

# Position Description

## Physiotherapist Grade 3 in Frailty

<b>Classification:</b>	Grade 3 Physiotherapist
<b>Business unit/department:</b>	Physiotherapy
<b>Work location:</b>	Austin Hospital <input checked="" type="checkbox"/> Heidelberg Repatriation Hospital <input checked="" type="checkbox"/> Royal Talbot Rehabilitation Centre <input checked="" type="checkbox"/> Other <input type="checkbox"/> (please specify)
<b>Agreement:</b>	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026
<b>Employment type:</b>	Fixed Term Full-Time or Part-Time
<b>Hours per week:</b>	40 (38 with ADO)
<b>Reports to:</b>	Manager of Physiotherapy
<b>Direct reports:</b>	Nil
<b>Financial management:</b>	Nil
<b>Date:</b>	30/1/2026

Austin Health acknowledges the Traditional Custodians of the land on which we operate, the Wurundjeri Woi Wurrung People of the Kulin Nation. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.

### Position purpose

The Grade 3 Physiotherapist leads the allied health assessment of patients with frailty and geriatric syndromes admitted to Austin Health who would benefit from early assessment and management of issues such as falls, delirium, functional and cognitive decline.

### About the Physiotherapy Department

The Physiotherapy Department comprises approximately 112 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 for soft tissue injuries in the Emergency Department.

The Physiotherapist employed in 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

The Grade 3 clinician will be recognised as a clinical leader by peers and colleagues across the organisation and specifically within general medicine and will motivate and inspire others. The Grade 3 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. They will lead and develop individuals and teams, and have currency of professional knowledge, skills and external influences that supports patient care at the highest clinical level specifically in frailty.

This role will be an important part of the 7-day per week general medicine service at Austin Health and will include either a Saturday or Sunday shift each week to ensure rapid response and early discharge planning for older patients.

**General:** The Grade 3 clinician will:

- Obtain clinical competency in transdisciplinary assessment tasks as identified through the credentialling framework
- Lead evidence-based care for hospitalised patients presenting with frailty, with a transdisciplinary approach to care.
- Manage a clinical caseload focused on complex patients in General Medicine, Gerontology and other clinical areas who present with frailty.
- Build effective relationships with staff, colleagues and service providers to ensure optimal outcomes for patients.
- Undertake and model evidence-based practice principles and transdisciplinary care.
- Model good inter-professional practice and act as a clinical leader.
- Use their comprehensive clinical experience and knowledge to foster professional development of staff and students.
- Conduct successful change management within the designated areas of responsibility.

**Patient Care:**

- Ensure the streamlined triage, assessment, and treatment of patients admitted to Austin Health with a focus on those with frailty admitted under General Medicine, Gerontology, Geriatric trauma units or other units from the emergency department through to the acute hospital and home-based services.
- Provide wholistic patient care with a transdisciplinary approach to the management of frailty and geriatric syndromes.
- Facilitate rapid and effective discharge planning and follow-up services when required from a variety of service providers and systems including bed substitution, home-based, community and subacute services as required.
- Actively participate in the multi-disciplinary decision-making team.



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- Work alongside allied health teams, recognising where specialist input is required from colleagues and refer for involvement as appropriate.
- Ensure relevant team members have appropriate levels of skill to provide this care to a high standard of patient-centred and evidence-based practice.
- Manage patients according to Austin Health protocols where relevant.
- Appropriately document and provide detailed clinical handover of patient management.
- Communicate and liaise with clients, family or caregivers and other members of the multidisciplinary team regarding patient progress or issues.
- Coordinate and provide carer training to staff, family members or private carers as required.
- Modelling and application of effective evidence-informed practice and transdisciplinary practice.
- Provide consultancy service to staff within General Medicine and other areas of Austin Health regarding best management of patients with frailty.

