Position Description

Physiotherapist Grade 1, Community Rehabilitation Service (CRS)

Classification:	Physiotherapist Grade 1 (VA3 – VA7)
Business unit/department:	Health Independence Program (HIP) Community Rehabilitation Services Team (CRS)
Work location:	Austin Hospital ☐ Heidelberg Repatriation Hospital ☒ Royal Talbot Rehabilitation Centre ☒ Other ☐ (please specify)
Agreement:	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026
Employment type:	Full-Time
Hours per week:	38 (+ ADO)
Reports to:	Clinically: CRS Senior Physiotherapist Operationally: CRS Team Leader
Direct reports:	Nil
Financial management:	Nil
Date:	11th January 2026

Position purpose

The Grade 1 HIP Physiotherapist will work as a member of the HIP Community Rehabilitation Services (CRS) team which is an interdisciplinary team of allied health professionals providing therapy to clients who may be receiving home based, centre based and post-acute care services. The work required will involve physiotherapy assessment and treatment of clients to optimise or maintain functional capacity either at home or in community.

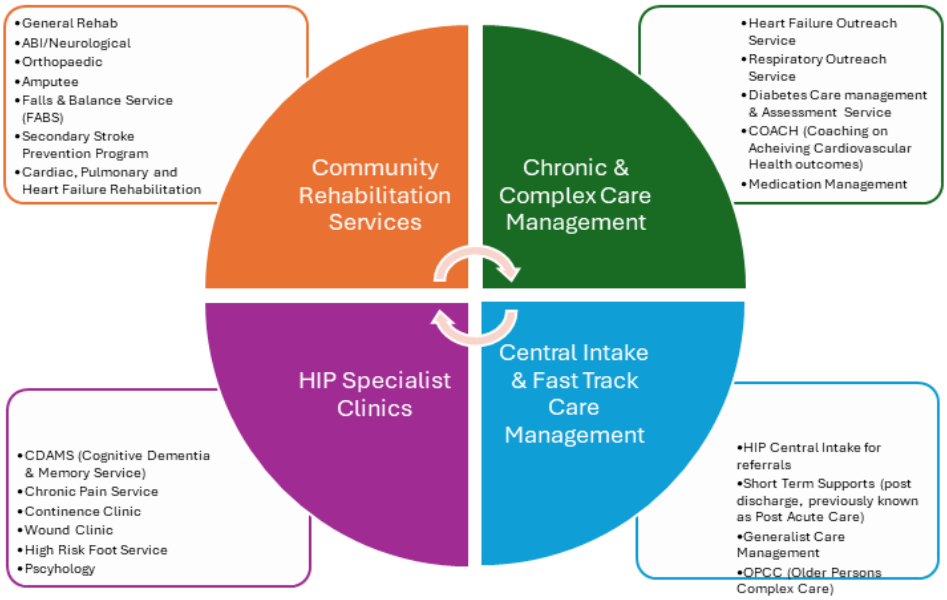
About the Health Independence Program and Community Rehabilitation Services

This position is based within the Health Independence Program (HIP) and reports clinically to HIP CRS Senior Clinician Physiotherapist and operationally to the HIP CRS Team Leaders.

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 (CRS)
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, in the centre, home-based and via telehealth, as part of a rehabilitation program.

Position responsibilities

Role Specific:

The HIP Physiotherapist will:

- Work as an effective member of the HIP team, assisting clients and their carers to navigate the health service system and contribute to the provision of high quality, accessible, flexible and client-centred service provision.
- Be an active member of the HIP service, participating in the ongoing development and the service.

Clinical Duties

- To assess HIP clients and plan, implement, evaluate and modify treatment programs as required.
- Devise intervention priorities and goals 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.
- Conduct treatment sessions in the home or client's local community.
- Provide treatment in a safe and effective manner.

- Provide goal orientated and measurable treatment.
- Be actively involved in discharge planning to ensure safe and well-planned continuity of care.
- To participate as a member of an interdisciplinary team.
- To ensure a client centred approach.
- To ensure patient flow and appropriate length of stay.
- Ensure adequate handover of caseload when on annual leave.
- Actively and positively participate in interdisciplinary team meetings, case conferences and information and planning meetings.
- Meet clinical KPIs as mandated by Team Leaders.

Administration and quality

- Participate in relevant meetings.
- Commence and maintain required clinical records in the relevant databases, including Scanned Medical Record (SMR), Cerner, Medtrak and The Care Manager (TCM).
- Participate in the development and application of program policies and procedures to support the ongoing development and improvement of HIP services.
- Initiate and participate in quality improvement activities that improve service delivery.
- Actively ensure all administrative documentation is completed in a manner consistent with organisational policies and procedures, legislative and regulatory requirements.
- Assist in provision of leave cover across the HIP as required.

Teaching, Training and Development

- Maintain professional expertise through professional development initiatives and opportunities.
- Proactively utilise reflective practice to identify opportunities for skill development to ensure delivery of safe practice
- Participate in Austin Health Performance Review and Development program
- Act as a resource for others as appropriate.
- On commencement, participate in Austin Health, department and service orientation programs.
- Liaise closely with the Senior Clinicians / Grade 2 regarding patient care, workload (size and composition) and other relevant issues.

Occupational Health and Safety

- Be aware of Occupational Health and Safety issues including the maintenance of a safe, clean and tidy work environment, Fire safety awareness, emergency evacuation procedures, CPR, infection control policies and procedures, safe equipment operation, and appropriate clothing and footwear.
- To ensure that a Risk Assessment has been completed prior to entering a client's home for the first time.

Selection criteria

Essential Knowledge and skills:

Educational Qualifications and Training

- Bachelor of Applied Science (Physiotherapy) or equivalent.
- Current National Registration with the Physiotherapy Board of Australia (AHPRA)

Experience

- Minimum 12 months experience working as a physiotherapist, with some experience in the area of adult rehabilitation.

Specific Skills

- Demonstrated ability to communicate with people at all levels and effectively in both written and verbal forms.
- Demonstrated organisational ability in time and caseload management.
- Demonstrated ability to work autonomously and within an interdisciplinary team.
- Demonstrated ability to show initiative and flexibility.
- Demonstrated ability in service development and quality improvement initiatives
- Demonstrated commitment to client focus and interdisciplinary approach to service provision.
- Awareness of safe practice when working at the centre, at people's homes and in the community.
- A commitment to self-learning and professional development and to ensuring clinical knowledge is current and actively integrated in clinical practice
- Evidence of a current driver's license
- High level of experience and competent computer skills in MS Office applications
- A commitment to Austin Health values

Desirable but not essential:

- Training and experience in working in a community setting.
- Case management skills eg. experience coordinating a client's care plan.

Professional qualifications and registration requirements

- Bachelor of Physiotherapy Degree or relevant
- AHPRA Registered

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.

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.