

Austin Health Position Description



Position Title: Physiotherapist Grade 3

Classification:	Physiotherapist Grade 3
Business Unit/ Department:	Community Rehabilitation Services (CRS) Health Independence Program (HIP)
Agreement:	Allied Health Professionals (Victorian Public Sector - Single Interest Employers) Enterprise Agreement 2021-2026
Employment Type:	Full-Time
Hours per week:	40 (38hrs plus ADO)
Reports to:	Team Leaders, HIP CRS
Direct Reports:	Nil
Financial management:	Budget: N/A
Date:	October 2024

About Austin Health

Austin Health is one of Victoria's largest health care providers. We deliver services for patients across four main sites in Melbourne, in locations across our community, in people's homes, and within regional hospitals across Victoria. We are an internationally recognised leader in clinical teaching, training, and research, with numerous university and research institute affiliations.

We employ approximately 9,500 staff and are known for our specialist work in cancer, infectious diseases, obesity, sleep medicine, intensive care medicine, neurology, endocrinology, mental health, and rehabilitation.

Our vision is to shape the future through exceptional care, discovery, and learning. This is supported by our values which define who we are, shape our culture and the behaviours of our people.

We aim to provide an inclusive culture where all staff can contribute to the best of their ability and strive to develop further. We recognise that our people are our greatest strength. We want them to thrive, be their best selves and feel engaged, safe, and empowered. To achieve this, diversity and inclusion is essential to our culture and our values. You can view our current Diversity and Inclusion Plan [here](#).

Commitment to Gender Equality

Austin Health is committed to gender equality in the workplace. In developing our [Gender Equality Action Plan](#) we have been guided by the gender equality principles set out in the Gender Equality Act 2020 (Vic). We believe that everyone should live in a safe and equal society, have access to equal power, resources and opportunities and be treated with dignity, respect, and fairness.

Position Purpose

The Grade 3 Physiotherapist will be recognised as a clinical leader in HIP Community Rehabilitation Services (CRS) team. They will demonstrate high level specialist knowledge and clinical skills in the areas of gerontology, chronic and complex conditions, with an ability to motivate and inspire others. They will be leaders in building capacity and contributing to knowledge and service improvement in their area of expertise. They will provide clinical supervision and teaching to staff, lead and instigate clinical service improvement and innovation activities, and assist to evaluate resource utilisation within the physiotherapy clinical stream. They are expected to lead and develop individuals and teams, and to have currency of professional knowledge and skills that supports patient care at the highest clinical level.

The Grade 3 Physiotherapist will support the HIP Management and Senior Clinician Team in a range of activities including service planning and development, strategic direction, policy development and resource allocation for HIP CRS. The Grade 3 will also work closely with other Grade 4 and 3 Physiotherapists and Team Leaders to oversee the development and clinical service provided by the Physiotherapy and Exercise Physiology Stream of HIP CRS.

The Grade 3 HIP Physiotherapist will work in the HIP CRS team, which is an interdisciplinary team of allied health and medical staff providing rehabilitation to a diverse range of community dwelling clients. The Grade 3 will provide client-centred, evidence-based assessment, treatment and care working in the areas of community rehabilitation.

About HIP and Community Rehabilitation Service

This position is based within the Austin Health Independence Program (HIP) and reports operationally to the Team Leaders, HIP CRS. Professional support is provided by HIP CRS Grade 4 Physiotherapist.

Austin's Health Independence Program (HIP) is funded by the Victorian Department of Health and Human Services and is part of the Continuing Care Division. HIP provides inter-disciplinary services that support people with health problems and other complex conditions to optimise their function and self-management skills so that they can live independently and well in their homes and community.

The Health Independence Program encompasses many of the services that deliver health care to support the transition from hospital to home. These services can also prevent the need for a hospital presentation or stay, with people able to access these services directly from the community. At Austin, the Health Independence Program encompasses the following services, which aim to provide integrated and coordinated care that responds to the client's needs and goals.



Community Rehabilitation Service

The Community Rehabilitation team offers an inter-disciplinary program to HIP eligible clients with rehabilitation goals living in the local community with a wide range of conditions. The team offer individual and group therapy, both in the centre and home-based, as part of a rehabilitation program.

