualities would enable you to achieve the key accountabilities and meet the technical and behavioural capabilities of the role.
2. **Your current CV or resume, including referees.** You must seek approval prior to nominating a person as a referee. Referees should have a thorough knowledge of your work performance and conduct, and it is preferable to include your current/immediate past supervisor/lecturer. By providing the names and contact details of your referee/s you consent for these people to be contacted by the selection panel. If you do not wish for a referee to be contacted, please indicate this on your CV or resume.
3. **Your academic results (such as academic transcript) to date**
4. Submit your application by emailing it to the contact person by the closing date.
5. Please note that hand delivered applications will not be accepted.
6. Only those persons eligible to work in Australia may be employed by MNHHS. Prospective employees are required to provide proof of identity and documentary evidence of their right to work in Australia.
7. Late applications cannot be submitted online. For a late application to be considered, please arrange approval and submission via the contact officer.

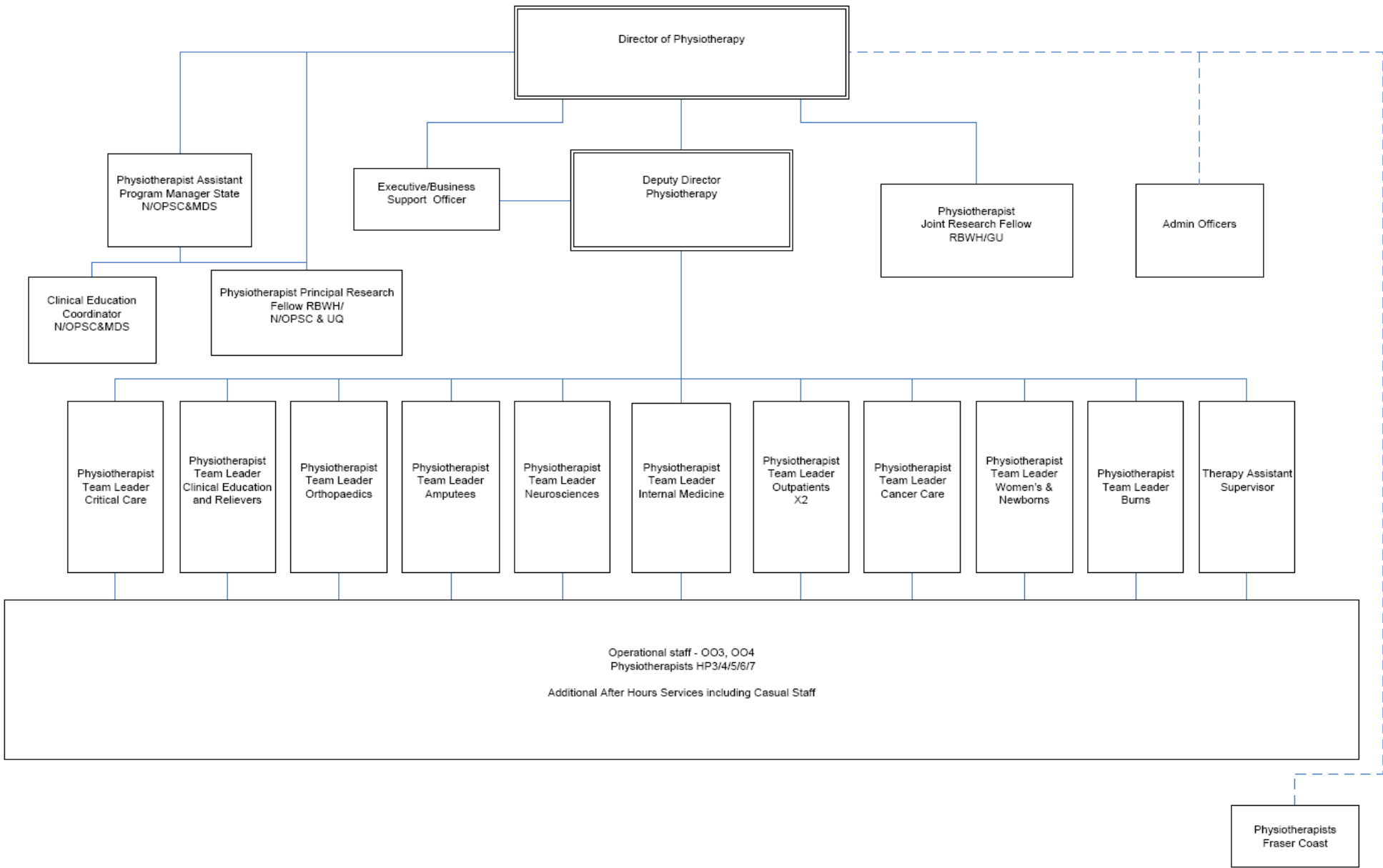
Job ad reference:		Closing Date:	Friday 6 December 2019
Contact name:	Ria Stephenson National Recruitment Services Manager	Contact number:	0457 772 600
Classification:	HP 1	Salary Range:	\$1,949 - \$2,306 per fortnight for 12 weeks/year
Email applications to:	ria.stephenson@aflsportsready.com.au		

