

Position Description

Position Title:	Women's Health Physiotherapist
Reports to:	Physiotherapy Manager
Department:	Physiotherapy
Directorate:	Community Care and Mental Health
Cost centre:	N3002
Code & classification:	Grade 3 (VB7-VC1)
Employment conditions:	Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2021-2026 and its successors; and GV Health policies and Procedures (and as varied from time to time)

GV Health is an equal opportunity employer and continually strives to build a diverse, equitable and inclusive workforce that reflects our community. We encourage applications from people of all backgrounds.

Statements included in this position description are intended to reflect in general the duties and responsibilities of the position. It is not intended to be an exhaustive list of responsibilities, duties and skills required. GV Health may alter the duties of this position description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).

POSITION SUMMARY

The Grade 3 Women's Health Physiotherapist works within the wider Physiotherapy Department at Goulburn Valley (GV) Health. The Physiotherapist in this role will hold specialist clinical knowledge in the field of Women's Health / Pelvic Health Physiotherapy. The role will be largely based at the Graham St Campus in the Physiotherapy Outpatients, but may include other sites such as Primary Care Connect and provides high-quality care to patients across the Goulburn Valley.

They will work closely with the maternity ward, antenatal clinics, midwives and the gynaecology team, and provide treatment and education on continence/pelvic floor management, antenatal and postnatal management.

The service receives referrals for pelvic floor related issues coming from health practitioners, including GPs. They are responsible for providing high-quality patient care through the application of specialised Physiotherapy clinical skills in assessment, planning, implementation of treatment and management based on the current evidence, including self-management, communicating and information sharing with other services and health professionals

The Women's Health Physiotherapist will oversee the operation of the outpatient women's health Physiotherapy clinic and monitor the uptake of this service, review guidelines, documents and processes, to ensure the service is optimised and timely care is delivered.

They will work closely with other Grade 3 Physiotherapists, particularly in the outpatient clinics and report directly to the Physiotherapy Manager

RESPONSIBILITIES AND DUTIES

The following duties are inclusive of but not limited to

- Provision of high-quality Physiotherapy services – including management of antenatal and postnatal care, assessment and treatment of gynaecological issues related to pelvic floor and incontinence conditions in women.
- Plan, develop, implement and evaluate relevant health education for clients in conjunction with other team members and agencies.
- Monitor and review Physiotherapy assessment care planning and evaluation processes to ensure best practice is achieved.
- Maintain open and effective channels of communication with clients and their carers, professional colleagues, the health care team and external providers.
- Participate in the preparation and provision of reports required for the Physiotherapy Manager
- Assist in the triage & monitoring of women's health physiotherapy referrals, wait list and service demand and identify service provision gaps.
- Ensure post graduate & under graduate students are supervised and workload is monitored.
- Provide high-quality services to internal customers and consumers that reflects best practice and adds value to GV Health
- Assist the organisation in achieving clinical effectiveness by providing the appropriate systems, information or services to clinical areas
- Identifying and developing efficient and effective models of care
- Advise and educate medical, nursing and allied health staff in evidence-based Physiotherapy for women's health related conditions.
- Provide supervision of junior physiotherapists and physiotherapy students where appropriate
- Work collaboratively to maintain a positive workplace culture

1. Provide quality and safe clinical care for consumers

- Ensure consumers, families/representatives or carers are provided with timely information and are involved in decision making about their care planning and treatment
- Accept accountability for own actions and seek guidance when a situation exceeds experience and/or knowledge
- Uphold and protect consumer rights, maintain strict confidentiality and continually practice to the principles of open disclosure
- Comply with best practice healthcare standards, legislation, and GV Health's Clinical Governance Framework and clinical practice guidelines
- Consumer feedback and complaints are responded to appropriately to ensure that issues are resolved and quality and safe clinical care is provided
- Maintain accurate and current clinical records ensuring documentation meets professional and legal standards
- Promptly report vital consumer observations that are outside the normal range as per clinical guidelines
- Ensure an effective discharge from hospital or services that reflects the needs of the consumer.

