Position Description

Position Title:	**Physiotherapist**
Classification & Salary Range:	**Physiotherapist Grade 3**
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 4 Physiotherapist > Director of Physiotherapy**
Last updated:	**29/9/26**

Position purpose

The Grade 3 will be a role model for others, demonstrating superior consolidated skills. They are expected to lead and develop individuals and teams, and to have currency of professional knowledge, skills and external influences

Major duties and/or responsibilities

- **Clinical Skills**
  - Possesses and consistently applies specialist current clinical/ management knowledge and skills and applies this to lead and develop individuals and teams in clinical practice.

  Indicators
  - Demonstrates clinical expertise with a consulting role to both internal and external customers.
  - Demonstrates clinical expertise through knowledge of research, new developments and evidence-based practice in in relevant area of specialisation/ program and related areas and the capacity to implement these in the service.
  - Initiates and promotes innovative clinical service delivery/ practice.
  - Supports and coordinates the clinical team to provide timely, well organised services.
  - Demonstrates ability to understand and apply human resources policies in management of staff.
  - Understands Eastern Health policies and legislative requirements which impact on wider clinical issues and practices.
  - Acts as a role model for staff in promoting professional values and ethics in clinical practice.
  - Facilitates and supports change management in a positive and supportive environment.

- **Communication**
  - Possesses exhibits excellent interpersonal and significant communication skills and the ability to negotiate and consult widely at all levels.

  Indicators
  - Demonstrates advanced verbal and written communication skills in all professional domains of practice.
  - Demonstrates the capacity to liaise with internal and external peers, stakeholders and clients.
  - Demonstrates proven ability to negotiate conflict resolution.
  - Demonstrates timely dissemination of information to and from the team and higher management bodies.
  - Promotes effective communication and relationships with allied health.
  - Manages complaints in a timely and effective manner, including liaison and work with seniors and managers to reflect upon complaints and implement changes in practice where necessary.

- **Organisational Skills**
  - Provides leadership and innovation in organisational and time management skills.

  Indicators
  - Manages and provides assistance to others in prioritisation and completion of tasks such as timely response to referrals and completion of necessary statistics.
  - Ability to organise staffing, programs and special projects, as delegated.
  - Demonstrates ability to understand and apply human resources policies in management of staff.
  - Assists in organising/leading recruitment, staff orientation and mandatory training as required/ delegated.
  - Assists in monitoring and reflecting on program specific key performance indicators.

- **Organisational Knowledge / Development**
  - Possesses a clear understanding of the factors affecting healthcare, and applies this knowledge to lead activities and projects which deliver improved services and health outcomes at a campus and Eastern Health level.

  Indicators
  - Demonstrates a capacity and willingness to deputise for the department / program manager as an active participant in succession planning.
  - Demonstrates a capacity to facilitate the strategic direction of Eastern Health, reflecting a clear understanding of the key issues within the public health system.
  - Contributes to and demonstrates accountability in the development of the individual department, program/ stream, campus and Eastern Health Operation and Improvement Plans.
  - Actively contributes to preparation for and achievement of Accreditation Standards.

- Identifies and implements quality initiatives, leads team, program, campus multidisciplinary, department and Eastern Health quality activities.
- Fosters leadership in other staff by facilitating their participation in quality activities and other initiatives.
- Develops and reviews discipline specific and multidisciplinary policies and procedures and encourages participation of other staff in this process.
- Applies Eastern Health policies and clinical procedures / guidelines in practice and instill the same principles in others.
- Demonstrates an understanding of financial policies or willingness to learn.

- **Professional Development and Supervision**
  - Demonstrates a capacity to apply and integrate knowledge from higher level studies into the development and implementation of practice and program initiatives.

