

Position Description

Senior Clinician Physiotherapists (Grade 3)

Classification:	Grade 3 - Year 1 to 4 (VB7 to VC1)
Business unit/department:	Physiotherapy / Emergency Department
Work location:	Austin Hospital <input checked="" type="checkbox"/> Heidelberg Repatriation Hospital <input checked="" type="checkbox"/> Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input type="checkbox"/> (please specify)
Agreement:	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026
Employment type:	Full-Time
Hours per week:	38 (40 with ADO)
Reports to:	Deputy Director Emergency Department Manager of Physiotherapy Physiotherapy Team Leader - Emergency Department
Direct reports:	Nil
Financial management:	Budget: Nil
Date:	Commencing March 2026

Position purpose

Advanced Practice Physiotherapist (Emergency Department) contributing to high-quality, evidence-based physiotherapy services within the Emergency Department (ED) - Fast-Track, Short Stay and Imaging Review and Back Pain clinics.

Role Purpose:

- ensure thorough and accurate physiotherapy patient assessment and management
- safely and effectively manage patients with musculoskeletal and spinal presentations
- optimise patient flow, reducing length of stay and support safe discharge planning

About the Directorate/Division/Department

This position is based within the Emergency Department and its associated clinics.

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 Department of Health and Human Services (DHHS). These services are delivered in a timely, compassionate and appropriate manner, enhanced through teaching, research and the development of new technologies and processes.

The Austin ED provides exceptional care observing best practice and is a leading Australian hospital regarding educational opportunities and career development and a collaborative team approach to providing the best care to its clients.

About Physiotherapy

The Physiotherapy Department comprises approximately 110 EFT staff at the Austin Hospital, Heidelberg Repatriation Hospital and the Royal Talbot Rehabilitation Centre. It provides seven days per week, 12 hours per day services to acute and aged care areas. There is also a seven day a week primary care service in the Emergency Department. The Physiotherapist employed into this position will work closely with all members of the multidisciplinary team including medical, nursing and allied health staff. The Physiotherapy Department is a major clinical school for the University of Melbourne with responsibility for about 180 students from 1st through to 3rd year for the Doctorate of Physiotherapy (DPT) course and 40 students from Swinburne University.

Clinical research is a priority of the department and is led by the Chair of Physiotherapy. 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 undergraduate and / or post-graduate student teaching. The department has a continuing education, student and quality improvement strategy which is developed and operationalized through senior leadership forums and committees.

Position responsibilities

Role Accountabilities:

Patient Care

- Appropriately assess and treat patients triaged for physiotherapy management in the ED and associated ED clinics
- Clearly identify, document and evaluate assessment findings, management plans, patient goals and clinical outcomes
- Communicate assessment findings, management plans and patient outcomes with relevant health professionals involved in the patients' care
- Facilitate timely access to other health professionals, i.e. Medical / Nursing when this is indicated
- Ensure all clinical risks and complications are identified and reviewed directly with the relevant professional and operational line managers
- Remain current with assessment and management options relevant to musculoskeletal and spinal presentations at Austin Health
- Act as a clinical resource for health professionals working within the Emergency Department
- Undertake comprehensive physiotherapy assessment and consultation regarding complex clinical care presentations, with appropriate follow-up clearly communicated and documented

Clinical Leadership

- Provide high quality, patient centred care to all patients within the context of the ED and Austin Health's available resources and strategic priorities
- Model collaborative, inter-professional practice in clinical decision-making.
- Contribute to a team environment which promotes a positive culture, opportunity for learning and development, safety and welfare of all employees
- Pro-actively contribute to a 7-day physiotherapy clinical service in the ED and adopt flexible working hours - as required.



Our actions
show we care



We bring
our best



Together
we achieve



We shape
the future

Teaching

- Provide input and contribute to training and education for staff, students and other health professionals
- Support teaching/clinical guidance to other members of the physiotherapy department

Credentialing and Scope of Clinical Practice

- Work in collaboration with Senior ED Physiotherapists to complete required local credentialing
- Commitment to identify and practice only within defined Physiotherapy ED Scope of Practice

Selection criteria

Essential skills and experience:

- Significant musculoskeletal physiotherapy experience and skills in the assessment and management of musculoskeletal and spinal presentations
- Comprehensive understanding of pathophysiology, radiological signs and expected clinical course of a wide range of musculoskeletal and spinal presentations
- Sound knowledge of the influence of patient medical history, pharmacology and social factors on patient wellness, management and planning
- Strong understanding of the roles and responsibilities of other professions working within Emergency Department and available pathways for appropriate follow up care (internal and external to Austin Health)
- Excellent communication, organisation and problem-solving skills
- Commitment to physiotherapy professional development – ED / musculoskeletal / spinal
- Sound understanding of information technology including clinical systems and applications

Desirable but not essential:

- Post Graduate Masters in Musculoskeletal Physiotherapy (or equivalent)
- Previous exposure / training or clinical experience in an Advanced Practice Physiotherapy Position (ED / Musculoskeletal)

Professional qualifications and registration requirements

- Physiotherapist currently registered for practice in Australia (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.



Our actions
show we care



We bring
our best



Together
we achieve



We shape
the future

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.
- other Post Graduate related professional development / qualifications (if completed)

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.



Our actions
show we care



We bring
our best



Together
we achieve



We shape
the future