



Employment Application Package

Physiotherapist – part time/full time

The Organisation

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.

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
- Support for research
- Outreach services

The Role of the Physiotherapist

The Physiotherapists are members of the allied health team, led by the Lead Physiotherapist. More broadly, the physiotherapist is a member of the client services department.

The Physiotherapist reports to the CEO for operational and human resource matters. The Lead Physiotherapist is mentor, clinical supervisor and team leader, and for operational/day to day matters.

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, it is a great opportunity to learn and it means that we can support allied health professionals with less experience in clinical aspects of the role and/or working under the NDIS framework.

This position is initially a 12-month contract which is extendable as the service continues to grow. MDQ is looking for the best applicant and can negotiate the hours worked – either part-time (3 days) or full-time.

Duties are listed under the heading *Main Duties and responsibilities*. Services include assessment, review and surveillance of function, treatment blocks, hydrotherapy and other group work, as well as wheelchair scripts (which at MDQ are performed by the physiotherapist).

It is a mixed caseload in terms of age and level of disability, with a growing number of paediatric clients. Our clients are benefiting significantly from the regular allied health input which is funded under the NDIS and they are achieving some of their lifelong dreams e.g. living independently, having the capacity to improve their quality of life. Their positivity makes the role very rewarding.

Occasionally you may be required to work outside standard business hours but would be compensated with adjusted hours or time off in lieu. MDQ is located in Nundah, Brisbane, however there is a significant amount of travel throughout s.e. Qld as our clients seem to prefer home visits to attending our new client centre in Nundah.

Currently MDQ is operating the service within two hours' drive of our Head office in Nundah, so you would be expected to travel outside the Brisbane region in the south east corner on day trips e.g. to Toowoomba. We have a local, home based physiotherapist locate on the Sunshine Coast.

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 for business purposes as required. A mileage reimbursement system is in place.

You must have

- A completed and relevant degree from a reputable university and the ability to use that qualification in Australia
- Current registration with AHPRA
- A Medicare provider number or the willingness to obtain the same
- 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
- Participates in development of new programs e.g. web-based e-learning programs
- In the long term, establishes a state-wide network of physiotherapists for relevant referral purposes
- 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

- Independently updates knowledge related to all aspects of management of muscle wasting conditions
- Contributes to internal professional development activities and case discussions
- Encourages client evaluations and feedback and takes a pro-active and positive approach to any complaints which the client may express
- Participates in continual improvement activities and co-operates with accreditation tasks 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***

- Keeps client notes and required reports up-to-date
- Records client activity statistics as per organisational guidelines
- Ensures that billing documentation is completed efficiently
- Develops an understanding of KPIs for income earned and ensures that they are achieved
- Identifies and reports client circumstances that require additional input from the allied health team
- 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, NDIS Code of Conduct, 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, reporting and billing processes
- Applies knowledge of the NDIA processes to positively influence client outcomes and MDQ's processes
- Understands Key Performance Indicators for the position and works to achieve these targets or seeks mentoring from manager/s to adapt the targets

What does Muscular Dystrophy Queensland offer?

Muscular Dystrophy Queensland offers

- An exciting and rare opportunity to participate in and influence the development of a growing (including paediatric) allied health service for people with muscle wasting conditions
- A flexible working environment in a small organisation known for its positive culture
- The opportunity to gain specialist expertise in the management of muscle wasting conditions over the whole life of our clients
- Commitment to team practice

Employee and professional benefits include

- A competitive salary structure and recognition of years of service
- Salary sacrificing according to ATO rules
- Employee assistance program to support the emotional well-being of our staff
- In house/one-to-one mentoring by the Lead Physiotherapist

Professional development

- A learning environment offering reasonable professional development, expert, individual mentoring in muscle wasting conditions and the opportunity to learn on the job
- Senior First Aid and CPR qualifications are updated at the expense of the organisation
- Payment of fees commensurate with the hours worked:
 - Pro rata AHPRA registration if it falls due with a significant amount of the remaining contract to work

Key Selection Criteria

Essential Criteria

1. *Clinical Skills:* Recognised degree in Physiotherapy, outlining clinical experience in provision of physiotherapy services. Include evidence of current registration with AHPRA and relevant professional membership.

Outline any previous experience in

- Working with people with muscle wasting conditions
- Under the NDIS model
- 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 mature 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
- Ratification to work in Australia for the period of the contract
- A current Qld driver's licence and have 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.

