

Position Description

Physiotherapist – Grade 3, Surgery Trauma and Recovery Stream (STAR)

Classification:	Grade 3 VB7 – VC1
Business unit/department:	Physiotherapy
Work location:	Austin Hospital ☒ Heidelberg Repatriation Hospital ☐ Royal Talbot Rehabilitation Centre ☐ Other ☐ (please specify)
Agreement:	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026
Employment type:	Fixed term - 12 months
Hours per week:	Up to 38 hours (40 with ADO)
Reports to:	Manager, Physiotherapy STAR Stream leader
Direct reports:	
Financial management:	Budget: \$0
Date:	03 September 2026

Austin Health acknowledges the Traditional Custodians of the land on which we operate, the Wurundjeri Woi Wurrung People of the Kulin Nation. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.

Position purpose

The primary purpose of this role is to provide advanced clinical leadership within the Surgical, Trauma & Recovery (STAR) stream, ensuring timely, safe and effective physiotherapy services for patients undergoing surgical care, trauma and recovery. The role supports the STAR Stream Leader in operational management, daily workforce planning, service coordination, and the delivery of high-quality patient-centred care across surgical, trauma and recovery services.

The Grade 3 Physiotherapist will be recognised as a clinical leader in the management of complex surgical patients and will provide expert physiotherapy consultation across the continuum of care. The role includes clinical oversight of physiotherapy services to Thoracic, Orthopaedic, Cardiac and General Surgery and Trauma patients, while leading service development initiatives including the physiotherapy prehabilitation program.

About the Department

The Physiotherapy Department comprises about 116 EFT staff at the Austin Hospital, Heidelberg Repatriation Hospital and the Royal Talbot Rehabilitation Centre. It provides seven days per week, 12 hours per day services to acute and aged care areas. There is also a seven day a week primary care service for soft tissue injuries in the Emergency Department

It is a major clinical school for the University of Melbourne with responsibility for about 180 students from 1st through 3rd year for the Doctorate of Physiotherapy (DPT) course.

Clinical research is a priority of the department

Position responsibilities

Patient Care:

- Ensure appropriate triage, assessment and treatment of patients admitted under Thoracic, Orthopaedic, Cardiac, General Surgery, Trauma and Liver Transplant services.
- Provide advanced physiotherapy assessment, treatment planning and clinical decision-making for patients with complex post-operative and surgical rehabilitation needs.
- Deliver enhanced recovery after surgery principles and ensure physiotherapy services are patient-centred and evidence-based across the STAR stream.
- Facilitate safe discharge planning and follow-up services; manage patients according to Austin Health policies, procedures and clinical pathways.
- Appropriately document assessment, treatment and clinical handover, and communicate effectively with patients, families, carers and the multidisciplinary team.
- Coordinate education and training; participate in multidisciplinary meetings and ward rounds; act as an expert clinical resource and consultant; provide clinical oversight to physiotherapists across the surgical journey.

Training and Development:

- Maintain current knowledge and expertise in evidence-based physiotherapy management for surgical and trauma populations, perioperative care, enhanced recovery pathways and prehabilitation principles.
- Participate in internal and external professional development and relevant orientation programs.
- Support teaching, supervision and clinical education of students and staff.
- Follow Austin Health and Physiotherapy Department procedures and guidelines relating to quality, research and clinical governance.



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Administration/Management:

- Support the ST&R Stream Leader with daily staffing allocation, workload management, workforce planning and operational management to ensure efficient service delivery.
- Lead clinical huddles, operational meetings and service coordination activities as delegated.
- Lead, mentor and support Grade 1 and Grade 2 Physiotherapists and Allied Health Assistants, promoting staff wellbeing, learning, development and psychological safety.
- Participate in recruitment, onboarding, orientation and performance development processes as required.
- Represent the ST&R stream and/or Physiotherapy Department at relevant Austin Health forums and meetings, and undertake additional leadership, administrative and project responsibilities as directed.
- Support new models of care and service improvements across surgical services.

