

Position Description

Position Title:	Physiotherapy Clinical Lead (Critical Care)
Classification & Salary Range:	Grade 4
Agreement Name:	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026
Position Reports to:	Professional: Physiotherapy Manager/Director of Physiotherapy Operational: Director of Physiotherapy
Last Updated:	September 2026

Position purpose

The Grade 4 Physiotherapy Clinical Lead (Critical Care) is a dynamic leader who is accountable for upholding and enhancing the profession-specific standards of practice for the Physiotherapy Profession within the designated specialty area/s or more broadly across the profession and/or allied health, as delegated by the Director or Manager of Physiotherapy. They will actively drive clinical safety, quality, improvement, research, specialty skill development and risk management within their areas of responsibility.

The Grade 4 Physiotherapy Clinical Lead (Critical Care) will take a key lead in facilitating the timely translation of evidence to practice at scale across their profession and specialty as well as leading the generation of new evidence in areas of need and opportunity within their profession and specialty.

Building and fostering effective relationships and collaborations with other clinical services, professional leads and other directorates within Physiotherapy, Allied Health and across Eastern Health more broadly will be pivotal to the success of this role and ensuring that actions are consistent with the Eastern Health Strategic Plan as well as delivering on the Eastern Health promise of *Healthier Together*.

As subject matter experts in their profession and relevant specialty area/s, the Grade 4 Physiotherapy Clinical Lead (Critical Care) will - in consultation with the Director or Manager/s of Physiotherapy - ensure active representation and contribution of their profession through partnership with key clinical, operational, quality and education stakeholders within and outside of Eastern Health to ensure and enable excellence and innovation in all areas where Physiotherapy is indicated and/or employed. They will be champions of interprofessional practice and clinical excellence at all levels.

The Grade 4 Physiotherapy Clinical Lead (Critical Care) will:

- Be a recognized clinical expert in Physiotherapy, with established strong internal/external clinical networks and peer recognition as a leader in their respective field of practice.
- Lead, develop and inspire a team of highly experienced and qualified people in accordance with the Eastern Health Values in Action, Code of Conduct and the code of conduct and/or standards of relevant professional peak bodies.
- Optimise patient care within the Physiotherapy Profession, Critical Care and Eastern Health more broadly through high levels of collaboration and effective relationships across Eastern Health directorates, programs and sites.

- Lead and drive strategies which improve patient care, outcomes, patient flow and enhance patient experience within the Physiotherapy Profession, Critical Care and across Eastern Health.
- Ensure a consistent, standardised evidence-based approach to the development and monitoring of standards and practice guidelines that ensure and improve quality, safety and risk management across the profession, specialty and more broadly as required.
- Identify and lead opportunities for innovation in both profession specific and inter-professional practice.
- Promote, support and facilitate the principle of learning and active translation of evidence to practice.
- Lead by example, actively enabling and empowering teams to expand their skills, knowledge and practices in the interests of safe, high-quality, contemporary care for patients.
- Empower and enable senior clinicians/team leaders and aspiring clinicians in Physiotherapy and Critical Care to effectively lead and grow their teams, services and practices.
- Uphold and role model a personal practice and behaviour, which ensures staff, patients, clients, residents, and visitors are treated in a courteous, respectful, and non-discriminatory manner.
- Role model, promote and ensure effective teamwork and collaboration within and between professions, programs and campuses.
- Continuously champion and enhance the value of Allied Health within the profession, program and broadly across Eastern Health and the industry.

Major duties and/or responsibilities

The Grade 4 Physiotherapy Clinical Lead (Critical Care) will:

- Have demonstrated expert clinical knowledge and skills in the relevant field of practice.
- Have demonstrated ability to provide expert clinical consultation on matters pertaining to Physiotherapy and Critical Care clinical service delivery, and healthcare delivery more broadly.
- Provide professional leadership as delegated from the Director or Manager of Physiotherapy, including the oversight of credentialing and scope of practice for their respective profession, particularly in Critical Care, ensuring an appropriately skilled and available workforce across Eastern Health by:
 - Staff are working within their scope of practice, consistent with appropriate qualifications and training.
 - Staff are credentialed to practise on recruitment to Eastern Health.
 - Escalation to the Director Profession occurs as required for any alleged or substantiated issues regarding credentialing and scope of practice of the Physiotherapy or allied health workforce, most notably those requiring contact with Australian Health Practitioner Regulation Agency (AHPRA) or for non-regulated professions to the relevant professional body.
 - Conduct and behaviour are consistent with the Eastern Health Code of Conduct and the code of conduct of professional associations.
 - Professionally inform and plan for appropriate workforce profiles for Physiotherapy and Critical Care, supporting and advising the senior program leaders via the Director or Manager of Physiotherapy regarding strategies to ensure an adequate mix of staff to support clinical supervision and safe, appropriate, effective care provision.
 - Ensure there is continuing professional education and skill development of Physiotherapy staff to meet the professional requirements of their designated role, latest evidence aligned to relevant models of care.



