

Position Description

Senior Physiotherapist (Grade 3) Early Rehabilitation Stream (Neurological /General Rehab)

Classification:	Grade 3 Physiotherapist - Early Rehabilitation Stream (Neurological /General Rehab)
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 type="checkbox"/> (please specify)
Agreement:	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026
Employment type:	Parental Leave Cover
Hours per week:	24
Reports to:	Manager of Physiotherapy and Physiotherapy Stream Leader (Early Rehabilitation)
Direct reports:	Nil
Financial management:	Budget: 0
Date:	September 2025

Austin Health acknowledges the Traditional Custodians of the land on which Austin Health operates, 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

The Grade 3 will be recognised as a leader in the provision of early rehabilitation in an acute setting with an interest in Neurosurgery /Amputees and Neurology.

They will demonstrate superior consolidated skills and will motivate and inspire others.

They will be leaders in building and contributing to knowledge and will encourage teaching, research and mentoring within the Early Rehabilitation clinical stream.

While working with the Senior Early Rehab Physiotherapists assist in leading the team of grade1's and AHA's, to implement an effective evidence based Early rehab model at Austin Health

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 day a week, 12 hours per day services to acute and sub-acute areas. There is also a 7 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 Austin campus has 3 inpatient teams Acute and Deteriorating (A&D) /Transition and Maintenance (T&M) and Early Rehabilitation (ER).

This position will be mainly based on the Austin Campus working across the breadth of the inpatient wards, surgical through to medicine providing Early Rehabilitation for the patients in the acute setting.

Position responsibilities

Role Specific

Clinical Care

- The Grade 3 Physiotherapist employed in this position will provide leadership and clinical care in the provision of early rehabilitation in the acute hospital setting – specifically in the areas of neurosciences, post critical illness and off-pathway surgery.
- Undertake and model evidence-based practice principles and interdisciplinary practice in the provision of this care.
- Provide consultation regarding complex clinical care and discharge planning issues to the multidisciplinary team and external organisations as required.

Clinical Leadership

- The clinician will support the Early Rehabilitation Stream Leader in the direction and ongoing development of the Early Rehabilitation Stream, in the context of departmental and Austin Health aims and priorities.
- Help create a team environment which promotes a positive culture, opportunity for learning and development, safety and welfare of employees
- Support and supervise Grade 1's& 2's, Allied Health Assistants, and students
- Re-allocate staff during periods of changing demand
- Participate in human resource management as requested by the Grade 4 Clinician or Manager
- Participate in the development, implementation and evaluation of policy, service provision and strategic direction of the department, with a particular focus on the Early Rehabilitation Stream.
- Represent the Early Rehabilitation Stream and/or Physiotherapy Department at relevant Austin Health forums and meetings as required
- Perform additional administrative duties and projects under direction of the Grade 4 Clinician, Early Rehabilitation Stream Leader and/or Physiotherapy Manager



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Teaching

- Provide input into department policy and procedures regarding training and education for staff, students and other health professionals
- Participating in undergraduate student supervision within the area of Rehab/neurological physiotherapy
- Initiate and provide training and education to hospital staff, other professionals and student groups within Austin Health and externally on issues pertaining to physiotherapy
- Initiate and provide teaching/clinical guidance to other members of the department utilising expertise through, for example, direct teaching, team meetings and continuing education forums

Quality and Risk

- Strive towards continuous improvement, by initiating, participating and continuously evaluating the quality and outcomes of service design and intervention
- Identify potential risks and implement systematic prevention strategies in the Early Rehabilitation Stream in accordance with Austin Health policy and procedures
- Undertake activities and audits to support compliance with the national standards

Professional Development

- Participate in department performance appraisal, supervision and Professional Development Planning process
- Participate in regular supervision with the Early Rehabilitation Stream Leader or Manager
- Undertake education and training to ensure clinical practice is current and evidence based

Research

- To support, develop and build research capabilities in the Early Rehabilitation Stream.
- To be involved in, and support, wider Physiotherapy Departmental research projects.

Information Management

- Ensure the appropriate dispersion of information to staff
- Record in patient medical files according to policy/ procedure and Austin Health documentation standards
- Adhere to Austin Health's policies for use of Information Technology
- Meet activity and reporting timelines for projects and committee work
- Maintain and store minutes of meetings in areas of responsibility
- Record accurate statistics as per policy and procedures



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Selection criteria

Essential Knowledge and skills:

- A commitment to Austin Health values: Our actions show we care, we bring our best, together we achieve and we shape the future.
- To have current registration with AHPRA or eligible for membership of relevant professional association
- Demonstrated high levels of specialist knowledge and clinical skills in the provision of early rehabilitation in acute, and in acute neurological physiotherapy.
- Demonstrated commitment to evidence-based practice and able to translate this into practice
- Demonstrated ability to undertake professional supervision and promote professional competence of other staff
- Demonstrated expertise in teaching, training and education
- High level interpersonal skills that promote team development and engagement, and a proven ability to relate to people at all levels within an organisation
- Demonstrated quality improvement project work
- High level written and verbal skills
- Demonstrated history of and commitment to ongoing professional development and specialisation
- Current drivers license

Desirable but not essential:

- Demonstrated evidence of research, publication and public presentation
- Demonstrate a working knowledge of the Victorian public health care system and resource allocation

Professional qualifications and registration requirements

- Active AHPRA Registration

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.



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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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