Position Title:	**Physiotherapist Grade 2**
Award Classification:	Grade 2
Award/ Agreement Name:	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026;
Position Reports to:	Operational: LHSN Allied Health Leave Reliever Coordinator Professional: Manager, Physiotherapy

This is a unified position as part of a Victorian Local Health Service Network, requiring collaboration and shared duties across four health services in East Metro and Murrindindi region.

Local Health Service Networks

In 2023, an independent Expert Advisory Committee was established by the Department of Health to consider how to improve access and equity of our health services for all Victorians.

The Committee developed the Health Services Plan, recommending more collaboration and connection between health services by creating Local Health Service Networks.

A Local Health Service Network (LHSN) is a group of health services within a geographical region that form a collaborative partnership and are responsible for delivering better care within their region. LHSN's came into effect on 1 July 2025.

East Metro and Murrindindi (EMM) Local Health Service Network

The EMM LHSN is formal partnership between four health services in Victoria; the region includes communities residing in East Metro and Murrindindi Shire:

ALEXANDRA DISTRICT HOSPITAL

Alexandra District Health (ADH) delivers a broad range of health care and community services for individuals and families in its local community and the broader Murrindindi Shire. Alexandra District Health provides inpatient care for both medical and surgical patients. Day and overnight surgical services are supported by visiting specialist surgeons and specialist anesthetists.

EASTERN HEALTH

Eastern Health (EH) is one of Melbourne's largest metropolitan public health services. Eastern Health provides a comprehensive range of high-quality acute, sub-acute, palliative care, mental health, drug and alcohol, residential care, community health and statewide services to people and communities that are diverse in culture, age and socio- economic status, population and healthcare needs. Eastern Health is the fund holder and employer for core roles within the EMM LHSN.

ST VINCENTS HOSPTIAL MELBOURNE

St Vincent's Hospital Melbourne (SVHM) is a leading teaching, research and tertiary health service, which employes more than 7,500 staff across 16 sites throughout Melbourne. Part of Australia's largest not-for-profit Catholic health and aged care network, St Vincent's Health Australia, SVHM provides a diverse range of adult clinical services including acute medical and surgical services, sub-acute care, medical diagnostics, rehabilitation, allied health, mental health, palliative care, correctional health and community residential care. SVHM's mission is to provide high quality and efficient health services to the people of Victoria in accordance with the philosophy of St Vincent's Health Australia.

YEA & DISTRICT MEMORIAL HOSPTIAL

Yea & District Memorial Hospital (YDMH) is a vibrant and compassionate health service located north of the Yarra Valley in the beautiful rolling green hills of Yea. With a 24-hour Urgent Care Centre, 10 bed acute ward, a 25-bed Aged Care facility and a Community Health Centre, YDMH is committed to providing quality health care to the local community through the provision of high-quality health services. YDMH has a broad community reach servicing a population of approximately 6,892 from the communities of Yea, Glenburn, Kinglake, Flowerdale and

surrounding areas.

1. POSITION PURPOSE

A Grade 2 Clinician is responsible for the provision of therapy services in an area of clinical expertise requiring special knowledge and depth of experience. The Grade 2 physiotherapist will provide best practice physiotherapy services, have a high level of clinical knowledge and act as a clinical advisor and resource for other staff in the specific area with involvement in ongoing training. The Grade 2 physiotherapist is expected to supervise students and supervise junior staff members.

The Grade 2 physiotherapist is able to work independently whilst sat the same time contributing strongly to the multidisciplinary healthcare team and is expected to initiate and participate in teaching, training, research and quality activities. The Grade 2 physiotherapist will also be able to represent their discipline as requested by their manager. The Grade 2 physiotherapist is expected to continuously update knowledge and skills. In conjunction with other Grade 2 physiotherapists they are also expected to provide an appropriate level of support for the specific physiotherapy team when required; in the absence of the senior physiotherapist.

This position is part of the Local Health Service Network (LHSN) Leave Reliever Pilot and may be required to work across all LHSN partner sites as service needs arise.

2. MAJOR DUTIES AND RESPONSIBILITIES

2.1 Clinical Skills

Demonstrate high level clinical skills within the designated area

Indicators:

- Model a client-centred approach with patients/clients and carers.
- Complete complex assessments using a range of assessment tools/frameworks according to departmental and professional standards.
- Develop and implement a complex treatment/intervention plan bases on clinical assessment and evidence based practice.
- Is an effective multidisciplinary/healthcare team member contributing to the discharge plan of patients/clients.
- Complete all documentation in a timely and accurate manner in accordance with the departmental and organisational standards.
- Demonstrate and foster good understanding of professional values and ethics in clinical work.

