

Position Description

Physiotherapy General Medicine Grade 3

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| Classification: | Physiotherapist Grade 3 Year 1 to 4 |
| Business unit/department: | Physiotherapy |
| Work location: | Austin Hospital <input checked="" type="checkbox"/> Heidelberg Repatriation Hospital <input type="checkbox"/> Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input type="checkbox"/> (please specify) |
| Agreement: | Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026 |
| | Choose an item. |
| | Choose an item. |
| Employment type: | Full-Time |
| Hours per week: | Full time / Part Time |
| Reports to: | Manager of Physiotherapy Physiotherapy Stream Leader |
| Direct reports: | Grade 2, Grade 1, AHA and Students |
| Financial management: | Budget: nil |
| Date: | September 2025 |

Position purpose

The Grade 3 will be recognised as a clinical expert by peers and colleagues and will motivate and inspire others. They are leaders in building and contributing to the professional knowledge in their area of expertise, with an emphasis on quality, evidence based practice and teaching. They will lead and develop individuals and teams, and have currency of professional knowledge, skills and external influences that supports patient care at the highest clinical level.

The Grade 3 clinician provides excellent patient care as part of a multidisciplinary team.

The Grade 3 clinician will

- Manage an individual clinical caseload and act as a consultant/resource in General Medicine to other members of the Physiotherapy and wider multidisciplinary team.
- Model good inter-professional practice and act as a clinical leader across the multidisciplinary team
- Use their comprehensive clinical experience and knowledge to foster professional development of staff and students within their clinical stream.
- Lead and or contribute to quality improvement and research projects within their designated area of responsibility
- Be responsible for undergraduate and post graduate teaching within Gerontology and relevant specialist areas

- Conduct successful change management within the designated areas of responsibility.

About the Directorate/Division/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:

- Ensure the appropriate triage, assessment, and treatment of patients admitted to Austin Health with a focus on those admitted under General Medicine, Respiratory or Gerontology Units.
- The Grade 3 would also ensure the team has an appropriate level of skill to complete these tasks to a high standard of patient-centered and evidence-based physiotherapy.
- Facilitate safe and effective discharge planning and follow-up services when required
- Manage patients according to Austin Health protocols where relevant
- Appropriately document and provide detailed clinical handover of patient management
- Communicate/liaise with clients, family or caregivers and other members of the multidisciplinary team regarding patient progress/issues
- Coordinate and provide carer training to staff, family members or private carers as required
- Actively participate in the multi-disciplinary decision making team
- Act as resource and consultant for physiotherapists, nursing, allied health and medical staff as required.

Clinical Leadership:

- Provide clinical expertise and leadership within and outside Physiotherapy, to be a representative for the wider allied health team this may include individual clinical care to working groups.



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- Actively support the physiotherapy department Strategic Plan and innovations.
- Create a team environment which promote positive culture, opportunity for learning and development, safety and welfare of employees,
- Support and Supervise more physiotherapists and AHAs as required
- Participate in human resource management as requested by the Grade 4 Clinician or Department Manager.
- Perform additional administrative duties and projects under direction of the Stream Leader and or Physiotherapy Executive team

Training and Development:

- Maintain a current knowledge of relevant evidence supporting acute physiotherapy management of patients with frailty, chronic disease and gerontological syndromes from the literature and clinical practice developments.
- 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)

Selection criteria

Essential for Performance in the Position

- A commitment to Austin Health values: Our actions show we care, together we achieve, we bring our best and we shape the future.

Experience:

- Significant experience in the management of general medicine patients including gerontology, falls, clinal frailty and chronic disease management.
- 'Significant experience in functional prognostication and linking clinical frailty to an individuals physical functional trajectory.
- Significant experience in discharge planning for patients within the Aged Care sector.
- Sound understanding of dignity of risk and shared decision making with gen-medicine populations.
- Experience in staff supervision.
- Experience in student supervision.
- Significant experience working as part of multidisciplinary teams

Skills:

- Proven communication and interpersonal skills
- Motivated and enthusiastic about work, with a client centered approach to care delivery
- Acute hospital clinical skills
- Ability to solve problems in a variety of situations including complex patient care
- Ability to identify possible community resources
- Demonstrated organizational and time management skills
- Willingness to work as part of a team and individually



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- A commitment to professional development
- Demonstrated initiative, response to constructive feedback, problem solving skills and flexibility
- Ability to work across the inpatient clinical service to support priority needs of the department including Better at Home, as required by the physiotherapy department.
- A sound understanding of information technology including clinical systems such as SMR, Cerner, and TrakCare

Desirable but not essential:

- Greater than 7 years clinical experience.
- Post-graduate qualifications in Gerontology.
- A sound understanding of information technology including clinical systems, applications relevant to risk management reporting as required for the role.

Professional qualifications and registration requirements

- Physiotherapist currently registered for practice with AHPRA (Australian Health Practitioner).

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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