

Position Description

Position Title: Grade 2 Physiotherapist, Spinal Rehabilitation

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:	Fixed-Term Part-Time
Hours per week:	0.4 EFT (16 hours per week) Term ending: 26 February 2027
Reports to:	Manager of Physiotherapy and Stream Leader
Direct reports:	Nil
Financial management:	N/A
Date:	10/02/2026

Position purpose

- To safely and effectively manage a caseload of spinal cord injury patients including provision of 1:1, group and aquatic physiotherapy intervention
- To provide planning, coordination and supervision of undergraduate physiotherapy students and associated programs.
- To provide consultation and work collaboratively with all health professionals including senior physiotherapy colleagues in the management of inpatients
- To develop and maintain clinical expertise in physiotherapy
- To actively participate within the relevant streams with operational requirements, planning, quality improvement, co-ordination and staff performance/development

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 closely with all members of the multidisciplinary team including medical and nursing staff based in Spinal Rehabilitation. They will also be integral to the cohesion of the RTRC Subacute inpatient Physiotherapy Stream

Position responsibilities

Role Specific:

Patient Care:

- Provide a high standard of physiotherapy care to rehabilitation patients of the Victorian Spinal Cord Service (VSCS), including 1:1, group and aquatic physiotherapy interventions.
- Provide safe and appropriate setup of equipment for patients, including manual or power wheelchair seating, pressure cushions, gait aids and orthoses as required.
- Undertake a detailed and accurate assessment (including ASIA assessment) to enable the development and prescription of a specific and evidence-based treatment plan.
- Complete regular formal reassessment (including regular outcome measures) to inform clinical decision making and discharge planning.
- Manage patients according to Austin Health protocols where relevant, such as mobilisation after pressure injury.
- Communicate/liaise with other health professionals within the treating team regarding patient progress or other issues.
- Appropriately document and provide detailed clinical handover of patient management.
- Undertake and review goal-setting with patients to ensure rehabilitation program is patient-centred
- Actively participate in family meetings, team goal setting and case conference



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- meetings. This includes providing prognostication around physical outcome to
- the patient and multidisciplinary team (to the best of your knowledge) to facilitate
- safe and effective discharge planning.
- Identify and refer to appropriate follow-up services when required.
- Act as a resource and consultant for physiotherapists, nursing, allied health and
- medical staff as required.
- Introduce and supervise exercise regimes where appropriate
- Be involved in long term follow up of patients in outpatients and review clinics as required.

Training and Development:

- Complete annual mandatory training requirements as specified by Austin Health.
- Complete annual pool rescue training
- 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 relevant local and organization-wide orientation programs on commencement.
- Participate in regular supervision with the Grade 3 senior clinician

Staff/Student Teaching and Supervision:

- Contribute to the orientation, training and development and mentoring for rotating Physiotherapists and Physiotherapy students when required.
- Assist with organisation of physiotherapy student subacute placements in spinal rehabilitation, including allocating patients, coordinating timetabling, supervision of students, undertaking student assessment and provision of student feedback. This includes students undertaking Subacute placements from the University of Melbourne and Swinburne University and elective placements from other Universities when required



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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)
- 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)
- Significant experience in the Physiotherapy management of Spinal cord injured acute and/or subacute patients or outpatients.
- Excellent communication skills.
- Proven capacity to successfully work as part of a multidisciplinary team.
- Proven capacity to successfully work to enhance the physiotherapy team culture and environment.
- Commitment to evidence-based practice.
- Commitment to ongoing education/postgraduate education.
- Demonstrated initiative, problem solving skills and flexibility.
- Knowledge and experience in NDIS processes for new and existing NDIS participants
- A sound understanding of information technology including clinical systems and applications relevant to risk management reporting or as required for the role and/or department.
- Experience and proficiency in Microsoft 365



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Desirable but not essential:

- Experience in the supervision of Grade 1 physiotherapists and Allied Health assistants.
- Experience in the supervision of physiotherapy students
- Knowledge and experience in processes for new and existing TAC clients.

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).
- 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.



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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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