

Position Description

Position Title: Grade 1 Physiotherapist

Classification:	Grade 1 Physiotherapist - VA4 to VA7.
Business unit/department:	Physiotherapy
Work location:	Austin Hospital <input type="checkbox"/> Heidelberg Repatriation Hospital <input type="checkbox"/> Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input type="checkbox"/> (please specify)
Agreement:	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026
Employment type:	Full Time
Hours per week:	40 (38 with ADO)
Reports to:	Manager of Physiotherapy
Direct reports:	Nil
Financial management:	Nil
Date:	18/08/2025

Austin Health acknowledge the Traditional Custodians of the land on which Austin Health operates, the Wurundjeri 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

- To provide physiotherapy care for patients in the allocated area.
- To develop and maintain clinical expertise.
- To act as a resource for staff, students and others as appropriate.

About the Physiotherapy Department

The Physiotherapy Department comprises approximately 112 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.

The Physiotherapist employed in this position will work closely with all members of the multidisciplinary team including medical, nursing and allied health staff.

The Physiotherapy Department is a major clinical school for the University of Melbourne with responsibility for about 180 students from 1st through to 3rd year for the Doctorate of Physiotherapy (DPT) course and 40 students from Swinburne University.

Clinical research is a priority of the department and is led by the Chair of Physiotherapy.

The department is focused on developing the professional body of knowledge and practice of staff (which is evidence based) in a range of areas to ensure high quality service provision. This is achieved through staff participating in ongoing training and professional development, professional supervision and performance review, research, quality improvement activities and undergraduate and / or post-graduate student teaching. The department has a continuing education, student and quality improvement strategy which is developed and operationalized through senior leadership forums and committees.

Areas for Grade 1 work will include Intensive Care, Surgery, Medical, Inpatient and Outpatient Orthopaedics, Neurology, Neurosurgery and Acute Stroke, Spinal, General Rehabilitation and Aged Care.

Position responsibilities

Ensure confidentiality by undertaking not to reveal to any person or entity any confidential information relating to patients and employees, policies, processes and dealings including making public statements relating to the affairs of Austin Health.

Perform the duties of this position efficiently to the standards of the department, including participating in the Austin Health performance appraisal program.

Patient Care

- Appropriately assess and treat patients in the designated work area and others as directed.
- Liaise appropriately with patient's family, caregivers and/or relevant others to promote patient care.
- Appropriately document patient management.
- Provide relevant information when patients are transferred or referred for weekend treatment.
- Liaise with and refer to other personnel and/or institutions as appropriate.
- Be responsible for tasks delegated to Physiotherapy Assistants and the standard of patient care given by students supervised.
- Participate in relevant ward / unit rounds / meetings

Administration/Management

- Participate in relevant meetings.
- Co-ordinate with other treating team members to organise each patient's program where appropriate.
- Advise the Senior Clinician and Site Manager / Manager on relevant issues and concerns, eg. resource needs.
- Comply with Austin Health / RTRC / department / sub-department / unit policies and procedures, eg. equipment requisitions and loans, incident reports.
- Contribute to the safe and efficient operation of department areas.



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Training and Development

Self:

- Maintain a current knowledge of relevant literature and clinical developments.
- Participate in department, site and sub-department in-services and activities.
- Participate in other continuing education activities as appropriate, eg. APA and Austin Health programs.
- Participate in the Austin Health Performance Appraisal process as required.
- On commencement, participate in Austin Health, department, site, sub-department, unit orientation programs.

Others:

- Contribute to the clinical education and evaluation of under-graduate physiotherapy students under the supervision of a senior therapist.
- Act as a resource for others (eg nurses, other physiotherapists) as appropriate.
- Contribute to department, review and presentation of Austin Health, department, site, sub-department in-services and resources as appropriate.
- Participate in the orientation of work experience students and other visitors.

Communication / Interaction with Others

- Facilitate a coordinated approach to total patient management by liaising with other team members formally and informally to promote patient care and other inter-disciplinary issues.
- Liaise closely with the Senior Clinician / Grade 2 regarding patient care, workload (size and composition) and other relevant issues.
- Participate in relevant meetings.
- Liaise with other personnel and / or institutions regarding patient care and / or other issues as appropriate.

Quality Activities

- Participate in department and sub-department Quality activities.
- Assist with other Quality activities as appropriate.

Research

- Assist in the development and conduct of research activities as appropriate.

Selection criteria

Essential skills and experience:

- A qualified physiotherapist, registered for practice in Australia by the position starting date.
- Ability to provide physiotherapy treatment for a wide variety of clinical conditions.
- Capacity to successfully work as part of a multidisciplinary team.
- Capacity to work independently.
- Flexibility to undertake changing work roles.
- Interpersonal skills appropriate to the role.
- Capacity to work weekends as rostered.



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Desirable but not essential:

- A sound understanding of information technology including clinical systems, applications relevant to the Management of rostering and risk management reporting or as required for the role and/or department.
- Understanding of the health care environment.

Professional qualifications and registration requirements

- A qualified physiotherapist, registered for practice in Australia by the position starting date.

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.



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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 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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