Position Accountabilities

Role Specific:

Clinical care

- Manage an individual clinical caseload and act as a consultant / resource in community rehabilitation.
- Assess, set goals, plan, implement, evaluate, modify treatment and discharge plan in consultation with the client, family or caregivers.
- Provide education and consultation to clients and their carers, other health professionals and community agencies, where relevant, to ensure continuity of care.
- Participate as a member of an interdisciplinary team, ensuring approach is client centred and goal directed with measurable and timely outcomes.
- Assist to integrate clinical care by referral and handover to other HIP services relevant for the client's needs.
- Provide treatment in a safe and effective manner, both individually and in a group setting, either at home, in the centre, via telehealth or in the community.
- To ensure patient flow and appropriate length of stay.
- Ensure adequate handover of caseload when on annual leave.
- Meet clinical KPIs as mandated by HIP Management

Clinical Leadership

- Actively support HIP Management, HIP CRS Senior Clinicians and HIP CRS Physiotherapy and Exercise Physiology Stream Leaders to develop physiotherapy and exercise physiology services, and interdisciplinary programs within the HIP CRS.
- In conjunction with HIP Team Leaders, coordinate the Falls and Balance Clinic in HIP
- Create a team environment which promotes a positive culture, opportunity for learning and development, safety and welfare of employees
- Support and supervise Grade 2's, Grade 1's and Allied Health Assistants as required
- Provide clinical consultancy and act as a resource within CRS and HIP
- Monitor workloads and service delivery to ensure staff are allocated according to clinical demands.
- Participate in the development, implementation and evaluation of policy, service provision and strategic direction of the HIP CRS and Physiotherapy and Exercise Physiology service.
- Participate in human resource management as requested by the HIP Management and Physiotherapy and Exercise Physiology Stream Leadership team.
- Represent the HIP CRS at relevant Austin Health forums and meetings as required
- Perform additional administrative duties and projects under direction of the HIP Management team.
- As part of the Physiotherapy and Exercise Physiology Stream Leadership team, assist with physiotherapy student placements in HIP

Quality and Risk

- Strive towards continuous improvement, by initiating, participating and continuously evaluating the quality and outcomes of the HIP CRS physiotherapy service
- Identify potential risks and implement systematic prevention strategies in the HIP CRS Physiotherapy Stream in accordance with Austin Health policy and procedures
- Undertake activities and audits to support quality improvement and innovation within the HIP CRS and Physiotherapy Stream.
- Lead, develop, participate and/or review of quality and safety activities within HIP CRS and the broader HIP Department

Professional Development

- Participate in the Austin Health Performance Appraisal System and its associated supervision and professional development processes
- Participate in regular clinical supervision with the HIP CRS Physiotherapy leadership team.
- Undertake education and training to ensure clinical practice is current and evidence based

Administration

- Commence and maintain required clinical records in the relevant databases, including Scanned Medical Record (SMR), Cerner, Medtrak and The Care Manager (TCM).
- Actively ensure all administrative documentation is completed in a manner consistent with organisational policies and procedures, legislative and regulatory requirements.

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

All Employees:

- Comply with Austin Health policies & procedures as amended from time to time
- Comply with the Code of Conduct and uphold our values, and diversity and inclusion commitments.
- Maintain a safe working environment for yourself, colleagues, and members of the public. Escalate concerns regarding safety, quality, and risk to the appropriate staff member, if unable to rectify yourself
- Comply with the principles of patient centered care.
- Comply with Austin Health mandatory training and continuing professional development requirements.
- Work across multiple sites as per work requirements and/or directed by management.

People Management Roles:

- Ensure clear accountability for quality and safety within the department
- 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 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.
- Current registration with AHPRA as a physiotherapist.
- Extensive clinical experience (usually at least 7 years) providing physiotherapy to people with complex and chronic conditions, in particular to people who are older and frail
- Demonstrated high levels of specialist knowledge and holistic clinical skills in the provision of rehabilitation of adults who have complex chronic diseases
- Demonstrated commitment to deliver client centred, goal directed management
- Demonstrated commitment to evidence-based practice and able to translate this in to 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 organization
- Strong commitment to adapt clinical approach to suit the client's biopsychosocial needs, and to work collaboratively with the client, carers, and the interdisciplinary team
- Demonstrated ability and commitment to lead change and quality improvement activities
- High level written and verbal skills
- Understanding of the Health Independence Programs model within Austin Health
- Demonstrated history of and commitment to ongoing professional development
- Demonstrated organisational ability in time, resource allocation and caseload management.
- Developed skills in information technology including clinical systems and applications relevant to the role.
- Demonstrated ability to problem solve in a variety of complex situations.
- Demonstrated ability to identify opportunities for process improvement or redesign.
- Current Victorian driver's licence

Desirable but not essential:

- Hold a higher degree or progressing towards higher qualification in a relevant clinical area
- Demonstrated evidence of research, publication and public presentation
- Demonstrate a working knowledge of the Victorian public health care system and resource allocation
- Experience working in a community setting.

General Information

Austin Health is a Child Safe Environment

Austin Health is committed to child safety. We want children to be safe, happy and empowered. We support and respect all children, as well as our staff and volunteers. Austin Health has zero tolerance of child abuse, and all allegations and safety concerns will be treated seriously in line with legal obligations and our policies and procedures.

Equal Opportunity Employer

Applications from Aboriginal and Torres Strait Islanders are encouraged to apply. For more information about working at Austin Health, please follow this link to Austin Health's Aboriginal Employment website: <http://www.austin.org.au/careers/Aboriginalemployment/>

Document Review Agreement

Manager Signature	
Employee Signature	
Date	