Position Description

Position Title:	Grade 2 Physiotherapist
Classification & Salary Range:	Physiotherapist Grade 2
Agreement Name:	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026
Position Reports to:	Operational: Designated Allied Health Manager (Program) Professional: Designated Grade 3 or 4 Physiotherapist > Director of Physiotherapy
Last updated:	9/10/2026

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.

Major duties and/or responsibilities

- **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.

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.

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.

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.

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

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.

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

Key Selection Criteria

Essential 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
- 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 Selection criteria:

- 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

Qualifications

(Recognised tertiary qualification in Physiotherapy

Current registration with the Physiotherapy Board of Australia

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 LGBTIQA+ 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

- To uphold confidentiality as per the Privacy Act 2000 and the Health Records Act 2001
- To comply with Eastern Health code of conduct and Policy and Procedures
- To comply with Eastern Health performance standards and industry professional standards
- Participate in continuous monitoring an 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 Compensations (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. **Child Safety | Eastern Health**

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: _____

Role specific Attachments

Eastern Health Physiotherapy provides health care in the areas of acute care, aged care, rehabilitation within the inpatient and ambulatory care setting, community health and mental health from campuses including:

- *Angliss Hospital*
- *Box Hill Hospital*
- *Blackburn Hospital*
- *Healesville Hospital*
- *Maroondah Hospital*
- *Peter James Centre*
- *Wantirna Health*
- *Yarra Ranges Health – Lilydale*
- *Yarra Valley Community Health Service*

Although this position may be aligned with a single campus within Eastern Health – there could be an expectation to work at any campus or combination of campuses located within the Eastern Health service.