

# Position Description

<b>Position Title:</b>	Physiotherapist – Grade 2
<b>Reports to:</b>	Manager Hospital Avoidance Programs
<b>Department:</b>	HARP-DMT
<b>Directorate:</b>	Health independence Programs
<b>Cost centre:</b>	D0002
<b>Code &amp; classification:</b>	Physiotherapist Grade 2 (VB1 - VB4)
<b>Employment conditions:</b>	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)

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**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).

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## POSITION SUMMARY

The HARP Disease Management Team operates within the broader Health Independence Programs (HIP) which includes the Hospital Admission Risk Programs (HARP), Sub acute Ambulatory Care Services (SACS), Post-Acute Care (PAC) and Residential in-Reach. The Health Independence Programs aim to facilitate improved health outcomes and enable a better client journey across the care continuum.

The HARP-DMT adopts a supportive interdisciplinary approach to provision of care. The program is co-located within the Integrated Care Services building, which houses a suite of ambulatory based services aimed at improving service coordination.

The physiotherapist is an integral member of the multidisciplinary Hospital Admission Risk Program - Disease Management Team (HARP-DMT). The HARP-DMT aims to reduce or prevent hospital presentations/admissions by clients with chronic heart failure or chronic respiratory disease. Targeting clients who have recently been discharged from hospital after an exacerbation of their condition, the team provides clients with home visits to provide support, education and encourage self-management and health optimisation.

As team physiotherapist, you would be responsible for providing home and community-based physiotherapy services to these clients with chronic heart failure or chronic respiratory disease. Services provided by the physiotherapist include home visits, coordination and provision of rehabilitation groups, and supporting enrolled nurses to conduct home exercise programs with clients. Physiotherapy input is targeted at specific management strategies for CHF and COPD, as well as general interventions to maximise each client's functioning.

## **RESPONSIBILITIES AND DUTIES**

**The following duties are inclusive of but not limited to the following:**

*In collaboration with the Coordinator of the HARP-DMT and the multidisciplinary team:*

- Work independently (as part of the multidisciplinary team), within available resources and timeframes.
- Provide high quality (discipline-specific) clinical services across clients' care trajectory: assessment, care planning, therapy (including self-management skill building), review and discharge planning, aiming to maximise clients' functional outcomes and assist them to meet their goals.
- The PTs primary tasks are:
  - Subjective and objective examination
  - Establishment of home programs e.g. where appropriate with desensitisation techniques, mirror therapy, body mapping / laterality retraining, imagined movements
  - Exercise prescription
  - Modification of exercise programs
  - Identifying fear in clients attempting exercise and focus on functional, goal orientated movements
  - Use of equipment e.g. tape, bracing, TENS etc as required.
  - Referral onto other services as appropriate.
- Work collaboratively with the multidisciplinary team and external service providers to offer specialist PT liaison, consultation, education and clinical practice, towards the goals of optimum client assessment and person-centred care planning and delivery.
- Ensure that all practice is within the philosophy, intent and standards prescribed by the relevant allied health professional body clinical and ethical guidelines and that practices are consistent with policies, procedures and evidenced-based research.
- Establish and maintain networks with local, regional and state-wide PTs, especially those practicing in pain services.
- Other tasks as directed by the DMT Clinical Coordinator.
- Supervision of enrolled nurses and being available to help other Physiotherapists with clients active in the HARP-DMT program.
- Provide a high quality service 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

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## **KEY SELECTION CRITERIA**

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

- Approved tertiary qualification and current registration with the Australian Health Practitioner Regulation Agency as a Physiotherapist

### **Essential:**

- Broad knowledge of Physiotherapy management and the clinical evidence for those with musculoskeletal, rheumatologic, chronic conditions, and acute and chronic pain management

- Demonstrated knowledge and experience in the planning, implementation and evaluation of current Physiotherapy practice for management of patients with chronic/complex conditions and adaptation of exercise for people with a disability.
  - An ability to work collaboratively as an individual practitioner within a multidisciplinary team environment.
  - Experience in developing & delivering group therapy and education programs.
  - Proven organisational and time management skills with an ability to prioritise and manage a diverse caseload.
  - Excellent interpersonal, written and verbal communication skills, including computer literacy and the ability to produce well written reports.
  - Current driver's license or eligibility for one.
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## **KEY PERFORMANCE INDICATORS**

**Your performance will be measured through your successful achievement of:**

- Demonstrating of GV Health CREATE values and behaviours and being a role model for living the values of Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour;
  - Actively participate in quality improvement activities within HARP-DMT
  - Participate in team reviews of practice and processes
  - Ensure that referrals for PT are prioritised and seen within a timely manner
  - Assist in the Evaluation of PT service delivery to ensure best practice
  - Deliver PT services in line with established HARP-DMT guidelines and processes.
  - Submit required data in a timely manner
  - 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
  - Active participation in the Performance and Development review process
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## **ALL GV HEALTH STAFF ARE REQUIRED TO**

- Demonstrate GV Health's CREATE values and behaviours and being a role model for living the values of 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;
- Develop and maintain collaborative relationships with all other teams and professionals;
- Promote and enable efficient teamwork and service provision both within the department and/or organisation and with other service providers;
- Contribute to a safe working environment and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity;
- 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 and maintain all 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;
- Comply with requirements of the 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 Victorian Department of Health Victoria;
- Comply with all applicable position pre-employment checks that are relevant to the role, which may include but is not limited to; police checks, Working with Children's Check (WWCC), National Disability Insurance Scheme (NDIS) and Aged Care screening requirements;
- In this role you may occasionally interact with distressed, anxious or upset consumers or members of the public. GV Health is committed to the physical and psychosocial safety of our staff. All 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.

#### **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 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.

**Health Independence Programs**

**Physiotherapist HARP-DMT**

**Reviewed by:**

**Manager Hospital Avoidance programs**

**Issue Date:**

**April 2026**

## 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](#)