

Position Description

Position Title:	Grade 3 Physiotherapist
Reports to:	Manager – HIP Rehabilitation Services
Department:	Community Rehabilitation Centre
Directorate:	Community Care and Mental Health
Cost centre:	F0752
Code & classification:	Physiotherapist Grade 3 (VB7-VC1)
Employment conditions:	Allied Health Professionals (Victorian Public Sector) Single Interest 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 Physiotherapist is a senior clinical position within the Community Rehabilitation Centre (CRC) at Goulburn Valley Health. This role performs a pivotal role in the delivery of high quality, evidence-based, patient centred Physiotherapy to patients with varied health conditions, and who come from diverse cultural communities.

CRC is an episodic, goal-orientated and time-limited service that promotes health independence and minimising unplanned hospital admissions. CRC services are centre based, and as indicated may include input at a patients' home on a 1:1 basis or as part of the multidisciplinary team (MDT).

Working autonomously and as part of the MDT, the Grade 3 Physiotherapist is responsible for assessing, planning, implementing and evaluating rehabilitation programs that optimise patients' function, health independence, and quality of life.

This position involves the management of a varied clinical caseload that includes complex and chronic neurological, musculoskeletal, cardiorespiratory, and age-related conditions health. This role requires advanced clinical expertise, clinical reasoning, communication skills, and the ability to mentor junior staff and students.

As a senior position, the Grade 3 Physiotherapist will work alongside the Manager and Team Leaders to complete quality improvement and assurance activities that ensures CRC is a high functioning, high performing team and effective health service.

This position, amongst others, is responsible for promoting GV Health as a quality regional health service provider.

RESPONSIBILITIES AND DUTIES

The following duties are inclusive of but not limited to:

- Conduct comprehensive Physiotherapy assessments
- Develop, implement, and evaluate individualised treatment and rehabilitation plans
- Apply advanced clinical reasoning to manage complex or chronic conditions
- Monitor patient progress and adjust interventions as required to achieve optimal outcomes
- Collaborate with patients and carers/families to establish meaningful patient centred goals and outcomes
- Provide education and self-management strategies tailored to the patient's condition and rehabilitation needs
- Advocate for patient's needs within the healthcare and community settings as required
- Work effectively as part of a multidisciplinary team, contributing to case conferences and care planning
- Liaise with general practitioners, specialists, and other health/service providers to ensure continuity of care
- Provide clinical supervision and mentoring to Grade 1/2 Physiotherapists, students and staff as required
- Facilitate in-service education sessions and contribute to skill development within the team
- Participate in the planning, evaluation, and improvement of Community Rehabilitation Centre programs and services. This includes quality improvement and assurance initiatives
- Contribute to data collection, audits, and research activities to inform evidence-based practice
- Stay updated with current best practices, guidelines, and emerging trends in Physiotherapy and rehabilitation practices
- Maintain accurate and timely clinical documentation in line with legal and organisational standards
- Manage caseload efficiently and contribute to waitlist management and prioritisation, including triage
- Support Manager and Team Leaders in ensuring CRC is a high performing and high functioning team with a strong culture

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:

- Demonstrated advanced clinical knowledge and experience in the assessment and management of clients with chronic and complex rehabilitation needs
- Experience working effectively within multidisciplinary teams, including coordination of care with other health professionals, patients, and carers/family members
- Highly developed written and verbal communication skills, including the ability to build rapport with patients and carers from diverse cultural backgrounds, and provide clear clinical documentation
- Demonstrated capacity to provide clinical supervision, mentoring, and support to staff and students
- Experience in contributing to quality improvement initiatives, service development, or evidence-based practice within a healthcare setting

- Strong ability to prioritise workload, manage time effectively, work independently and as part of a team
- Proficiency in the use of clinical information systems and digital technologies to support service delivery and maintain accurate documentation
- Demonstrated commitment to ongoing professional development and evidence of participating in continuing education or research activities relevant to Physiotherapy
- Current Australian driver's licence

Desirable:

- Post-graduate training or qualification relevant to role
- Knowledge of delivering services to people from diverse backgrounds including culturally and linguistically diverse backgrounds

KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Registration is maintained and working within scope of practice
- GV Health code of conduct and professional body code of ethics is adhered to
- 100% compliance with mandatory training requirements
- Effective maintenance of individual caseload, and discipline/group waitlists
- Active participation in meetings, case conferences, in-services and performance development reviews
- Demonstration of GV Health values and behaviours, being a role model for living the values, Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour;
- 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;
- Accurate and timely data entry via HMS platform
- Performance of role in line with established department model of care, guidelines, policies and procedures and ensure best practice
- Completion of regular work duties and responsibilities

AT GV HEALTH ALL STAFF ARE REQUIRED TO

- Demonstration of GV Health values and behaviours, being a role model for living the values, Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour;
- 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.

Directorate	Community Care and Mental Health
Reviewed by:	Rhys Noble
Issue Date:	May 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](#)