- Deliver and facilitate effective, evidence-based clinical supervision for your profession.
- Inform service planning within Eastern Health's programs and services.
- Implement workforce reform that contributes to achievement of Eastern Health's objectives.
- Contribute to the development, implementation and monitoring of Improvement and Innovation Plans (IIPs) relevant to Physiotherapy (Critical Care) and Allied Health, including achievement of Key Performance Indicators in line with the Eastern Health Strategic Plan, Eastern Health Allied Health Directions paper, relevant Clinical Services Plans and the Eastern Health Statement of Priorities.
- Monitor current trends, emerging issues and developments in the practice of Physiotherapy and Critical Care and their potential impact on Eastern Health.
- Review clinical incidents and provide recommendations.
- Be accountable for ongoing monitoring and improving of standards and outcomes of Physiotherapy practice within Critical Care and for addressing practices that are not consistent with policies, standards, procedures and evidence-based research.
- Promote, support and facilitate the principle of lifelong learning and active translation of evidence to practice.
- Sponsor/undertake specific work related to Physiotherapy and the specialty of Critical Care as required, which may include multidisciplinary/allied health works as directed by the Director or Manager of Physiotherapy.
- (In partnership with the Director and of Physiotherapy) Co-ordinate regular profession Critical Care meetings and communication and contribute to allied health communication as required.
- Embed and continuously enhance a dynamic culture of inter-professional, collaborative, patient-centred care and ensure that patients and staff are at all times treated with dignity, courtesy, respect and kindness.
- Uphold and role model a personal practice and behaviour, which ensures staff, patients, clients, residents, and visitors are treated in a courteous, respectful and non-discriminatory manner.
- In discussion with the Director or Manager of Physiotherapy, contribute to the development of service plans/models of care for any programs/directorates across Eastern Health, to enhance clinical coordination and integration of clinical services in an effective and efficient manner across Eastern Health.
- Liaise with other Professions, Programs, Directorates and external stakeholders as appropriate to ensure the profession operates in a safe, coordinated, integrated, efficient and effective manner.
- Foster and promote an environment of participation and collaboration in program service development and improvement through consultation with government agencies, non-government organisations and community groups.
- Actively contribute and lead activities, innovations, and daily work practices to ensure Physiotherapy, Allied Health and Eastern Health meet the requirements for accreditation under NSQHS (National Safety and Quality Health Service) standards, or any other accreditation or certification standards as relevant to the specific profession and/or specialty.
- Represent and promote Eastern Health and the profession and or/specialty at internal and external forums, conferences and events.
- Inform identification of healthcare equipment requirements for the profession and/or specialty.
- Identify opportunities to engage with consumers and incorporate their feedback/ participation within the given programs /projects.
- Prepare business cases, proposals and briefing papers.
- Lead and innovate in a delegated portfolio of work.
- Other duties as requested from time to time.

- In addition, Grade 4 Physiotherapy Clinical Lead (Critical Care) will:
- Work collaboratively with the Physiotherapy leadership team and Learning and Teaching directorate to support the development and capability of clinical staff in the provision of high quality undergraduate and/or postgraduate education programs for Physiotherapy, (Critical Care) and Allied Health and support and enable the provision of pre-registration student training.
- Work collaboratively with the research team within the Eastern Health Institute, along with the Quality and Patient Safety and the Strategy and Improvement directorates to initiate and enhance service delivery.
- Promote and conduct research, quality improvement and critical analysis to ensure Physiotherapy and Allied Health service and practice benchmarks are achieved.

