



Employment Application Package

Graduate Physiotherapist

Our clients live with progressive physical disability and value the services of their physiotherapist

"MDQ have never been more valuable than they are right now, offering substantial, meaningful help. ... with outreach to Cairns and now we have access to both a physiotherapist and occupational therapist via telehealth"

"Excellent support from our physiotherapist who has in depth knowledge of my condition."

The physiotherapist prescribed my power wheelchair and it supports me really well."

The Role of the Physiotherapist

The physiotherapists are members of the allied health team, a knowledgeable and experienced specialist team, led by the Lead Physiotherapist. Currently, the professions represented on the allied health team are physiotherapists, occupational therapists, allied health assistants, and social workers. We also have administration support from other people in the organisation.

Muscular Dystrophy Queensland values the allied health team and is committed to supporting our staff to develop their skills set within neuromuscular practice. As we are a specialist service with several very experienced staff, we can support allied health professionals with less experience in clinical aspects of the role and/or working under the NDIS framework.

The physiotherapist reports to the CEO for operational and human resource matters. The Lead Physiotherapist is mentor, clinical supervisor and team leader, and members of the allied health team report to her for day-to-day support.

As this is a graduate position, the person's three physiotherapy colleagues will support their new colleague in

- Understanding and applying principles of clinical practice
- Being introduced to the board range of services which MDQ provides including equipment prescription (Physiotherapists perform the wheelchair prescriptions at MDQ); individual functional assessments and advice; treatment blocks; supervision of allied health assistants as they provide stretch programs; group balance programs; and hydrotherapy
- Working as a member of a team and using the team's resources to achieve client outcomes
- Working in the National Disability Insurance Scheme and learning its processes
- Understanding how the disability sector works.

Other ways MDQ will support you:

- Individualised mentoring program
- Shadow visits with members of the allied health and our support coordination teams
- Professional development – paid registrations and leave

This position is initially a full-time, 12 month contract commencing in January 2023.

General Information

MDQ has a mixed caseload in terms of our clients' age and level of disability, with a growing number of paediatric clients within a whole-of-life service. Our clients are benefiting significantly from the regular allied health input, which is most commonly funded under the NDIS, and they are achieving some of their lifelong dreams, directly as a result of their allied health programs. Their positivity makes the role very rewarding. Our allied health professionals enjoy celebrating these milestones with their clients and developing lasting relationships as a member of the person's "health team".

MDQ is located in Nundah, on Brisbane's northside. The role involves regular travel in the South East Corner as our clients often prefer home visits although they are welcome at our Client Centre where they attend their group programs.

One of our physiotherapists is a Sunshine Coast local and provides a service from her home office in Buderim. There is also the opportunity to do some regional outreach if that is appropriate for your personal circumstances.

Occasionally you may be required to work outside standard business hours but would be compensated with adjusted hours or time off in lieu. Flexible arrangements of hours are also offered for work/life balance.

Muscular Dystrophy Queensland owns a fleet of vehicles, however it is a requirement of the role that you hold a current Qld driver's licence and have access to a reliable, fully insured vehicle that can be utilised occasionally for business purposes. A generous mileage reimbursement system is in place.

What does Muscular Dystrophy Queensland offer?

This role offers an exciting and rare opportunity to participate in and influence the development of a growing allied health service for people with muscle wasting conditions.

All MDQ employees enjoy:

- A competitive salary structure that recognises your past service and experience.
- Leverage the benefits of non-profit sector salary packaging to receive tax free earnings of \$15,899 towards your general expenses + \$2,650 towards meals/entertainment.
- Genuinely flexible working conditions, where an effort is made to enable you to structure a meaningful work/life balance.
- A positive culture, where your contribution is valued. Enjoy downtime at work, celebrating the successes of your colleagues via morning teas and quarterly carpark barbeques.
- Employee Assistance program (EAP) that provides access to free, private counselling sessions to support your life within your professional and personal life domains.
- Office based in Nundah Village, offering a stroll to public transport and a variety of lunch options and afterwork social spots.

This role also offers the following professional development opportunities, tailored to the graduate position:

- A learning environment offering reasonable professional development which includes:
 - expert, individual mentoring in muscle wasting conditions
 - the opportunity to learn on the job

- Funding for attendance at relevant professional development events Fully funded First Aid and CPR qualifications and annual refresher courses within work time
- Reimbursement of AHPRA registration fees (or a pro-rata contribution in line with part-time hours)
- Generous study leave provisions for staff in continuing education where the coursework is related to the role with MDQ (Cert IV and above qualifications).

The minimum requirements for this role include:

- A degree in physiotherapy from a reputable university
- Current registration with AHPRA
- A Medicare provider number or the willingness to obtain the same
- A current drivers' licence and access to a reliable vehicle which can be used for work purposes
- The right to work in Australia and you will be asked to provide evidence of your visa if it is relevant to your application

Main Duties and Responsibilities

(Extract from the Position Description)

