

Position Description

Position Title: Grade 3 Physiotherapist

Classification:	Physiotherapist - Grade 3 Better @ Home
Business unit/department:	Allied Health /Physiotherapy
Work location:	Austin Hospital ☐ Heidelberg Repatriation Hospital ☐ Royal Talbot Rehabilitation Centre ☐ Other ☒
Agreement:	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026
Employment type:	Permanent part time
Hours per week:	0.6 EFT (22.8 hours per week)
Reports to:	Manager Physiotherapy
Direct reports:	
Financial management:	N/A
Date:	26/08/2025

Austin Health acknowledges 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

The Grade 3 Physiotherapist works in close liaison with the Better@home sub-acute team to respond to the changing clinical needs of patients as they progress through Better@home services in to community-based care.

- To provide senior leadership for physiotherapy within the Better@Home sub-acute program.
- To deliver physiotherapy assessment and intervention to complex patients in the community, supporting safe care at home.
- To contribute to the strategic direction, governance, supervision and education within the Physiotherapy Department and the Allied Health Division.



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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.

Position Responsibilities

Patient Care

- Undertake physiotherapy assessment, referral management, goal setting and discharge planning within credentialled scope of practice.
- Provide high-level physiotherapy care and rehabilitation to patients within the Better@Home sub-acute service.
- Maintain an individual caseload and demonstrate evidence-based practice.
- Build effective relationships with staff, colleagues and service providers to optimise outcomes.

Management & Supervision

- Supervise and support Grade 2, Grade 1 and multidisciplinary AHA staff.
- Promote a positive, safe and learning-focused team culture.
- Support staff to complete required training and competency requirements.

Education, Governance & Research

- Provide clinical teaching, training and supervision for students and staff.
- Contribute to research, quality improvement and service development projects.



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- Ensure high standards of governance, documentation and information management.

Quality, Safety & Risk

- Comply with all safety and quality frameworks, including National Safety & Quality Health Service Standards.
- Actively contribute to risk management and continuous improvement processes.
- Report and respond to incidents and ensure safe work practices.

Professional Development

- Participate in performance review and development planning.
- Undertake ongoing education to maintain competency in physiotherapy.
- Promote evidence translation into clinical care.

Selection Criteria

Essential

- Current AHPRA registration (Physiotherapy).
- Minimum 7 years relevant clinical experience.
- Advanced physiotherapy skills.
- Demonstrated ability to lead and supervise staff.
- Experience in service planning, patient flow, and quality improvement.
- Strong communication and leadership skills.
- Commitment to Austin Health values.
- Current driver's licence.

Desirable

- Experience in public health services.
- Higher degree (or progress toward one).
- Evidence of research, publication and/or presentation.
- Knowledge of the Victorian public health system.
- Experience across the continuum of care (acute, sub-acute, community).
- Experience with utility of digital mediums for therapy delivery.

Professional Qualifications and Registration Requirements

- A qualified Physiotherapist, registered for practice in Australia by commencement date.

Quality, safety and risk – all roles

All Austin Health employees are required to:



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- 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 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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