Position Title:	**Physiotherapist – Senior Clinician**
Award Classification:	Grade 3 – VG3-VG6
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 across the Murrindindi Shire. Alexandra District Health provides inpatient care for medical and surgical patients. Day and overnight surgical services are supported by visiting specialist surgeons and specialist anaesthetists.

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 diverse communities across Melbourne's east. Eastern Health is the fund holder and employer for core roles within the EMM LHSN.

ST VINCENT'S HOSPITAL MELBOURNE

St Vincent's Hospital Melbourne (SVHM) is a leading teaching, research and tertiary health service, employing 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 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 HOSPITAL

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 high-quality health care to the local community. YDMH has a broad community reach servicing a population of approximately 6,892 from the surrounding communities of Yea, Glenburn, Kinglake, Flowerdale and surrounding areas.

1. POSITION PURPOSE

The Grade 3 Physiotherapist is a senior clinician and role model who demonstrates superior consolidated clinical skills, current professional knowledge and strong leadership capability. The role leads and develops individuals and teams, provides expert clinical consultation and supports high-quality, evidence-based physiotherapy practice across the EMM LHSN.

As part of the LHSN Allied Health Leave Reliever Pilot, the Grade 3 Physiotherapist may work across all partner health services as service needs arise. The position provides senior clinical support to leave reliever staff and local teams, assists clinicians to transition safely between sites and clinical environments, and promotes consistent professional standards, clinical governance and continuity of care across the Network.

The Grade 3 Physiotherapist is expected to work independently, manage complex clinical presentations, provide leadership within multidisciplinary teams, and initiate and lead professional development, quality improvement, teaching and research activities.

2. MAJOR DUTIES AND RESPONSIBILITIES

2.1 Clinical Skills

Possesses and consistently applies specialist current clinical and management knowledge and skills, using this expertise to lead and develop individuals and teams in clinical practice across a range of EMM LHSN settings.

- Demonstrates advanced clinical expertise and provides a consulting role to physiotherapy, allied health and multidisciplinary colleagues.
- Undertakes and supports complex assessment, clinical reasoning, treatment planning, rehabilitation and discharge planning using a patient-centred approach.
- Applies current research, new developments and evidence-based practice within relevant areas of physiotherapy and related clinical fields.
- Initiates and promotes innovative, safe and effective clinical service delivery and practice.
- Supports and coordinates clinical teams to provide timely, well-organised services and continuity of care.
- Provides senior clinical support to leave reliever clinicians working across unfamiliar sites, teams or clinical environments.
- Identifies and responds to clinical risk and escalates concerns through appropriate local and LHSN pathways.
- Acts as a role model for professional values, ethics, scope of practice and high-quality clinical documentation.
- Facilitates and supports change management in a positive and constructive manner.

2.2 Communication

Demonstrates excellent interpersonal and advanced communication skills, with the ability to negotiate, consult and build effective relationships across multiple health services and levels of the organisation.

- Demonstrates advanced verbal, written and non-verbal communication across all professional domains of practice.
- Liaises effectively with patients, carers, internal and external peers, stakeholders, community agencies and multidisciplinary teams.
- Facilitates clear clinical handover and timely dissemination of information when clinicians move between LHSN sites and services.
- Demonstrates effective negotiation, conflict resolution and consultation skills.

- Promotes effective communication and collaborative relationships across allied health and partner health services.

- Supports appropriate management of complaints and service concerns, including liaison with senior clinicians and managers and implementation of practice improvements where required.

2.3 Organisational Skills

Provides leadership and innovation in organisational and time-management skills, including the ability to manage competing priorities across changing clinical environments.

- Manages and supports others to prioritise referrals, clinical workload, documentation and required activity data.

- Organises and contributes to programs, special projects, orientation and service activities as delegated.

- Assists with staff orientation, mandatory training and workforce support activities relevant to the LHSN leave reliever model.

- Supports monitoring of program and service key performance indicators and identifies opportunities for improvement.

- Maintains awareness of local site processes, resources and escalation pathways when working across the Network.

2.4 Organisational Knowledge and Service Development

Possesses a clear understanding of the factors affecting healthcare and applies this knowledge to lead activities and projects that improve services and health outcomes at local service and LHSN level.

- Demonstrates understanding of the Victorian public health system, Local Health Service Networks and the role of the EMM LHSN partner health services.

- Contributes to implementation of strategic priorities, operational plans and improvement initiatives relevant to physiotherapy, allied health and the leave reliever pilot.

- Contributes to accreditation readiness and compliance with relevant professional, organisational and quality standards.

- Identifies, leads and evaluates quality improvement initiatives across team, service, discipline or Network settings.

- Develops and reviews discipline-specific and multidisciplinary policies, procedures, guidelines and resources as required.

- Promotes consistent application of relevant policies, clinical procedures and professional standards across sites.

- Develops strong links with key stakeholders to support streamlined service delivery, cross-site collaboration and continuity of care.

2.5 Professional Development and Supervision

Leads a learning culture and supports the development, supervision and capability of physiotherapy staff, allied health assistants and students.

- Provides formal and informal clinical supervision, mentoring and professional support to physiotherapy staff, including leave reliever clinicians.

- Supports structured supervision arrangements and works with professional leads and managers to ensure appropriate clinical support is available across sites.

- Identifies capability gaps and plans or facilitates relevant professional development and competency-based learning activities.