Key Selection Criteria

Essential Selection Criteria:

- Excellent communication and interpersonal skills, both written and verbal.
- Demonstrated leadership and change management skills.
- Recognised clinical expertise and experience as required to effectively fulfil the role requirements and lead the profession.
- Demonstrated experience improving and enhancing clinician skills, knowledge and subsequent patient and service outcomes through continuous improvement, research and education.
- Knowledge of relevant legislation, policy directions, strategic documents, service issues and funding models.
- Experience providing clinical expertise to a variety of health professionals and healthcare stakeholders, with a commitment to excellence in the provision of health services.
- Demonstrated ability to innovate, develop and successfully implement and sustain creative solutions to complex systemic and organisational problems.
- Experience in successfully working with health care professionals and senior health service leaders.
- Ability to successfully lead and coach high performing teams and individuals and address underperformance issues as they arise.
- Demonstrated experience and expertise in developing and implementing research, quality improvement and quality assurance activities.
- Publications and conference presentations relevant to specific area of practise.
- Current driver's licence.

Key Capabilities & Attributes

- Exemplifies the Eastern Health values in action.
- Effective and adaptable communication including motivation, negotiation and conflict resolution skills.
- Adaptability and continuous improvement focus.
- Demonstrated understanding of organisational change concepts and practices.
- Teamwork and collaboration.
- Strategic perspective with a keen ability to also consider the detail.

Key Areas of Responsibility

- Supporting Director or Manager Physiotherapy in professional governance of Eastern Health Physiotherapy.
- Ensuring the delivery of safe, appropriate and effective care by Physiotherapy in the areas of Critical Care, across all relevant programs/directorates at Eastern Health.



Qualifications

- Physiotherapy qualification and registration with Australian Health Practitioner Regulation Agency
- Post-graduate qualifications in an appropriate field

Eastern Health's Promise

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. Read more about Eastern Health's strategic goals [here](#).

Our Commitment to Diversity, Equity & Inclusion

Eastern Health is committed to creating a diverse and inclusive environment that welcomes and values all people. We recognise that diversity is essential in ensuring Eastern Health provides the best service to its consumers.

Aboriginal and/or Torres Strait Islander peoples, people from the LGBTIQ+ community, people living with disability and those from a culturally and linguistically diverse background, are strongly encouraged to apply.

For more information, please click [here](#).

Aboriginal and Torres Strait Islander Candidates

Eastern Health's First Nations Employment Plan 2026 – 2028 was released in July 2026. With a strong focus on cultural safety and belonging, actions included in the Employment Plan provide practical supports for all Aboriginal and Torres Strait Islander people.

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.

For support, please contact our Aboriginal Employment Coordinator, Aboriginal.Workforce@easternhealth.org.au

Important Information

All new and existing employees are committed to the following in order to uphold Eastern Health's Promise and Values

- Uphold confidentiality as per the Privacy Act 2000 and the Health Records Act 2001
- Comply with Eastern Health code of conduct and Policy and Procedures
- Comply with Eastern Health performance standards and industry professional standards
- Participate in continuous monitoring and improvement
- Comply with legislation and accreditation standards
- Ensure service and care is consistent with the Eastern Health approach to patient and family centred care
- Eastern Health is a child safe organisation, committed to promoting the wellbeing and cultural safety of Aboriginal children, children with disabilities and all children in their diversity. More information [here](#)

Occupational Health and Safety, Quality and Improvement

Eastern Health is committed to provide and maintain 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 Compensation (WIRC) Act 2013.

Eastern Health employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety and Improvement by:

- Participating in and actively contributing to quality improvement programs
- Complying with the requirements of the National Safety & Quality Health Service Standards
- Complying with all relevant clinical and/or competency standards
- Complying with the principles of Patient and Family Centred Care that relate to this position

For more information about Quality and Safety please click [here](#) or for Staff Wellbeing please click [here](#).

Eastern Health is a child safe organisation, committed to promoting the wellbeing and cultural safety of Aboriginal children, children with disabilities and all children in their diversity.

Final 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.

Application support

If you require supports or adjustments with submitting your application or throughout the recruitment process, you are welcome to contact the hiring manager or the Talent Acquisition Team on (03) 9955 7555 option 1 (for current employees please select option 2).

Candidate statement

I _____ have read, understood and accepted the above Position Description and associated Attachments.

Signed: _____

Date: _____

