

# Position Description

## Grade 2 Physiotherapist Sub-acute Care

<b>Classification:</b>	Grade 2 Year 1 to 5 (VB1 to VB4)
<b>Business unit/department:</b>	Physiotherapy
<b>Work location:</b>	Austin Hospital <input type="checkbox"/> Heidelberg Repatriation Hospital <input checked="" type="checkbox"/> Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input type="checkbox"/> (please specify)
<b>Agreement:</b>	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026
<b>Employment type:</b>	Fixed-Term Full-Time
<b>Hours per week:</b>	38
<b>Reports to:</b>	Manager of Physiotherapy Physiotherapy Stream Leader
<b>Direct reports:</b>	G1, AHA and Students
<b>Financial management:</b>	Budget: Nil
<b>Date:</b>	20/03/2026

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

To manage an individual physiotherapy Geriatric Evaluation and Management (GEM) clinical caseload safely and effectively

- To provide consultation and work collaboratively with all health professionals including community service
- To develop and maintain clinical expertise in physiotherapy with a focus on complex care and frailty management for older adults
- To support growth and development of junior staff and undergraduate physiotherapy students
- To actively participate within the relevant streams with operational requirements, planning, quality improvement, co-ordination, and staff performance/development.

### About the Directorate/Division/Department

The physiotherapy department forms part of the Allied Health Division, which in turn is based within Clinical Operations and Ambulatory Services.

The Physiotherapy Department is committed to promoting the highest levels of physiotherapy for our patients. In realising this goal, the department will lead and excel in research, teaching and the use of person-centred evidence-based practice.

The Department provides services on all three campuses of Austin Health, across all Service areas. The department provides care across the continuum from the Emergency Department through bed-based services and ongoing ambulatory care. 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 working with undergraduate students.

This position will be based across all three of the campuses.

## Position responsibilities

### Role Specific:

- This role is a full-time, 12-month fixed term Grade 2 role.
- It is an opportunity to join an established high performing sub-acute workforce who have specialist skills in functional prognostication, geriatric rehabilitation and frailty management.
- time of increased recognition of the vital role Allied Health play in service delivery in this area.
- This role will be part of a flexible General Medicine senior team who deliver high value, evidence-based care at the Austin acute campus and Ward 10 at The Repat.
- There is an expectation of weekend and public holiday work if rostered by the Department.

### Patient Care:

- To manage a caseload of complex GEM patients who present with a multitude of geriatric conditions including orthopedic and general medical issues
- To support the wider MDT in complex discharge planning by being able to accurately predict and communicate an individual's functional trajectory and recovery journey.
- To be able to have crucial conversations with patients and family members when they have shown no or minimal improvement in their function and a compensatory approach is needed.
- Manage patients according to Austin Health protocols where relevant.
- Appropriately document and provide detailed clinical handover of patient management
- Act as resource and consultant for physiotherapists, nursing, allied health, and medical staff as required.
- Support the wider team and patients in falls prevention and management strategies.

### Administration/Management:

- 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

### Training and Development:

#### Self:

- 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 specific to the role



**Our actions  
show we care**



**We bring  
our best**



**Together  
we achieve**



**We shape  
the future**

- Participate in relevant local and organisation wide orientation programs on commencement.

#### Staff/Student teaching and supervision:

- Contribute to the orientation, training and development and Mentoring Program for AHAs (Allied Health Assistant), rotating Physiotherapist and Physiotherapy students when 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 stream based quality improvement activities as appropriate
- Participate in organisational quality improvement activities as directed.

#### All Employees

- Comply with Austin Health policies and procedures, as amended from time to time, which can be located on the intranet (Pulse): <http://oppic>
- Participate in Austin Health's annual Performance Review and Development (PRD) program.
- 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 an impact on safety and participate in the identification and prevention of risks.
- Participate in the emergency incident response activities as directed.

## Selection criteria

#### Essential skills and experience:

- Physiotherapist currently registered for practice with AHPRA (Australian Health Practitioner Regulation Agency)
- A commitment to Austin Health values: Our actions show we care, together we achieve, we bring our best and we shape the future.
- Significant experience in Physiotherapy management of frail, complex older adults.
- Experience with complex discharge planning.
- 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 ongoing education/postgraduate education.
- Demonstrated initiative, problem solving skills and flexibility.
- 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 and proficiency in keyboarding and computer skills.

#### Desirable but not essential:

- A sound understanding of frailty and geriatric syndromes and how they can influence physical recovery
- Experience with using the Clinical Frailty Scale (CFS)
- Experience working in a Geriatric Evaluation and Management Service



Our actions  
show we care



We bring  
our best



Together  
we achieve



We shape  
the future

- Experience in managing older adults with orthopedic conditions including acute fractures
- Experience in the supervision of Grade 1 physiotherapists and Allied Health assistants.
- Experience in the supervision of physiotherapy students.
- Experience in navigating patients under the National Disability Insurance Scheme.

## Professional qualifications and registration requirements

Tertiary qualification in Physiotherapy and current registration with the Australian Health Practitioner Regulation Agency (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.

## 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



Our actions  
show we care



We bring  
our best



Together  
we achieve



We shape  
the future

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.



**Our actions  
show we care**



**We bring  
our best**



**Together  
we achieve**



**We shape  
the future**