2.2 Communication

Demonstrate and model effective written, verbal and non-verbal communication skills with others.

Indicators

- Demonstrate effective communication skills with the multi/interdisciplinary team in both formal and informal settings.
- Demonstrate effective communication with patients/clients, carers and community agencies.
- Demonstrate clarity in written skills.
- Document clear treatment goals and management plans in the patient Medical Record.
- Demonstrate knowledge of resources available for appropriate negotiation and conflict resolution.
- Demonstrate effective communication in providing formal and informal feedback to students.

2.3 Organisational Skills

Demonstrate and foster sound organisational skills.

Indicators

- Demonstrate punctuality and timeliness.
- Able to manager own time and prioritise competing demands to ensure completion of clinical work.
- Has detailed knowledge of, and is able to access resources internally and externally to achieve positive outcomes.
- Able to respond to referrals in agreed timelines as stated in departmental guidelines.
- Participate actively in departmental meetings and others as required.
- Ensure statistical information is recorded in a timely manner.
- Be responsible for maintenance of departmental resources and equipment.

2.4 Organisational Knowledge / Development

To possess a clear understanding of the factors affecting healthcare and apply this knowledge to activities and projects which deliver improved services and health outcomes.

Indicators:

- Demonstrate a clear understanding of the public health system and the role / responsibility of Eastern Health within this system.
- Demonstrate a clear understanding of the Allied Health Quality & Business Plan.
- Demonstrate a clear understanding of Accreditation Standards and processes.
- Identify and implement quality initiatives, participate in and, where appropriate lead multidisciplinary / departmental quality activities and undertake other relevant projects as instructed.
- Demonstrate sound knowledge of discipline specific policies and procedures, and, where appropriate and directed, develop or review these policies and procedures.
- Consistently apply Eastern Health policies and clinical procedures/guidelines in their practice.

2.5 Professional Development and Supervision

To have a commitment to and responsibility for individual professional development.

Indicators:

- Attend, actively participate and present in relevant internal and external professional development activities.
- Actively participate in and lead staff meetings and in-services.
- Model a strong commitment to professional development, ensure currency of clinical knowledge and actively integrate new learning into clinical practice.
- Support a learning culture within the professional department
- Consider opportunities for, and participate in, evaluation of clinical practice.
- Participate in formal supervision &/or actively seek supervision when needed, as per professional department guidelines.
- Provide supervision for junior staff and allied health assistants, as required by the manager
- Participate in the Performance Review process

2.6 Teaching & Research

Involvement in teaching, training and research programs.

Indicators:

- Demonstrate ability to initiate, implement and evaluate quality projects, and participate in research with support where appropriate.
- Contribute to the evaluation and development of the undergraduate student program in consultation with the student co-ordinator.
- Supervision of students and others as delegated by senior staff.
- Development and evaluation of the teaching process, education programs and educational material.
- Demonstrate a willingness to be a mentor.
- Take on a teaching role to internal and external customers as required.
- Knowledge of research, new developments and evidence-based practice in discipline specific and related areas.

2.7 Professional Leadership

Represents Allied Health or individual discipline.

Indicators:

- Willingness to take a leadership role in the department as required.
- Display strong representation of Allied Health and/ or individual discipline as part of working parties, committees and internal and external meetings and forums.
- Recognise and support and be involved in changes in work processes.
- Act as a role model for staff within Allied Health and individual discipline

3. SAFEPRACTICE AND ENVIRONMENT

Eastern Health is committed to providing and maintaining a working environment for all staff that is safe and without risk to health. All staff are to take care of their own health and safety and the health and safety of any other person who may be affected by your acts or omissions at the workplace. Understand responsibilities and accountabilities to yourself and others in accordance with OH&S legislation and Eastern Health policies and

promote a working environment that is congruent with these guidelines. This includes staff reporting of all clinical and OHS incidents and near misses, particularly those related to Occupational Violence, Manual Handling and Slips, trips and falls.

Staff are required to comply with all state legislative requirements in respect to the Occupational Health and Safety Act 2004 and the Workplace Injury Rehabilitation and Compensations (WIRC) Act 2013.

4. TRAINING AND DEVELOPMENT

Relevant, practical and timely education should direct, facilitate, enhance, and support the professional growth and practice of employees in a health environment characterised by change. All programs should endeavour to promote evidence-based practice, a problem-solving approach and to be competency based.

You are expected to participate in the personal development process on an annual basis.