2. Develop and maintain collaborative relationships with all disciplines

- Collaborate and communicate with all members of the health care team to achieve desired consumer outcomes
- Respect the decisions and actions of others
- Contribute to appropriate interdisciplinary team meetings and clinical education sessions to facilitate consumer care goals.

3. Support and participate in evidence-based programs to evaluate and improve the quality of consumer care and outcomes

- Maintain current knowledge of clinical practice
- Actively participate in identifying where improvements can be made to the quality of consumer care
- Participate in clinical audits, research, process redesign and accreditation against healthcare standards to ensure ongoing clinical practice improvement and the quality of consumer care.

4. Commit to ongoing professional development of self, other employees and the profession

- Maintain and demonstrate regulated clinical skills and competencies by undertaking professional development and completing mandatory training as defined by GV Health
- Undertake credentialing and review of scope of practice and work within these
- Improve performance by seeking feedback, setting goals and participating in annual performance reviews
- Support the development of others by acting as a resource to colleagues and participating in orientation and precepting of new employees and supervising students
- Provision of appropriate supervision to less experienced clinical employees
- Participate in committees and professional groups and disseminate relevant information to other health care professionals.

KEY SELECTION CRITERIA

Formal Qualification(s) and Required Registration(s):

- Bachelor of Physiotherapy (or equivalent)
- Current registration with the Australian Health Practitioner Regulation Agency as a Physiotherapist

Essential:

- Commitment to the GV Health Values of *Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour*
- Minimum of five years' experience with excellent clinical skills, ideally in a senior clinician role
- Knowledge & experience based on the current evidence in the management of antenatal & postnatal care, gynaecological issues related to pelvic floor & incontinence issues
- Ability to advise & educate medical, nursing & allied health staff of the evidence & efficacy in Physiotherapy continence & pelvic floor management
- The ability to work as an individual practitioner within the inter-grated services and inter-disciplinary team environment including the ability to initiate and maintain effective professional relationships.
- Ability & enthusiasm to supervise & mentor Physiotherapists & post graduates & undergraduates in this speciality area of practice
- Sound understanding of Physiotherapy models of care across the outpatient and inpatient settings including the prioritisation of patients based on clinical need and organisational requirements
- Current driver's licence

Desirable:

- Relevant post-graduate training or qualification in Continence and Women's Health (or working towards same)
- Knowledge of delivering services to people from diverse backgrounds including culturally and linguistically diverse and Aboriginal and Torres Strait Islander communities
- Australian Physiotherapy Association (APA) Membership

KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Registration is maintained and working within scope of practice
- Attendance and active participation at meetings as required
- 100% compliance with core competencies and training requirements as outlined in the GV Health Education Framework
- Deliver Physiotherapy services in line with established departmental guidelines and best practice.
- Ensure that Physiotherapy referrals and services are prioritised in line with departmental guidelines.
- Evaluation of Physiotherapy service delivery to ensure best practice
- Effective management and prioritization of waiting lists
- Maintaining working relationships with maternity ward & their division
- Evidence of ongoing professional development
- Submit stats in a timely manner
- Adhere to Australian Physiotherapy Code of Conduct.
- Development and maintaining of collaborative relationships with all other teams and professionals;
- Promoting and enabling of efficient teamwork and service provision both within the department and/or organisation and with other service providers;
- Ability to contribute to a safe working environment and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity;