Indicators

- Integrates strategic direction with knowledge of gap analysis to plan and implement relevant internal and external professional development activities.
- Acts as a role model in demonstrating a strong commitment to professional development across the department / program, in order to ensure currency of integrated clinical knowledge.
- Leads and implements a learning culture within the professional department.
- Initiates opportunity for, as well as instills in others, participation in the evaluation of clinical practice.
- Undertakes and ensures the participation of others in a formal supervision process, including annual performance appraisals and a framework for regular structured supervision/mentoring sessions for staff.
- Liaises and seeks supervision from line manager with respect to both department / program strategic direction.
- Liaises and seeks supervision from line manager with respect to own performance management / expectations.
- Oversees the supervision structure for clinicians including liaison and assistance from professional leads.
- Develops clinical competency within the stream/program
- Ensures professional competencies for staff are up to date
- Work with seniors and managers to ensure succession planning for staff is completed.

- **Teaching and Research**
  - Initiates, leads and supports other staff in teaching, training and research programs.

Indicators

- Demonstrates an ability to initiate, implement and evaluate research and encourages staff to participate in research and quality projects.

- Promotes an organisational commitment to research and significant quality activities.
- Demonstrates leadership of undergraduate student programs and training.
- Promotes research via publication or presentation at Allied Health forums and encourages other staff to do so.
- Maintains strong links with Eastern Health Professorial staff / units.
- Develops collaborative links with significant teaching organizations and professional bodies in order to facilitate and promote post graduate and undergraduate learning opportunities.
- Demonstrates strong mentoring skills within the multidisciplinary Allied Health team.
- Identify potential for research/quality improvement projects through gap analysis, reflection on evidence based practice and benchmarking.
- Develop strong links with EH research leaders in order to develop research skills and interest in staff members.
- Facilitates education and promotes a culture of evidence-based practice and ongoing professional development within the team.
- Participates and actively encourages ongoing development in (stream/area)

- **Professional Leadership**
  - Demonstrates strong leadership abilities by representation of a campus department or program as well as representation of Eastern Health.
- **Indicators**
  - Demonstrates a strong leadership role in one's department / program.
  - Demonstrate leadership in staff meetings via identification of relevant issues providing a forum for open communication.
  - Displays strong leadership of Allied Health &/or individual discipline as part of working parties, committees and internal / external forums.
  - Initiates and promotes innovative service delivery
  - Initiates and leads working parties at an Eastern Health level.
  - Recognizes and facilitates the process of change within the department / program.
  - Acts as a role model for staff within the Eastern Health Allied Health team including the discipline specific Professional Leadership Groups.
  - Liaises with physiotherapy seniors across sites and programs to ensure consistency and continuity of services.
  - Develops strong links wit the key stakeholders to ensure streamlined service delivery.
  - Is a member of, or has involvement with, Eastern Health Allied Health/ discipline specific Professional Leadership Groups and participates in projects on behalf of these?

Key Selection Criteria

Essential Selection criteria:

- Recognised tertiary qualification in relevant discipline.
- Current registration Australian Physiotherapy Board
- Eligibility for Membership of Professional Association.
- Relevant clinical and leadership experience.
- Extensive clinical experience and/or post-graduate qualifications in the appropriate specialised field e.g. musculoskeletal, neurology, gerontology, management, or progression towards these with a commitment to their completion.
- Experience in supervision of staff and students.
- Experience in leadership of staff, including professional development and supervision.
- Experience in clinical education of staff and students.
- Excellent team integration skills.
- Sound knowledge of community organisations and networks.

Desirable Selection criteria:

- Membership of Australian Physiotherapy Association(s) and other professional bodies within field of practice.
- At least 7 years of experience within the Physiotherapy profession.
- Relevant post graduate qualifications, or commencement thereof
- Leadership / participation in significant clinical research & international / national publications and conference presentations.

Qualifications

- *Recognised tertiary qualification in Physiotherapy*
- *Current registration Australian Physiotherapy Board*
- *Eligibility for Membership of Professional Association*
- *Relevant post graduate qualifications, or commencement thereof*

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.