

Position Description

Grade 4 Advanced Practice Physiotherapist Emergency Department

Classification:	Grade 4 - Year 1 to 4 (VB24 to VB27)
Business unit/department:	Physiotherapy / Emergency Department
Work location:	Austin Hospital ☒ Heidelberg Repatriation Hospital ☐ Royal Talbot Rehabilitation Centre ☐ Other ☐ (please specify)
Agreement:	Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2021-2026
Employment type:	Part-Time
Hours per week:	24 hrs (0.63EFT)
Reports to:	Manager of Physiotherapy Physiotherapy Team Leader: Emergency Department
Direct reports:	Nil
Financial management:	Budget: nil
Date:	Commencing September 2026

We acknowledge 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. We acknowledge the deep and enduring connection that First Nations Peoples have to this land, and we honour their strength, resilience, and leadership. We are committed to creating a culturally safe and supportive workplace where Aboriginal and Torres Strait Islander voices are heard, valued, and empowered.

Position purpose

This is a Part-Time, Permanent position available from September 2026.

The primary purpose will be to provide specialist physiotherapy clinical care to patients in our;

- Emergency Department (Fast Track service)
- Physiotherapy led Emergency Department clinics including;
 - o Rapid Access Back Pain Clinic
 - o Rapid Access Return to Imaging Clinic.

NB: There is a requirement to participate in a roster system within the Emergency Department physiotherapy team / clinical service and adopt flexible working hours.

About the Directorate/Division/Department

The Emergency Department services approximately 95,000 patients per year. The Emergency Department aims to assess, manage and admit patients from a broad range of specialties, within the targets set by the Emergency Services Enhancement Program of the Department of Health and Human Services (DHHS). This service will be delivered in a timely, compassionate and appropriate manner, enhanced through teaching, research and the development of new technologies and processes.

The Emergency Department is at the forefront of new and innovative models of Emergency care and is a contemporary leader in Emergency Medicine education, research and quality. The Austin ED provides exceptional care observing best practice and is a leading Australian hospital regarding educational opportunities, career development and offers a collaborative team approach to providing the best care to its clients.

The Physiotherapy Department comprises approximately 112 EFT staff at the Austin Hospital, Heidelberg Repatriation Hospital and the Royal Talbot Rehabilitation Centre. Clinical 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 musculoskeletal injuries in the Emergency Department.

Position responsibilities

Role Specific

Clinical Care

- Manage an individual clinical caseload in the Emergency Department (Fast Track service), providing expert clinical management and advocacy within Austin Health and externally
- Provide care within our Physiotherapy led Emergency Department clinics including the Rapid Access Back Pain Clinic and Rapid Access Return to Imaging Clinic
- Support clinical care provided in the ED Short Stay Unit - as required
- Ensure accurate and comprehensive patient assessment to facilitate timely and appropriate clinical intervention, optimising patient flow, reducing length of stay, and supporting safe discharge planning within the ED
- Provide tertiary-level clinical consultancy across the Emergency Department, Austin Health and external services, offering expert advice and innovative solutions to complex clinical scenarios
- Ensure Physiotherapy services within the Emergency Department are patient-centred, reflect best practice and are informed by the latest clinical evidence
- Promote and facilitate effective team-work, and collaborative interdisciplinary care in the Emergency Department

Clinical Leadership

- Contribute to effective collaboration between the ED Physiotherapy team and wider Outpatient Physiotherapy stream, including participation in shared education, training, and collaborative quality improvement



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- Contribute to the evaluation and provide relevant feedback on the clinical services provided by physiotherapy staff in ED, including the Physiotherapy led Emergency Department clinics
- Maintain knowledge of clinical advancements and respond appropriately to changing demands within the clinical context of Physiotherapy services provided in ED
- Act as a role model for colleagues, setting a high standard for clinical practice and professional behaviors
- Contribute to a team environment which promotes a positive culture, opportunity for learning and development, safety and welfare of colleagues
- Assist in clinical supervision in the designated work area by supporting / providing direct supervision to physiotherapists and students - as necessary

Teaching

- Participate in undergraduate, postgraduate and early-career teaching programs in the Emergency Department physiotherapy service
- Foster the professional development of physiotherapy colleagues through direct clinical supervision, mentoring and teaching / clinical education forums
- Assist in the training and education of other professionals and student groups within the Austin Health Emergency Department – as required

Quality and Risk

- Escalate, report and review any clinically related issues immediately with the Team Leader, Physiotherapy ED Services and / or Medical Director, Emergency Department
- Actively contribute to the analysis, review and evaluation of the quality and safety of physiotherapy services provided to patients in the Emergency Department
- Participate in the ongoing identification, reduction and prevention of clinical risks in the Emergency Department

Professional Development

- Participate in physiotherapy department specific supervision program
- Undertake credentialling review against local ED Physiotherapy Specific – Entrustable Professional Attributes (EPA's) – if required
- Engage in relevant education, training and professional development to ensure physiotherapy clinical practice is safe, effective patient-focused and evidence-based

Credentialling and Scope of Clinical Practice

Local Credentialling / Scope of Practice will be confirmed against Emergency Department, Physiotherapy Specific EPAs

NB: Any additional local credentialling requirements related to approved scope of practice will be undertaken “on the job” via the EPA credentialling process



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Selection criteria

Essential skills and experience:

- Current registration with AHPRA
- 10 years of relevant clinical experience – musculoskeletal / emergency physiotherapy
- Extensive clinical experience in the specialist area with recognition at advanced physiotherapy practice
- Demonstrated specialist knowledge of assessment and clinical reasoning skills including differential diagnosis across a range of ED presentations (musculoskeletal / spinal)
- Evidence of an ability to engage collaboratively with key stakeholders in a multidisciplinary setting to achieve positive outcomes for patients
- Interpersonal skills and behaviours that enhance the safety, and quality of care for all clients including those from diverse backgrounds
- Proven capability to deliver clinical supervision to junior physiotherapists and / or physiotherapy students
- Capacity to contribute positively to enhancing the Emergency Department physiotherapy team culture and learning environment

Desirable but not essential:

- Evidence of significant professional development in musculoskeletal / emergency department related physiotherapy
- Completed (or currently pursuing) post-graduate training and education related to musculoskeletal / emergency department physiotherapy
- Significant experience in an Emergency Department - Advanced Practice Physiotherapy (APP) Position
- Current credentialling in Emergency Department - Advanced Practice Physiotherapy (APP)

Professional qualifications and registration requirements

- Current AHPRA Physiotherapy registration
- Ba of Physiotherapy (or equivalent)

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 creating a culturally safe, inclusive and anti-racist environment for all staff, patients, consumers, carers and communities. We recognise that racism, discrimination and exclusion negatively impact health and wellbeing, and acknowledge the unique and ongoing effects of colonisation, dispossession and systemic inequities experienced by Aboriginal and Torres Strait Islander Peoples. We are committed to embedding cultural safety and inclusion across all levels of our health service, actively identifying and eliminating racism in all its forms, and equipping our people with the knowledge, skills and confidence to challenge racism, foster respect, and create a safer and more equitable experience for everyone.

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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