AT GV HEALTH ALL STAFF ARE REQUIRED TO

- Maintain an understanding of individual responsibility for consumer safety, quality and risk and adhere to the relevant policies, procedures and guidelines;
- Development and maintaining of collaborative relationships with all other teams and professionals;
- This role may from time to time deal with distress, anxious or upset consumers or members of the public. GV Health is committed to the physical and psychosocial safety of our staff. GV Health staff are required to comply with all safety related training, look after the safety and well-being of themselves and each other, and actively foster a safe working environment;
- Maintain a safe working environment for yourself, your colleagues and members of the public;
- Identify, report and manage risks and ensure actions are taken to prevent and minimise harm to consumers and the GV Health workforce;
- Contribute to organisational quality and safety initiatives;
- Observe and comply with child safe principles, standards and expectations of appropriate behaviour toward and in the company of children;
- Complete the mandatory training requirements as defined by GV Health and actively engage in the Performance Development Review process;
- Minimise the risk of infection to consumers, residents, employees, visitors, contractors and the general public;
- Seek internal customer or consumer feedback and respond accordingly to identify areas of needs;
- Comply with requirement of National Safety and Quality Health Service Standards and other relevant standards, regulations and legislative requirements;
- Comply with the principles of patient and family centred care;
- Not smoke or vape on GV Health premises;
- Comply with immunisation requirements as per the Department of Health Victoria;

- Comply with all applicable to position pre-employment checks, which may include but is not limited to; police checks, working with children's check (WWCC), National Disability Insurance Scheme (NDIS), Aged Care screening requirements.

ACCEPTANCE:

I acknowledge and accept that this Position Description represents the general outline of duties, responsibilities and accountabilities that are expected of me in my employment in the position, and may not encompass every aspect of the position. I understand that The GV Health reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

I acknowledge and accept that I must complete and maintain all relevant pre-employment screening and checks for successful employment.

I acknowledge and accept that that I have read and fully understand this Position Description. I agree that I have the ability to fulfil the inherent requirements of the position, and accept my role in fulfilling the responsibilities, activities, duties and generic position requirements.

I acknowledge I will be required to undertake the duties as set out in the position description (and any other duties as requested in accordance with my skills and experience) to the best of my ability and, at all times follow lawful direction.

By accepting the contract of employment, I am agreeing to duties and obligations within the Position Description.

Community Care & Mental Health

Women's Health Physiotherapist – Grade 3

Reviewed by:	Physiotherapy Manager
Issue Date:	March 2025

ABOUT US

Goulburn Valley (GV) Health is a Regional Public Hospital and Health Service for the Hume Region of Victoria, with main campuses located at Shepparton, Tatura, Rushworth and Euroa. The main campus in Shepparton is the major acute referral hospital for the sub region. Additional satellite sites are also located in Shepparton, Seymour, Benalla, Cobram, Echuca and Wodonga. GV Health provides a range of acute, subacute, mental health, aged, primary health and community services.

OUR PURPOSE

To significantly improve the health and wellbeing outcomes and experiences of the people and communities in our care.

OUR VALUES

GV Health's culture centres around our CREATE values and behaviours. Through these values and behaviours we commit to delivering ongoing quality healthcare for our community:



GV Health Vision and Values: [Values and Vision - GV Health](#)

OUR STRATEGIC PLAN

The Goulburn Valley Health Strategic Plan 2024-2026 provides the direction for GV Health with our five strategic pillars being:

- Health and Wellbeing Outcomes: Improve health and outcomes for the population in our region
- Community and Consumer Experience: Ensure everyone has an outstanding personalised experience
- Our Staff Experience: Our people feel connected, supported, safe and well
- Responsible Workplace: Be sustainable and efficient
- Health Equity: Embrace differences in how we design and deliver healthcare

GV Health Strategic Plan: [Strategic Plan 2024-2026 - GV Health](#)

FOR MORE INFORMATION

Application tips: [Application Tips - GV Health](#)

GV Health: <https://www.gvhealth.org.au/about/>

Child Safety and Wellbeing: [Child Safety and Wellbeing - GV Health](#)

Living in Goulburn Valley: [Goulburn | Regional Living Victoria](#)

GV Community Connector: [Community Connector Program for Businesses](#)