

Position Description

Grade 2 Physiotherapist

Musculoskeletal / Orthopaedic – Rotating position

Classification:	Grade 2 Year 1 to 4 (VB1 to VB4)
Business unit/department:	Physiotherapy
Work location:	Austin Hospital <input checked="" type="checkbox"/> Heidelberg Repatriation Hospital <input checked="" type="checkbox"/> Royal Talbot Rehabilitation Centre <input checked="" type="checkbox"/> Other <input checked="" type="checkbox"/> (please specify) Community
Agreement:	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026
Employment type:	Full-Time
Hours per week:	38 hours per week (40 hours per week with ADO)
Reports to:	Manager of Physiotherapy and Stream Leader
Direct reports:	Nil
Financial management:	Budget: N/A
Date:	December 2025

Position purpose

The primary purpose will be to provide timely, safe, and effective clinical care to orthopaedic and musculoskeletal patients through our Physiotherapy inpatient/outpatient programs.

This appointment will also support the Physiotherapy service to provide:

- Student supervision/education for University of Melbourne DPT (Musculoskeletal) placements and other university partners (as required)
- Clinical support, training and education to junior/rotating physiotherapists within a Musculoskeletal / Orthopaedic clinical setting
- Contribution physiotherapy department quality initiatives and the strategic direction for Physiotherapy at Austin Health

About the Physiotherapy Department

The Physiotherapy Department comprises about 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

Our department is focused on providing high quality evidence-based care to all patients and clinical research is a priority of the 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. In addition, the department is also a major clinical school for Swinburne University.

Clinical research is a priority of the department

The Grade 2 Physiotherapist employed into this position will work in a rotational capacity, consisting of 6-month rotations across the acute and subacute rehabilitation streams on all three Austin Health campuses.

Position responsibilities

Role Specific:

Patient Care:

- Appropriately triage, assess, and treat musculoskeletal / orthopaedic patients
- Clearly document musculoskeletal / orthopaedic patient management
- To provide consultation and work collaboratively with all health professionals and/or institutions regarding musculoskeletal / orthopaedic assessment findings, outcomes, and management plans
- Contribute to the daily prioritisation and allocation of clinical workloads
- Facilitate safe and effective discharge planning and follow-up service when required
- Remain current with evidence-based treatment options / techniques and procedures relevant to Musculoskeletal / orthopaedic patients
- Ensure musculoskeletal / orthopaedic patients have appropriate knowledge and understanding of the expectations of proposed physiotherapy interventions
- Evaluate and identify musculoskeletal / orthopaedic patient goals, outcomes and expected level of function to facilitate timely and appropriate care
- Monitor musculoskeletal / orthopaedic patient experience, achieving high levels of patient satisfaction and clinical outcomes
- Promote the use of evidence-based outcome measures within musculoskeletal / orthopaedic patient populations
- Act as a clinical resource for health professionals working with musculoskeletal / orthopaedic patients
- Work across a mixed caseload in the community setting as required, appropriately able to assess and treat a wide variety of clinical presentations.
- Contribute to the weekend service modal of care



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Training and Development:

- Maintain a current knowledge of relevant musculoskeletal / orthopaedic physiotherapy literature, evidence, and clinical practice developments specific to patient conditions and presentations seen.
- Participate and contribute to the Orthopedic troupe education model.
- Complete annual mandatory training requirements as specified by Austin Health.
- Participate in other internal / external continuing education activities as appropriate
- Participate in relevant local and organisation wide orientation programs on commencement and annually.
- Follow Austin Health and Physiotherapy department procedures and guidelines relating to quality and research (when required)

All Employees:

- Comply with Austin Health policies & procedures as amended from time to time
- Comply with the Code of Conduct and uphold our values, and diversity and inclusion commitments
- Maintain a safe working environment for yourself, colleagues and members of the public. Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself
- Comply with the principals of patient centred care
- Comply with Austin Health mandatory training and continuing professional development requirements
- Work across multiple sites as per work requirements and/or directed by management

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.
- Physiotherapist currently registered for practice in Australia (AHPRA)
- Clinical experience in the provision of orthopaedic / musculoskeletal physiotherapy
- Demonstrated knowledge of assessment and clinical reasoning skills across both inpatient and outpatient/community clinical settings
- Capability to deliver clinical supervision to undergraduate / DPT students during musculoskeletal / orthopaedic clinical placements
- A strong understanding of acute, sub-acute and community resources available to facilitate;
- appropriate musculoskeletal physiotherapy, including timely follow-up / discharge
- on-referral to appropriate clinical specialty area (internal / external)
- best practice, evidence-based care for orthopaedic outpatients
- Ability to provide clinical support, training, and education to rotating physiotherapists within Musculoskeletal / Orthopaedic clinical settings
- Exposure and/or previous experience in the supervision of musculoskeletal / orthopaedic physiotherapy students
- Well-developed organisational and written communication skills and the capacity to oversee both clinical and non-clinical responsibilities
- Interpersonal skills that will enhance the safety, care and clinical outcomes for all clients including those from diverse backgrounds



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- Capacity to successfully work to enhance the musculoskeletal / orthopaedic physiotherapy team culture and clinical environment.
- Demonstrated initiative, problem-solving skills and flexibility.
- A commitment to Integrity, Accountability, Respect and Excellence.
- Evidence of ongoing professional development related to musculoskeletal / orthopaedic physiotherapy

Desirable but not essential:

- Experience in Physiotherapy related Quality Improvement, Program Development/ Evaluation or Research Projects
- Interest in pursuing post-graduate qualification musculoskeletal physiotherapy

Professional qualifications and registration requirements

- Bachelor of Physiotherapy (or equivalent)
- Registered with AHPRA

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).



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- 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 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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