

Position Description

Grade 2 ICU Physiotherapist

Classification:	Grade 2 Year 1 to 4 (VB1 to VB4)
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
Hours per week:	22.8 hours
Reports to:	Manager of Physiotherapy and Physiotherapy Stream Leader Acute & Deteriorating
Direct reports:	G1, AHA and Students
Financial management:	Budget: \$0
Date:	29/07/2026

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

- Safely and effectively manage a clinical caseload across intensive care unit (ICU) and ICU Outreach Service on wards
- Work flexibly within the Acute and Deteriorating VRSS (ADV) stream including weekend work.
- Support a 7 day physiotherapy service provision to the ICU through regular weekend work
- Develop clinical expertise in critical care, acute deterioration, early rehabilitation, respiratory management and complex acute presentations
- Provide supervision and support to Grade 1 staff, Allied Health Assistants, and undergraduate physiotherapy students
- To support the grade 3 and grade 4 physiotherapy staff in the Acute and Deteriorating stream
- Work collaboratively within multidisciplinary teams to optimise patient outcomes and prevent/manage deterioration

- Actively contribute to operational requirements, quality improvement, service development, and professional development initiatives

About the Department

The Physiotherapy Department comprises about 92 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 to 3rd year for the Doctorate of Physiotherapy (DPT) course.

Clinical research is a priority of the department

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

Position responsibilities

Patient Care:

Provide and manage the daily prioritization and allocation of clinical workloads within ICU and acute wards.

- Provide high-quality, evidence-based physiotherapy assessment and intervention to patients in ICU and acute ward settings
- Prioritise and manage clinical workloads in fast-paced critical care environments
- Manage patients in accordance with Austin Health clinical guidelines and protocols
- Provide timely, accurate documentation and comprehensive clinical handover
- Communicate effectively with medical, nursing, allied health staff, patients, families, and carers
- Act as a clinical resource within the multidisciplinary team

Training and Development:

- Complete annual mandatory training requirements as specified by Austin Health.
- Maintain a current knowledge of relevant physiotherapy literature and clinical developments.
- Participate in other internal / external continuing education activities as appropriate e.g. APA special interest group activities, hospital lectures and courses.
- Participate in Department and/or ward-based quality assurance activities
- Participate in regular supervision with the Grade 3 or 4 senior clinician
- Provide formal supervision to Grade 1 physiotherapist and/or allied health assistants
- Promote team discussion about clinical reasoning and decision-making around indication for therapy and type of therapy required
- Act as primary supervisor for entry to practice students

Administration/Management:



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- Maintain accurate clinical documentation / statistics as directed.
- Assist in reviewing and updating physiotherapy clinical resources as required.
- To conduct site and physiotherapy department activities as required

Quality Assurance:

- Assist in developing and maintaining guidelines and resources relevant to hospital accreditation and the National Standards for Safety and Quality in Healthcare.
- Participate in department and sub-department quality improvement activities as appropriate.

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.

Credentialing and Scope of Clinical Practice

AHPRA Registration

Selection criteria

Essential skills and experience:

- Demonstrated commitment to Austin Health values
- Current registration as a Physiotherapist with AHPRA
- Significant clinical experience in the physiotherapy management of ICU and/or acutely deteriorating patients
- Experience with complex patient populations including respiratory, neuromuscular, neurological, high-risk surgical and medically complex patients
- Demonstrated ability to manage acutely unwell patients and respond to clinical deterioration
- Demonstrated breadth of experience across the continuum of care that physiotherapy practice supports.
- Excellent communication and interpersonal skills
- Proven ability to work effectively within a multidisciplinary team
- Demonstrated capacity to supervise and support Grade 1 physiotherapists, Allied Health Assistants, and students
- Commitment to ongoing professional development and evidence-based practice
- Demonstrated initiative, flexibility, problem-solving skills, and ability to adapt across clinical environments

Desirable but not essential:



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- A sound understanding of information technology including clinical systems and applications relevant to the Management of rostering and risk management reporting or as required for the role and/or department.
- Experience in the supervision of Grade 1 physiotherapists and Allied Health assistants.
- Experience in the supervision of physiotherapy students.
- Experience with research participation

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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