- Promotes currency of integrated clinical knowledge and supports clinicians to translate new learning into practice.
- Supports development and maintenance of clinical competencies relevant to the range of settings in which leave relievers may work.
- Participates in performance development and supervision processes and seeks appropriate senior support regarding professional practice and strategic direction.
- Fosters leadership and succession planning within physiotherapy teams.

2.6 Teaching, Research and Quality Improvement

Initiates, leads and supports teaching, training, research and quality improvement activities.

- Initiates, implements and evaluates quality improvement and research activities and encourages staff participation.
- Supports undergraduate and postgraduate teaching, student supervision and clinical education programs.
- Develops and evaluates educational resources and learning activities relevant to clinical practice and cross-site workforce capability.
- Identifies opportunities for research and quality improvement through gap analysis, benchmarking and reflection on evidence-based practice.
- Promotes dissemination of quality and research activity through presentations, professional forums and publication where appropriate.
- Builds collaborative links with teaching organisations, professional bodies and research leaders to support learning and development.

2.7 Professional Leadership

Demonstrates strong professional leadership through representation of physiotherapy, allied health and the EMM LHSN leave reliever program.

- Acts as a senior role model and clinical resource for physiotherapy and allied health staff.
- Provides leadership within staff meetings, working groups, committees and internal or external forums as required.
- Initiates and promotes innovative service delivery and facilitates effective change within teams and programs.
- Liaises with physiotherapy seniors and managers across partner sites to support consistency, continuity and safe professional practice.
- Supports collaboration between metropolitan and regional services and contributes to development of the LHSN workforce model.
- Represents physiotherapy and/or allied health in relevant LHSN professional leadership and service-development activities.
- Demonstrates capacity to deputise for an appropriate senior physiotherapy or allied health leader when delegated.

3. SAFE PRACTICE AND ENVIRONMENT

The incumbent is required to contribute to a working environment that is safe and without risk to health, comply with relevant occupational health and safety legislation and organisational policies, and report clinical and OHS incidents and near misses in accordance with local requirements.

The Grade 3 Physiotherapist is responsible for ensuring safe, high-quality care, practising within professional scope, complying with best-practice and accreditation standards, identifying variance from expected standards and minimising risk of adverse outcomes and patient harm.

4. TRAINING AND DEVELOPMENT

The incumbent is expected to participate in ongoing professional development and performance development processes. Education and capability development should be practical, timely, evidence-based, problem-solving focused and competency based, recognising the diversity of clinical settings across the EMM LHSN.

5. QUALITY AND CLINICAL GOVERNANCE

- Participate in continuous monitoring and improvement and comply with relevant legislation, professional standards and accreditation requirements.
- Maintain the skills and knowledge required to fulfil the role and practise within the specifications of this position description and agreed scope of practice.
- Promote patient- and family-centred care and support consistent high-quality physiotherapy practice across partner services.
- Contribute to evaluation and ongoing development of the Allied Health Leave Reliever Pilot and associated workforce processes.

6. CONFIDENTIALITY AND EQUAL EMPLOYMENT OPPORTUNITY

Information obtained in the course of employment is confidential and must be managed in accordance with applicable privacy, health records and organisational requirements.

The incumbent is required to comply with Equal Employment Opportunity policies and practices and contribute to a respectful, inclusive and culturally safe workplace.

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: / /

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Attachment 1 – Key Selection Criteria

Essential

- Recognised tertiary qualification in Physiotherapy.
- Current registration with the Physiotherapy Board of Australia.
- Eligibility for practising membership of the Australian Physiotherapy Association.
- Relevant postgraduate qualifications, or commencement/progression towards relevant postgraduate study.
- Relevant senior clinical and leadership experience.
- Extensive clinical experience and/or postgraduate qualifications in an appropriate area of physiotherapy practice, with demonstrated ability to apply advanced clinical reasoning to complex presentations.
- Broad clinical experience and capacity to work effectively across diverse patient presentations, clinical environments and service settings.
- Demonstrated experience in supervision, mentoring and professional development of staff and students.
- Demonstrated experience in clinical education and development of staff capability.
- Demonstrated leadership within physiotherapy and multidisciplinary teams, including the ability to influence practice and support change.
- Advanced written and verbal communication, consultation, negotiation and conflict-resolution skills.
- Demonstrated ability to initiate and lead innovative practice, service development, quality improvement and/or research activities.
- Excellent team integration skills and the ability to establish effective working relationships across multiple services and organisations.
- Sound knowledge of community organisations, referral pathways and healthcare networks.
- Demonstrated understanding of professional codes of conduct, clinical governance, scope of practice and safe-care requirements.
- Capacity and willingness to work across EMM LHSN partner sites as service needs arise.

Desirable

- Membership of the Australian Physiotherapy Association and/or relevant professional bodies or special interest groups.
- At least seven years of experience within the physiotherapy profession.
- Experience working across more than one clinical stream, health service or care setting.

- Experience in workforce coordination, cross-site service delivery or clinical support of rotating/relieving staff.

- Leadership or participation in significant clinical research, publications, conference presentations or major quality-improvement activity.

Additional Position Requirement

This position is part of the EMM LHSN Allied Health Leave Reliever Pilot and may be required to work across all LHSN partner sites as service needs arise. The role requires flexibility, adaptability and the ability to rapidly establish safe and effective working relationships within different teams and clinical environments.