

Position Description

Grade 4 Physiotherapist, Community Rehabilitation Service (CRS)

Classification:	VB24 to VB27
Business unit/department:	Health Independence Program (HIP) Community Rehabilitation Services Team (CRS)
Work location:	Austin Hospital <input type="checkbox"/> Heidelberg Repatriation Hospital <input checked="" type="checkbox"/> Royal Talbot Rehabilitation Centre <input checked="" type="checkbox"/> Other <input type="checkbox"/> (please specify)
Agreement:	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026
Employment type:	Part-Time
Hours per week:	19 hours (0.5 EFT)
Reports to:	Team Leader HIP Community Rehabilitation Service
Direct reports:	Nil
Financial management:	Nil
Date:	January 2026

Position purpose

The Grade 4 Physiotherapist will be recognised as a clinical expert by peers and colleagues both internal and external to the profession and will motivate and inspire others. They will be leaders in building and contributing to the professional knowledge in their area of expertise, with an emphasis on quality, research and teaching that is not limited to their discipline. They are expert clinical leaders expected to lead and develop individuals and teams and to have currency of professional knowledge, skills and external influences that support patient care at the highest clinical level. The Grade 4 clinician provides patient care as part of a multidisciplinary team and is expected to take on a leadership role and tasks on behalf of the whole team to support the delivery of excellent patient care.

The Grade 4 clinician will in conjunction with the HIP Management Team, take a leading role in Community Rehabilitation Services (CRS) planning and development, strategic planning, quality business planning, policy review and development ensuring that the clinical service is aligned with organisational objectives, professional standards, and ethics.

In addition, the Grade 4 clinician will;

- lead quality and research projects within CRS and support quality activities across HIP as appropriate
- manage an individual clinical caseload and act as a consultant/resource in the relevant area of expertise, both within Austin Health and elsewhere
- lead the Physiotherapy and Exercise Physiology Stream of CRS, to provide excellence in care
- model good inter-professional practice and act as a clinical leader across the multidisciplinary team
- use their comprehensive clinical experience and knowledge to foster professional development of staff and students, within CRS
- have responsibility for co-ordination of undergraduate and postgraduate teaching of Physiotherapy and Exercise Physiology within CRS
- in conjunction with the HIP Management team, conduct successful change management within the designated area of responsibility

About the Health Independence Program and Community Rehabilitation Services

This position is based within the Austin Health Independence Program (HIP) and reports 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



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team offer individual and group therapy, in the centre, home-based and via telehealth, as part of a rehabilitation program.

Position responsibilities

Clinical Leadership

- Lead the Physiotherapy and Exercise Physiology stream in Community Rehabilitation Services within the context of HIP and Austin Health aims and priorities
- Ensure patients receive the best care possible with the available resources, and work with the Physiotherapy and Exercise Physiology Stream Leadership team to allocate resources to meet service demand
- In conjunction with the HIP team leaders and managers, and other senior clinicians, lead the development, implementation and evaluation of policy, service provision and have input into the strategic direction of HIP services
- Keep abreast of organisational structure, strategy, and direction to respond to the demands of the organisation
- Create a team environment which promotes a positive culture, opportunity for learning and development, safety, and welfare of employees
- Ensure a high level of staff satisfaction, high staff retention rates and low absenteeism
- Understand the principles of change management and implement changes required
- In conjunction with the HIP Management Team and the Physiotherapy and Exercise Physiology Stream Leadership team, lead human resource management, including workforce planning, recruitment, performance management, staff rostering and leave management
- Represent CRS and/or HIP at relevant Austin Health forums and meetings as required
- Perform additional administrative duties and projects under the direction of the HIP managers
- Support clinical governance within HIP under the guidance of the Physiotherapy manager, HIP team leaders and HIP managers
- Lead the Physiotherapy and Exercise Physiology Stream clinical supervision program within Community Rehabilitation Services by supporting supervisors and providing direct supervision to therapists, Allied Health Assistants, and students when necessary.

Clinical Care

- Function as the senior clinician in the Physiotherapy and Exercise Physiology stream in CRS, providing excellent, patient centred, evidence based clinical care
- Provide a tertiary level consultancy service to staff within the department, in other areas of Austin Health and externally, imparting expert advice, innovative options and solutions to complex questions of clinical care and service provision
- Ensure the standard of the discipline services provided within the clinical stream are world's best practice and are based on latest available evidence and expert opinion
- Undertake and model evidence-based practice principles and interdisciplinary care.

Teaching

- Provide strategic input into department policy and procedures regarding student training and education for staff, students, and other health professionals
- Coordinate and participate in teaching programs in the Physiotherapy and Exercise Physiology stream in CRS
- Initiate and provide training and education to hospital staff, other professionals, and student groups within Austin Health and externally on issues pertaining to their discipline
- Initiate and provide teaching/clinical guidance to other members of the department utilising expertise through, for example, direct teaching, team meetings and continuing education forums

Quality and Risk



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- Be the Quality lead within CRS and support quality activities within HIP as necessary, supporting staff to continuously evaluate the quality and outcomes of service design and intervention
- Ensure stream and personal compliance with mandatory training requirements
- Develop, implement, and monitor goals and objectives, policies and improvement projects regarding clinical practices, service delivery and administration of clinical services
- Provide ongoing analysis, review and evaluation of the services provided to patients
- Actively participate in the ongoing identification, assessment, treatment, and prevention of risks
- Undertake activities and audits to support compliance with the national standards

Professional Development

- Participate in HIP performance appraisal, supervision, and Professional Development Planning process
- Lead the professional development of staff within the Physiotherapy and Exercise Physiology stream in line with individual PRDs, and the strategic objectives of the department and organisation
- Ensure that all staff the Physiotherapy and Exercise Physiology stream have an annual Performance Review and Development Plan (PRD)
- Participate in performance management as delegated by the manager
- Participate in regular supervision with the manager
- Undertake education and training to ensure clinical practice is evidence based

Selection criteria

Essential skills and experience:

- At least 10 years of relevant clinical experience, as listed below
- Extensive clinical experience providing physiotherapy to people with complex and chronic conditions, in particular to people who are older and frail, with neurological or musculoskeletal conditions
- Understanding of the Health Independence Programs model within Austin Health
- Demonstrated extensive experience and expertise in teaching, training, and education
- Demonstrated ability to undertake professional supervision and promote professional competence of other staff, which also incorporates a history of team leadership
- Demonstrated extensive experience and expertise in research and/or quality improvement project work, including knowledge and skills in benchmarking and data analysis
- High level interpersonal skills that promote team-work and proven ability to relate to people at all levels within an organisation
- Demonstrated leadership/management approach to change and the ability to engage and influence staff
- High level verbal and written skills
- Demonstrated history of and commitment to ongoing professional development and specialisation
- Ability to build and lead a dynamic team which works effectively within a multidisciplinary environment
- Ability to lead development, implementation, and evaluation of models of care, guidelines, policies, and procedures
- Knowledge of wider health issues including government policies, the health system, structural and financial arrangements and KPI's, and the ability to integrate into clinical practice
- Demonstrated ability to engage collaboratively with key stakeholders to achieve a positive outcome for patients
- Developed skills in information technology including clinical systems and applications relevant to the role.



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- Evidence of a current Victorian Driver's License and willingness to drive for work related activities.

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
- Ability to identify opportunities for process re-design and to support/ coach staff in the implementation of re-design projects and activities
- Skills in project management, service redesign, and/or business planning
- Experience working in a community setting.

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.



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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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