* Please note: there may be a requirement to work at other facilities located across Metro North Hospital and Health Service

**Future recurring vacancies may also be filled through this recruitment process at any location across Metro North Hospital and Health Service

APPLICATIONS RECEIVED VIA THIRD PARTIES (RECRUITMENT AGENCIES ETC.) WILL NOT BE ACCEPTED

Team Structure



Diversity and Inclusion

We are committed to providing a diverse and inclusive workplace for our people and our community. We encourage people of all genders, races, ages and abilities to apply for roles within our Health Service and strive to ensure that our workplace is free from all forms of discrimination and harassment.

As an Equal Employment Opportunity (EEO) employer we ensure that our selection processes and employment decisions are undertaken in a non-discriminatory way and are consistent with the requirements of the Anti-Discrimination Act 1991. If there are any reasons that you may have challenges with the recruitment process, please let us know when we contact you.

Work Health and Safety

We are committed to *Putting People First* to provide better healthcare. This commitment includes a dedicated *People Focussed Safety* culture.

This culture commits to the health, safety and wellbeing of staff, volunteers and other persons, through the provision of a dynamic and comprehensive Health and Safety Management System (HSMS). The HSMS provides for proactive safety initiatives, early injury management practices with a strong focus on a safe and durable return to work.

The provision of a Health and Safety environment within Metro North Hospital and Health Service is everyone's responsibility.

Safety and Quality

Relevant to the position, staff participate in the ongoing education, implementation, monitoring and evaluation of safety and quality initiatives relevant to The National Safety and Quality Health Services Standards 2nd Edition and the Australian Council on Healthcare Standards (ACHS).

Vaccine Preventable Diseases (VPD) Requirements

It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment:

- Measles
- Mumps
- Rubella
- Varicella (chicken pox)
- Pertussis (whooping cough)
- Hepatitis B

Further vaccinations may be required due to particular risks for a role; examples include:

- Hepatitis A – Workers in regular contact with untreated sewerage
- Q Fever – Research or Laboratory staff regularly handling specimens

All new employees who will be working in clinical areas must be assessed for their risk of tuberculosis and screening undertaken if required.

Existing staff that are engaged prior to 1 July 2016 are **not subject** to this condition of employment unless they apply for a role with VPD requirements that is with a different Queensland Health entity (i.e. one HHS to another HHS, Department to a HHS, or HHS to Department).

Additional Information

- Applications will remain current for 12 months or for the duration of the vacancy.
- Future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process.
- Health Care Workers in Queensland Health whose occupation poses a potential risk of exposure to blood or body fluids must be immunised against Hepatitis B according to the National Health and Medical Research Council Australian Immunisation Handbook and the Queensland Health Infection Control Guidelines.
- Pre-employment screening, including criminal history and discipline history checks, may be undertaken on persons recommended for employment. Roles providing health, counselling and support services mainly to children will require a Blue Card, unless otherwise exempt.
- Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role.
- Applicants will be required to give a statement of their employment as a lobbyist within one (1) month of taking up the appointment. Details are available at:
<http://www.psc.qld.gov.au/publications/assets/policies/lobbyist-disclosure-policy.pdf>
- Employees who are permanently appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment. For further information, refer to Probation HR Policy B2
<https://www.health.qld.gov.au/system-governance/policies-standards/doh-policy/policy/qh-pol-197.pdf>
- All relevant health professionals, who in the course of their duties formulate a reasonable suspicion that a child or youth has been abused or neglected in their home/community environment, have a legislative and a duty of care obligation to immediately report such concerns to Child Safety Services, Department of Communities.

Executive Structure

