

# Position Description

## Grade 3 Physiotherapist – Geriatric Evaluation and Management (Sub-acute inpatients)

<b>Classification:</b>	Grade 3 Year 1 to 4 (VB7 to VC1)
<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>	Part-Time
<b>Hours per week:</b>	15.2 (0.4 FTE)
<b>Reports to:</b>	Manager of Physiotherapy
<b>Direct reports:</b>	Grade 2's, Grade 1's & AHA's
<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

This position is based within the Physiotherapy Department. This department forms part of the Allied Health Division, which comprises the following:

- Allied Health – Physiotherapy, Social Work, Speech Pathology, Occupational Therapy, Nutrition and Dietetics, Orthotics & Prosthetics, Podiatry, Clinical and Neuropsychology (Royal Talbot site) and Creative and Leisure Services
- Allied Health Interdisciplinary Practitioners (AHIP)
- Tracheostomy Review and Management Service
- Pastoral Care
- Austin Health's Cultural Diversity Unit including Language Services
- Aboriginal Health Team

## About the 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:

### Clinical Care

- Provide excellent, patient centered, evidence based clinical care to acute and subacute Aged Care inpatients including functional prognostication and complex discharge planning
- Function as a senior clinician in the sub-acute stream, including direct provision of patient care
- Ensure the standard of services provided within the clinical stream are world's best practice and are based on latest available evidence and expert opinion
- Undertake and model evidence-based practice principles and interdisciplinary care
- Explore and support new models of interdisciplinary care for Older People

### Clinical Leadership

- Evaluate clinical delegations and allocations for staff in area of responsibility
- Ensure patients receive the best care possible with the available resources by supporting the stream lead in the re allocation of staff/ resources
- Work with the multi-disciplinary team to support effective and efficient team shared decision making for care planning and discharge planning
- Participate in or lead multi-disciplinary team improvement work relating to Aged Care services.
- Keep abreast of organizational structure, strategy and direction to respond to the demands of the organization
- Act as a role model for staff, setting and clearly communicating behavioral expectations
- Create a team environment which promotes a positive culture, opportunity for learning and development, safety and welfare of employees
- Ensure a high level of staff satisfaction, high staff retention rates and low absenteeism
- Understand the principles of change management and implement changes required
- In conjunction with the stream leader, lead human resource management, including workforce planning, recruitment, staff rostering and leave management
- Represent the area of responsibility and/or department at relevant Austin Health forums and meetings as required



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- Perform additional administrative duties and projects under direction of the aged care stream lead

#### Teaching

- Coordinate and participate in teaching programs in the clinical areas of gerontology including rehabilitation and discharge planning.
- Initiate and provide training and education to hospital staff, other professionals and student groups within Austin Health and externally on issues pertaining to their discipline
- Initiate and provide teaching/clinical guidance to other members of the department utilizing expertise through, for example, direct teaching, team meetings and continuing education forums

#### Quality and Risk

- Ensure stream and personal compliance with mandatory training requirements
- Develop, implement and monitor goals and objectives, policies and improvement projects regarding clinical practices, service delivery and administration of clinical services
- Provide ongoing analysis, review and evaluation of the services provided to patients
- Lead and/or support the quality improvement program in the designated area of responsibility and continuously evaluate the quality and outcomes of service design and intervention
- Actively participate in the ongoing identification, assessment, treatment and prevention of risks
- Undertake activities and audits to support compliance with the national standards Professional Development
- Participate in department performance appraisal and provision of supervision

#### Professional Development Planning process

- Lead the professional development of Grade 1 and 2 staff within the designated area in line with individual PRDs, and the strategic objectives of the department and organization
- Ensure that all staff in designated area have an annual Performance Review and Development Plan (PRD)
- Participate in regular supervision with the Aged Care stream leader
- Undertake education and training to ensure clinical practice is evidence based

#### Research

- Contribute to the research program in the aged care stream, to promote and lead a culture of scientific activity including journal clubs and translation of research into clinical practice

#### Information Management

- Ensure the appropriate dispersion of information to staff
- Record in patient medical records 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
- Manage Kronos for delegated area or other areas as requested by stream leader

#### Employees:

- Comply with Austin Health policies & procedures, as amended from time to time, which can be located on the intranet (The Hub): <http://eppic/>
- Report incidents or near misses that have or could have impact on safety - participate in identification and prevention of risks
- Comply with the Code of Conduct People Management Roles:
- Ensure clear accountability for quality and safety within the department



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- Ensure incident management systems are applied and a response to local issues and performance improvement occurs; ensure the risk management system is functional
- Be aware of and comply with the core education, training and development policy.

## Selection criteria

### Essential skills and experience:

- A commitment to Austin Health values: Our actions show we care; we bring our best; together we achieve, and we shape the future
- Current registration with AHPRA and eligible for membership of relevant professional association
- Minimum of 7 years of relevant clinical experience
- Extensive clinical experience in the specialist area of acute and/or sub-acute Gerontology
- Demonstrated expertise in teaching, training and education
- Demonstrated ability to undertake professional supervision and promote professional competence of other staff, which also incorporates a history of team leadership
- Demonstrated research and/or quality improvement project work
- High level interpersonal skills that promote team-work and proven ability to relate to people at all levels within an organization
- High level of organisational and prioritisation skills to finish work within scheduled hours and lead other staff to meet this expectation
- Demonstrated leadership/management approach to change and the ability to engage and influence staff
- High level verbal and written skills
- Demonstrated history of, and commitment to, ongoing professional development and specialisation
- Ability to build and lead a dynamic team which works effectively within a multidisciplinary environment
- Knowledge of wider health issues including government policies, the health system, structural and financial arrangements and KPI's, and the ability to integrate into clinical practice
- Demonstrated ability to engage collaboratively with key stakeholders to achieve a positive outcome for patients

### Desirable but not essential:

- A sound understanding of information technology including clinical systems, applications relevant to the Management of rostering and risk management reporting or as required for the role and/or department.
- Hold a higher degree or progressing towards higher qualification in a relevant clinical area
- Demonstrated evidence of research, publication and public presentation in Gerontology
- Clinical experience in neurological subacute rehabilitation
- Knowledge and skills in benchmarking and data analysis
- Ability to identify opportunities for process re-design and to support/ coach staff in the implementation of re-design projects and activities



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## 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 Torres Strait Islander, people with disability, neurodiverse people, LGBTQIA+ and people of all ages and cultures.



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## **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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