1. ***Provides clinical physiotherapy services to clients of Muscular Dystrophy Queensland, principally under the framework of the National Disability Insurance Scheme (NDIS)***
 - Specific, evidence-based services include but are not limited to
 - I. Clinical assessment and review of function, including monitoring condition progressions
 - II. Equipment prescription, including bespoke wheelchair prescriptions
 - III. Treatment blocks – individual or group based – to maintain function and independence
 - IV. Community based management of respiratory function
 - V. Whole-of-life advice and future planning re management of progressive conditions
 - Implements group programs according to client needs, including, for example, hydrotherapy programs and balance groups
 - Develops and supervises programs which are implemented by allied health assistants (in house) or paid/unpaid carers
 - Keeps confidential clinical records within the organisation's databases and undertakes professional clinical reporting as required by the client
 - Enables customers to make informed choices about their services and works positively with respect to NDIS principles
 - Complies with client risk assessment and management principles and applies these principles to all aspects of physiotherapy provision
2. ***Continually improves specialist expertise in management of muscle wasting conditions***
 - Updates knowledge related to all aspects of management of muscle wasting conditions
 - Contributes to internal professional development activities and case discussions
 - Encourages client evaluation and feedback and takes a pro-active approach to any complaints which the client may express
 - Participates in continual improvement activities and co-operates in accreditation under the NDIS Commission's Quality and Safeguarding framework

3. ***Performs administration tasks associated with the role and with the allied health team's service provision***

Responsibilities

- Keeps client notes and required reports up-to-date
- Records client activity statistics as per organisational guidelines
- Ensures that billing documentation is completed and billed efficiently
- Develops an understanding of KPIs for income earned and ensure that they are achieved
- Encourages client evaluation and feedback and takes a pro-active approach to any complaints which the client may express.
- Undertakes accountability duties including compliance with government processes and reporting

4. ***Performs all duties within the National Disability Insurance Scheme structure (NDIS)***

- Understands and complies with the NDIS Act, NDIS Principles and NDIS Commission framework and applies this knowledge to professional practice
- Continually develops knowledge and understanding of the processes of the National Disability Insurance Agency (NDIA) and their requirements in terms of submissions and reports
- Applies knowledge of the NDIA processes to positively influence client outcomes and MDQ's processes

Key Selection Criteria

Essential Criteria

1. ***Clinical Skills:*** Recognised degree in physiotherapy, outlining student placements and interest in applying for this position. Include evidence of current registration with AHPRA and relevant professional membership.

Outline any previous experience in

- Working with people with disabilities
- Within the community

Demonstrated competence in verbal and written communication, including report writing

2. ***Professional capabilities:*** Please discuss the following which will be required in working for MDQ:
 - Evidence of friendly and supportive interpersonal skills and client centred approach to services
 - Demonstrated organisational skills, ability to work independently and to manage multiple competing priorities
 - A willing and positive work ethic and strong commitment to team practice
3. ***Other requirements***
 - Competence in the use of the Microsoft Office Suite of programs and operation of a database
 - A current Qld driver's licence and access to a fully insured and reliable vehicle which can be used for business purposes if required
 - Have the right (via appropriate visa) to work in Australia.

Desirable Criteria

- Evidence of ability to see change as an opportunity
- Experience in operating in a business environment
- The ability to continually evaluate and adjust work with the aim for continual improvement.

Applying for the Position

If you would like to apply for this position please follow the directions below and email your completed application directly to careers@mdqld.org.au (not to Seek.com.au or other career placement websites).

Your application will consist of:

1. A copy of your resume which should include details of at least two professional referees, evidence of a relevant, completed university degree and registration with AHPRA

We remind you that your application must be submitted directly to careers@mdqld.org.au

Confidential enquiries can also be made to Helene Frayne, CEO – helenef@mdqld.org.au or Lynne Borgert, Lead Physiotherapist – lynneb@mdqld.org.au or by calling 3243 9700. You are encouraged to submit your application as soon as possible, as interviews will be scheduled as soon as there are suitable applicants.

About Muscular Dystrophy Queensland

In 1978, a group of families, concerned about the lack of assistance for their children, formed the Muscular Dystrophy Support Group. Without clinical or public recognition of the disorders, the group began the challenging process of raising awareness, fundraising for equipment and services, and supporting research that might one day find a cure.

Today, Muscular Dystrophy Queensland Ltd (MDQ) is a registered charity that provides assistance to Queensland individuals, and their families/carers, who are living with muscular dystrophy and similar conditions. There are over 3,000 people living in Queensland with muscular dystrophy. Each year another 40 families receive this heartbreaking diagnosis. With the generous support of our community, we provide a range of user pays and free services aimed at meeting our clients' needs.

Muscular Dystrophy Queensland has a growing reputation as a trusted peak body and specialist service provider with a positive, team based culture, where our staff are considered our most valuable asset. Within our capacity, it is our goal to continue growing our services to better meet the needs of members of our neuromuscular community throughout Queensland.

Mission and Vision

Vision: Life without limits for people with muscular dystrophy and similar conditions

Mission: Muscular Dystrophy Queensland empowers people living with muscular dystrophy and similar conditions to make the most of opportunities and live the lives they choose.

Services

NDIS user pays services

Muscular Dystrophy Queensland provides whole-of-life services and is a registered provider of services under the NDIS framework for the following:

- Plan Management
- Support Coordination and Specialist Support Coordination
- Allied health, including under the Early Childhood, Early Intervention (ECEI) framework
 - Physiotherapy and occupational therapy
 - Allied health assistance
 - Counselling and social work
 - ECEI Key worker

Other user pays services

Allied health services, using private health and government schemes such as CDMP and aged care.

Free services

Muscular Dystrophy Queensland provides charitable programs, which are funded by our generous donors and supporters, private trusts and foundations, government, and project funding

- Information and support services
- *Breathe Well* Cough Assist Loans
- *Rest Well* Hi-lo bed loans
- Advocacy – both systemic and individual advocacy for clients and families in need
- Extended care
- *NDIS Ready Program* which continues to be needed and may involve one of the allied health team members performing a functional assessment and report to strengthen an NDIS eligibility application
- Support for research
- Outreach services