Quality Assurance:

- Lead and contribute to quality improvement, service evaluation and clinical governance initiatives.
- Lead the strategic development, implementation and evaluation of the Physiotherapy Prehabilitation Program and associated models of care.
- Work collaboratively with surgical, medical, nursing and allied health stakeholders to optimise patient preparation for surgery.
- Develop and maintain evidence-based prehabilitation pathways and clinical resources; monitor outcomes and service performance indicators and report findings to stakeholders.
- Identify opportunities for quality improvement, innovation and research, and promote awareness and engagement with prehabilitation services across Austin Health.
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All Employees

- Comply with Austin Health policies and procedures, as amended from time to time, which can be located on the intranet.
- Participate in Austin Health's annual Performance Review and Development (PRD) program as required.
- Engage in processes to monitor service delivery and participate in improvement activities.
- Undertake not to reveal to any person or entity any confidential information relating to patients, employees, policies, and processes and not make public statements relating to the affairs of Austin Health without prior authority of the Chief Executive Officer.
- Report incidents or near misses that have or could have impact on safety and participate in the identification and prevention of risks.
- Participate in the emergency incident response activities as directed.



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Credentialing and Scope of Clinical Practice

- Physiotherapist currently registered (full) for practice in Australia (AHPRA).

Selection criteria

Essential skills and experience:

- A commitment to Austin Health values: Our actions show we care, we bring our best, together we achieve, and we shape the future.
- Greater than seven years of clinical experience, including significant experience and expertise in physiotherapy management within a tertiary acute healthcare setting.
- Demonstrated advanced clinical expertise in the management of surgical patient populations, particularly cardiothoracic, general surgical and/or transplant services.
- Demonstrated experience in clinical leadership, workforce coordination and service management.
- Demonstrated ability to support daily staff allocation, workload management and operational decision-making within a complex healthcare environment.
- Demonstrated commitment to building capability and working effectively within a dynamic multidisciplinary team.
- Demonstrated expertise in teaching, mentoring, supervision and clinical education
- Experience leading quality improvement, service development or program evaluation activities.
- Demonstrated initiative, problem-solving skills and flexibility.
- Experience supervising Grade 1 and Grade 2 Physiotherapists and Allied Health Assistants.
- Commitment to ongoing professional development and evidence-based practice.

Desirable but not essential:

- Postgraduate qualification in a relevant area, or an interest in pursuing a postgraduate qualification in a relevant area.
- Experience in physiotherapy-related quality improvement, program development/evaluation or research projects.



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Quality, safety and risk – all roles

All Austin Health employees are required to:

- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality and risk policies and guidelines.
- Escalate concerns regarding safety, quality, and risk to the appropriate staff member, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with the principles of person-centered care.
- Comply with requirements of National Safety and Quality Health Service Standards and other relevant regulatory requirements.

Other conditions – all roles

All Austin Health employees are required to:

- Adhere to Austin Health's core values: *our actions show we care, we bring our best, together we achieve, and we shape the future.*
- Comply with the Austin Health's Code of Conduct policy, as well as all other policies and procedures (as amended from time to time).
- Comply with all Austin Health mandatory training and continuing professional development requirements.
- Provide proof of immunity to nominated vaccine preventable diseases in accordance with Austin Health's immunisation screening policy.
- Work across multiple sites as per work requirements and/or directed by management.

General information

Cultural safety

Austin Health is committed to cultural safety and health equity for Aboriginal and/or Torres Strait Islander People. We recognise cultural safety as the positive recognition and celebration of cultures. It is more than just the absence of racism or discrimination, and more than cultural awareness and cultural sensitivity. It empowers people and enables them to contribute and feel safe to be themselves.

Equal Opportunity Employer

We celebrate, value, and include people of all backgrounds, genders, identities, cultures, bodies, and abilities. We welcome and support applications from talented people identifying as Aboriginal and/or



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Torres Strait Islander, people with disability, neurodiverse people, LGBTQIA+ and people of all ages and cultures.

Austin Health is a child safe environment

We are committed to the safety and wellbeing of children and young people. We want children to be safe, happy and empowered. Austin Health has zero tolerance for any form of child abuse and commits to protect children. We take allegations of abuse and neglect seriously and will make every effort to mitigate and respond to risk in line with hospital policy and procedures.



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