**Clinical Leadership:**

- Provide high level supervision and clinical support to physiotherapists and allied health assistants as required.
- Provide clinical expertise to the physiotherapy, wider allied health and multidisciplinary team as appropriate.
- Actively support the physiotherapy department Strategic Plan and innovations.
- Create a team environment which promotes a positive culture, opportunity for learning and development, and the safety and welfare of employees,
- Perform additional administrative duties and projects as required by the Physiotherapy Department.

**Training and Development:**

- Maintain a current knowledge of relevant evidence supporting frailty management and physiotherapy management of patients with frailty, chronic disease and gerontological syndromes from the literature and clinical practice developments.
- Complete annual mandatory training requirements as specified by Austin Health.
- Participate in other internal / external continuing education activities as appropriate
- Participate in relevant local and organisation wide orientation programs on commencement and annually.
- Follow Austin Health and Physiotherapy department procedures and guidelines relating to quality and research (when required)

**Students**

- Collaborate with clinical educators to provide quality student supervision.

**Quality Improvement, Quality Assurance, Evidence-Based Practice & Research**

- Contribute to quality improvement projects within the stream and department.
- Identify and respond to clinical risks, manage and document as required.
- Ensure timely completion of stream and departmental policy and procedure documents as required.
- Maintain and apply knowledge of evidence-based care relevant to the stream.
- Facilitate journal club attendance and participation.
- Support participation in research activities.



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## Selection criteria

### Essential for Performance in the Position

#### Experience:

- Significant experience in the provision of care to older adults living with frailty and geriatric syndromes which may include multimorbidity, acute medical care, cognitive decline, falls and other geriatric trauma, and chronic disease management.
- Demonstrated experience in the provision of care to older people to achieve best practice clinical standards, including complex systems navigation, discharge planning and the application and translation of evidence and theory to practice.
- Developing a management and discharge plan which consider the physical, social and psychological aspects of frailty and the patient's context.
- Demonstrated experience communicating with stakeholders at all levels.
- Knowledge of evidence in the management of frailty and geriatric syndromes.
- Significant experience in functional prognostication and linking assessment findings to an individual's physical functional trajectory and plan.
- Demonstrated people leadership skills and experience.
- Significant experience working as part of multidisciplinary teams.
- Experience in managing and preventing the possible effects of hospitalisation in older adults including delirium, falls, pressure injuries, functional decline and other iatrogenic harm.
- Experience using shared decision-making framework with this population, leading complex discharge planning discussions with patients, carers and multidisciplinary teams.
- Lead discussions with patients, families and the multidisciplinary team on dignity of risk, balanced risk and safety netting.

#### Skills:

- Demonstrated well developed knowledge and skills in quality improvement and/ or research processes to achieve best clinical standards, and supporting others to do the same.
- Ability to work across the continuum of clinical services to support priority needs of the department including @Home services, inpatient and emergency as required by the physiotherapy department.
- Proven communication and interpersonal skills.
- High level prioritisation, triage and case management skills to oversee a caseload at local level, with an understanding of the broader implications on flow at an organisational level.
- Recognise and assess determinants of health and health behaviours and impacts on the health system and to general health behaviours.
- Experience in discharge planning and navigating complex service systems for patients such as the My Aged Care sector including assessment and aged care provider frameworks, Residential and @Home services, Commonwealth funded aged care providers, Transition Care Program and the Victorian Civil and Administrative Tribunal.
- Ability to work across the inpatient clinical service to support priority needs of the department including Better at Home, as required by the physiotherapy department.

#### Desirable but not essential:

- Previous experience working in a transdisciplinary capacity.
- Greater than 7 years of clinical experience.
- Relevant post-graduate qualification.
- Knowledge and experience in other geriatric syndromes including geriatric trauma or aged care.
- Experience working with novel models of care and pathways.
- A sound understanding of information technology including clinical systems, applications relevant to risk management reporting as required for the role.



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- Professional memberships including relevant special interest groups and Australian Physiotherapy Association.

## Professional qualifications and registration requirements

- Qualified Physiotherapist, registered for practice in Australia by the position starting date

## 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



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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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