

Position Description

Grade 2 Physiotherapist, Health Independence Program

Classification:	Physiotherapist Grade 2 VB1-VB4 depending on experience
Business unit/department:	Continuing Care – Health Independence Program (HIP)
Work location:	Heidelberg Repatriation Hospital
Agreement:	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026
Employment type:	Full-Time or Part-Time
Hours per week:	38 hours per week, 40 hours (incl ADOs) Job share will be considered
Reports to:	<u>Operationally:</u> Team Leader, HIP Central Intake and Fast Track Care Management <u>Clinically:</u> HIP Grade 3 Physiotherapist
Direct reports:	Grade 1 PT, AHA, students as assigned
Financial management:	Budget: N/A
Date:	24/06/2025

Position purpose

This position is based within the Health Independence Program (HIP). The position reports operationally to the Team Leader, HIP Central Intake and Fast Track Care Management, with professional lines of accountability to HIP Senior Clinician Physiotherapist.

The Fast Track team prides itself on commitment to our clients, and the innovative approach to supporting them at home. We are a multidiscipline team with wide experience supporting older people.

The Grade 2 Physiotherapist will primarily work as a member of the Central Intake and Fast Track Care Management team and more broadly with other HIP care managers. The physiotherapist will provide assessment, management and advice to clients who have a HIP care/case manager, and who would benefit from a rapid physiotherapy assessment or intervention.

Most of the clients are older and frail and may require support to develop rehabilitation goals. The physiotherapist provides a range of services to clients directly, including rehabilitation, general assessment and some respiratory management. A key part of the role is to provide rapid assessment

and advice about future management to the HIP care managers, supporting clients to remain as independent as possible in the community. The physiotherapist may also provide (limited) care management/care coordination for appropriate clients.

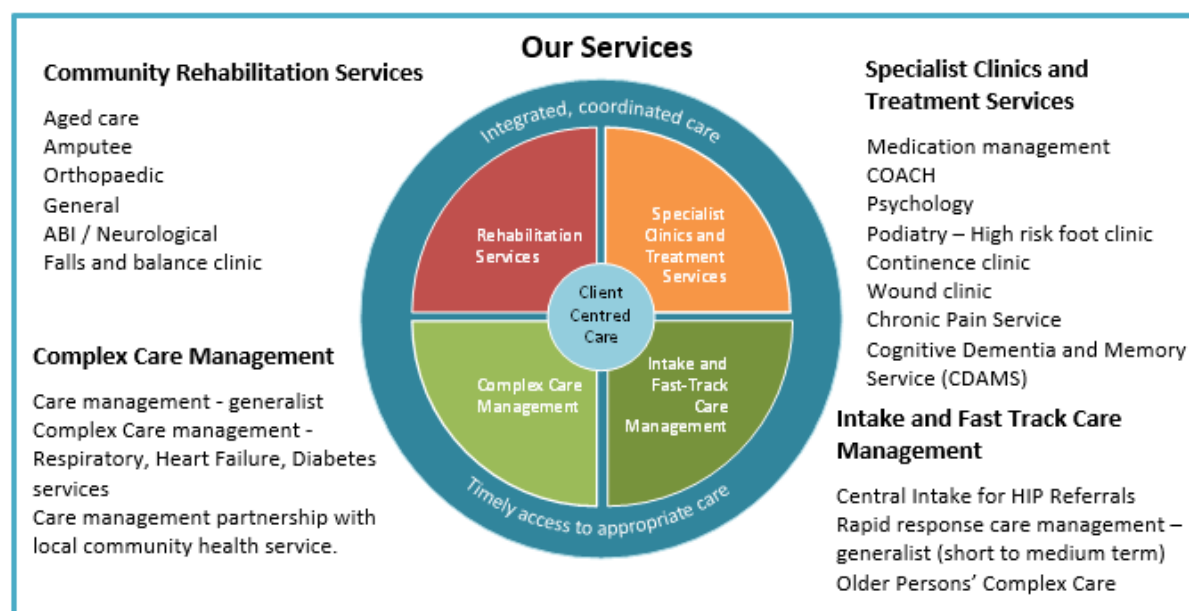
The Grade 2 Physiotherapist will be required to travel between all three campuses and to client's homes and other community settings when required.

