

Position Description

Senior Physiotherapist (Grade 3) ONJ Cancer & Wellness Centre, Chronic Disease Stream

Classification:	Grade 3 - Year 1 to 4 (VB7 to VC1)
Business unit/department:	Physiotherapist
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:	Parental Leave Cover
Hours per week:	26.6
Reports to:	Manager of Physiotherapy
Direct reports:	Grade 2, Grade 1 Physiotherapist & AHA's
Financial management:	Budget: Nil
Date:	30/09/2025

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

The Grade 3 Physiotherapist at the Olivia Newton-John (ONJ) Centre plays a key role in the delivery of evidence-based exercise interventions for cancer patients, both during and post-treatment. Research increasingly supports the benefits of physical activity for cancer patients, demonstrating its potential to reduce the risk of cancer recurrence, improve survival rates, and prevent other long-term conditions (Macmillan, 2020). As such, exercise is considered a critical component of cancer care.

In line with the Clinical Oncology Society of Australia's positional statement (May 2018), exercise should be incorporated as a standard part of cancer care for all patients. Best practices in cancer care recommend referring patients to an accredited and experienced Physiotherapist (PT) or Exercise Physiologist (EP) for tailored exercise interventions.

The Exercise @ ONJ service is a collaborative team environment, and this role will sit across the Chronic Disease Stream in the Physiotherapy Department and the Wellness 'Exercise @ ONJ' team. This lead position will be responsible for the provision of specialised clinical care to patients on three inpatient wards and within an outpatient setting located in the ONJ Level 5 gym. They will lead and develop individuals and teams, and have currency of professional knowledge, skills and external influences that support patient care at the highest clinical level.

About the Department

The Physiotherapy Department comprises approximately 115 EFT staff at the Austin Hospital, Heidelberg Repatriation Hospital and the Royal Talbot Rehabilitation Centre.

A physiotherapy clinical service is provided seven days per week, 12 hours per day to acute and aged care inpatient areas as well as outpatient and community services. There is a seven-day primary care service for soft tissue injuries in the Emergency Department. Employees may be required to work additional hours on the weekend as needed.

We are a major clinical school for the University of Melbourne with responsibility for approximately 100 students across the three years for the Doctor of Physiotherapy graduate degree and partner with Swinburne University of Technology for the Master of Physiotherapy graduate degree.

Clinical research is a priority of the department, supported by the University of Melbourne Chair of Physiotherapy at Austin Health.

Position responsibilities

Role Specific

- **Clinical Care:**
- Provide exceptional clinical care to optimise the health and hospital outcomes of oncology and haematology patients admitted as inpatients, including the Palliative Care Unit (PCU).
- Support junior colleagues and actively participate in decision-making with the wider multi-disciplinary team.
- Act as resource and consultant for physiotherapists, nursing, allied health and medical staff as required.
- Develop and maintain clinical expertise in physiotherapy with a focus on the management of oncology and haematology patients.
- Be a leader in research and evidence-based care in ONJ; ensuring the latest evidence is incorporated in patient care.

In the 'Exercise @ ONJ' outpatient service:

- **Pre-Exercise Screening and Physical Assessments:** Conduct thorough assessments to determine each patient's physical capabilities and limitations before engaging in exercise programs.
- **Education on Exercise in Cancer Management:** Provide patients with evidence-based information about the role of exercise in cancer care and recovery.



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- **Exercise-Based Rehabilitation:** Develop and oversee personalised exercise programs for patients to support rehabilitation and enhance physical well-being during and after cancer treatment.
- **Individualised Exercise Program Prescription:** Design tailored exercise programs, whether home-based or hospital-based, to meet the specific needs of each patient.
- **Telehealth Consultations:** Offer remote consultations for home-based exercise programs, ensuring continuity of care.
- **Onward Referrals:** Make appropriate onward referrals to other healthcare professionals as needed, ensuring comprehensive care for patients.
- **Operational support of the service:** Assist the Wellness Manager with tasks such as triaging new referrals, monitoring staff profiles and leave, and contributing to activity data collection and the completion of outcome measures.

Clinical Leadership:

- Be a leader within the ONJ oncology service assisting with Quality and Innovation and any Research opportunities.
- Assist the Stream leader in Chronic Disease Stream and Wellness Manager with projects and administrative task for the stream and outpatient service.
- 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.
- Supervise students and Grade 1's and Grade 2's as required.

Training and Development:

- Complete annual mandatory training requirements as specified by Austin Health.
- Maintain a current knowledge of relevant physiotherapy literature and clinical developments for the oncology and haematology populations.
- Participate in other internal / external continuing education activities as appropriate e.g. APA special interest group activities, hospital lectures and courses.
- Participate in Department and/or ward-based quality assurance activities.
- Participate in regular supervision

Staff/Student Teaching and Supervision:

- Provide supervision and clinical mentoring to less experienced (rotating) physiotherapists as part of their clinical practice and physiotherapy department wide supervision plan

Quality Assurance:

- Assist in developing and maintaining guidelines and resources relevant to hospital accreditation and the National Standards for Safety and Quality in Healthcare.
- Actively participate in department and sub-department quality improvement activities as appropriate
- Support colleagues in the PT department and multidisciplinary teams to undertake quality improvement activities.

All Employees

- Comply with Austin Health policies and procedures, as amended from time to time, which can be located on the intranet (The Hub): <http://eppic/>
- Participate in Austin Health's annual Performance Review and Development (PRD) program as required.



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- 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 impact on safety and participate in the identification and prevention of risks.
- Participate in the emergency incident response activities as directed.
- Perform other duties that may be required by the Physiotherapy Manager, Stream Leader or Senior Clinician as required.

Selection criteria

Essential Knowledge and skills:

- Current physiotherapy registration with AHPRA.
- A commitment to carry-out the Austin Health values: Our actions show we care, together we achieve, we bring our best and we shape the future.
- Clinical experience in the provision of inpatient and outpatient care for patients that have had a diagnosis of cancer.
- Demonstrated knowledge of assessment and clinical reasoning skills including differential diagnosis for symptoms associated with cancer and its treatment.
- Experience in student supervision.
- Experience in staff supervision.
- A strong understanding of acute, sub-acute and community resources available to facilitate;
 - appropriate physiotherapy, including timely follow-up / discharge
 - on-referral to appropriate clinical specialty area (internal / external)
 - best practice, evidence-based care for cancer outpatients
- Well-developed organisational and written communication skills and the capacity to oversee a range of clinical and non-clinical responsibilities
- Interpersonal skills that will enhance the safety, care and clinical outcomes for all clients including those from diverse backgrounds
- Capacity to successfully work to enhance the Oncology physiotherapy team culture and clinical environment.
- Demonstrated initiative, problem-solving skills and flexibility.

Desirable but not essential:

- Greater than 7 years clinical experience.
- Post-graduate qualifications in oncological physiotherapy / exercise.
- Experience in Physiotherapy related Quality Improvement, Program Development/ Evaluation or Research Projects.
- 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



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- 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.

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



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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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