5. QUALITY

As a staff member of Eastern Health staff are required to comply with Eastern Health performance standards and participate in continuous monitoring and improvement as part of your role. You are also required to comply with legislation, professional standards, and accreditation standards.

As a staff member employed by Eastern Health services, you must have and maintain the appropriate skills and knowledge required to fulfil your role and responsibilities within the organisation. In addition, you must ensure that you practice within the specifications of this position description, and where applicable within the agreed scope of practice.

You are responsible for ensuring safe, high-quality care in your work. This will include complying with best practice standards, identifying and reporting any variance to expected standards, and minimising the risk of adverse outcomes and patient harm. In addition, you will ensure that service and care are consistent with the Eastern Health approach to patient and family centered care.

6. CONFIDENTIALITY

Any information obtained in the course of employment is confidential and should not be used for any purpose other than the performance of the duties for which the person was employed. Staff are bound by the Information Privacy Act 2000 and the Health Records Act 2001.

7. EQUAL EMPLOYMENT OPPORTUNITY

You agree to adhere to the Equal Employment Opportunity policies and practices of the Health Service. Discriminatory practices, including sexual harassment, are unlawful. The Health Service will not tolerate discriminatory behaviour and any such conduct may lead to the invoking of the Disciplinary Policy and Procedure, which may result in termination of employment.

8. PERFORMANCE DEVELOPMENT

A Performance Review, that includes agreed targets, will occur three (3) months from commencement and then annually based on the duties and responsibilities outlined in this position description. This is an opportunity to review personal and the allocated work unit's service performance, facilitated by the setting of objectives/goals and ongoing evaluation of performance and achievement. Objectives will be developed annually, documented, discussed, and agreed with the immediate line manager, who will act as the assessor. The incumbent is expected to demonstrate and show evidence annually of ongoing self and allocated work unit service development.

9. EASTERN HEALTH'S PROMISE (as employer)

Our promise to our communities, patients, consumers and staff is that we will be HEALTHIER TOGETHER. Bolder than a vision for the future, our promise calls us to action. We know that working together is the only way we can achieve what is necessary for a healthier future.

Our values are ones in action and are the behaviours that matter most.

- Respect for all

- Safe always
- Partnering in care
- Learning and improving every day.

Learning from the challenges of the past and looking to the future, we understand that we are building towards a more engaged, more reliable, always safe health service in partnership with our people to improve every day.

10. ATTACHMENTS

Attachment 1 Key Selection Criteria

11. NOTE

Statements included in this position description are intended to *reflect in general the duties and responsibilities of this position and are not to be interpreted as being all-inclusive.*

Prior to accepting any offer of employment, prospective employees will be required to read and commit to the Eastern Health Code of Conduct, including {but not limited to) issues of Occupational Health and Safety, Equal Opportunity and Confidentiality.

Vaccination against infectious disease is a mandatory requirement of this role. An offer of employment is conditional on you providing evidence that you are currently vaccinated against COVID-19, prior to *commencing employment.*

Signed: Date: __/_/__

Manager: Date: / /

ATTACHMENT 1 - KEY SELECTION CRITERIA

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Essential

Key Selection Criteria

- Recognised tertiary qualification in Physiotherapy
- Current registration with the Physiotherapy Board of Australia
- Eligibility for practicing membership of the Australian Physiotherapy Association
- Advanced clinical skills in managing a complex caseload and comprehensive discharge planning using a client-centred approach.
- Broad clinical experience encompassing diverse patient presentation.
- Previous clinical experience working in an aligned clinical environment.
- High level communication skills, both written and oral.
- Demonstrated capacity to work / show leadership in a multidisciplinary team.
- Experience in supervision of staff and/or students.
- Demonstrated ability to introduce innovative practice.
- Commitment to improving own practice and undertaking quality and research activities.
- Demonstrated understanding of professional codes of conduct.

Desirable

- Participation in work practice coordination and review
- Experience in conflict resolution
- Working towards post graduate qualification would be highly regarded.
- Member, Australian Physiotherapy Association with current involvement in relevant special interest groups

Aboriginal & Torres Strait Islander Candidates

Eastern Health's Aboriginal Workforce Plan 2023 - 2026 was released in February 2023. With a strong focus on cultural safety and belonging, actions included in the Workforce Plan provide practical support for all Aboriginal and/or Torres Strait Islander staff.

An Aboriginal Employment Coordinator is available to ensure each person has culturally safe and positive employee experiences which foster belonging and access to diverse experiences and career pathways. Should you require further information regarding this position or support to complete an application, please contact the Recruitment Manager for this position or Eastern Health's Aboriginal Employment Coordinator at Aboriginal.Workforce@easternhealth.org.au