About the Directorate/Division/Department

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 multi-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.



The Central Intake and Fast Track Care Management team is multidisciplinary and provides a range of short to medium term services overall, from triage and initial needs identification, assessment, care coordination and complex care management. The team is supported by a Geriatrician, a Nurse Practitioner, an Occupational Therapist, Physiotherapist (this position) and a broad range of other HIP services. This team is part of the Chronic and Complex Care stream of HIP.



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Position responsibilities

Role Specific:

The work of the physiotherapist will involve assessment and treatment of clients (mostly older and frail) to optimise or maintain physical and functional capacity and safety either at home, the centre or in the community and to support clients to access support and services on an ongoing basis.

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, using face to face or telephone/telehealth approaches.
- Be an active member of the HIP service, participating in the ongoing development of the service.
- Assist in the ongoing alignment and integration of HIP services.
- Perform the duties of the position efficiently and to the standards of the Continuing Care Division, including participation in the Austin Health performance appraisal program.
- Participate in staff and student supervision as required

Clinical Duties

- To assess HIP clients and plan, implement, evaluate and modify treatment programs as required.
- To provide a rapid response to appropriate clients
- 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 health service, in the client's home or client's local community.
- Provide general care management to appropriate clients
- 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 and multidisciplinary 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

- Maintain accurate clinical care records in the relevant databases, including Scanned Medical Record (SMR), Trakcare 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.
- Ensure end of month documentation and data reporting timelines are met.
- Actively participate in interdisciplinary team meetings, case conferences, information and planning meetings.
- Assist staff with undertaking secondary consultations (where required) and provide advice to the team and other stakeholders.
- Participate in the development and application of program policies and procedures to support the ongoing development and improvement of HIP services.
- Assist in provision of leave cover across the HIP as required.
- Work with the Team Leader - Central Intake & Fast Track Care Management (HIP) - to meet all monthly and ad hoc reporting (within timelines).



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- Carry out other duties as delegated by the Team Leader - Central Intake & Fast Track Care Management (HIP), or other HIP managers as delegated.

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 by following organisational safety, quality & 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-centred care.
- Comply with requirements of National Safety & Quality Health Service Standards and other relevant regulatory requirements.
- 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:

- Maintain an understanding of individual responsibility for safety, quality & risk and actively contribute to organisational quality and safety initiatives
- Ensure incident management systems are applied and a response to local issues and performance improvement occurs
- Support staff under management to comply with policies, procedures and mandatory training and continuing professional development requirements

Selection criteria

Essential Knowledge and skills:

- Bachelor of Applied Science (Physiotherapy) or equivalent.
- Current National Registration with the Physiotherapy Board of Australia (AHPRA)
- Broad experience in Physiotherapy intervention in the area of aged care, general medicine and rehabilitation
- At least 3 years relevant physiotherapy clinical experience.
- Client-centred approach to service delivery
- Demonstrated ability to undertake a comprehensive client assessment, care plan and implement client care coordination, including complex problem-solving skills, client advocacy and liaison.
- Ability to work as part a dynamic team, which works effectively within a multi-disciplinary environment.
- Experience and proficiency in keyboarding and computer skills in MS Office applications including MS Excel and PowerPoint
- Commitment to quality, best practice and environmental safety
- Ability to communicate effectively in both written and verbal form
- A commitment to self-learning and professional development and to ensuring clinical knowledge is current and integrated into practice
- Ability to identify opportunities for process improvement or redesign
- Current Victorian Driver's License
- Flexible and creative approach to work.



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- Ability to manage change.

Desirable but not essential:

- Understanding of community services and organisations and the Australian Aged Care System
- A sound understanding of information technology including clinical systems, applications relevant to the Management of risk management reporting
- Experience in using 'The Care Manager '(TCM) database
- Awareness and understanding of the Health Independence Guidelines (2008)

Professional qualifications and registration requirements

Must hold a current registration with the Physiotherapy Board of Australia.

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.



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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.



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