

Position Description

Position Title:	Grade 1 Physiotherapist (Graduate)
Operationally Reports to:	Relevant Department Manager
Professionally Reports to:	Chief Allied Health Officer
Department:	Various
Directorate:	Community Care & Mental Health & Chief Allied Health Officer
Cost centre:	Various
Code & classification:	Physiotherapist Grade 1, Years 1 – 5 (VA3-VA7)
Employment conditions:	Allied Health Professionals (Victorian Public Health 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 1 Graduate Physiotherapy rotational program helps to support new graduate physiotherapists to gain experience across a variety of clinical areas and help them to increase their overall clinical skills in the public health environment. Each rotation will offer an opportunity to refine a variety of grade 1 capabilities appropriate to different clinical areas. This position supports the transition of the new graduate physiotherapist to independent practice by supporting learning needs, enhancing clinical exposure and setting professional practices that encourage lifelong learning.

Graduate Grade 1 Physiotherapists will function as a member of the multidisciplinary care team who strive to deliver excellent patient care to patients and their families. They will be responsible for the delivery of high-quality physiotherapy care through applying clinical skills in the assessment, planning, treatment and management of patients/clients in their designated work area.

Grade 1 Physiotherapists will work in a rotational role across different areas every 4-months including:

- Surgical
- Medical
- Critical care unit (CCU)
- Subacute (rehabilitation)
- Subacute (geriatric evaluation & management (GEM) & palliative care)
- Outpatients (including hand therapy)
- Community rehabilitation centre (CRC)
- Ambulatory aged care programs (AACP)
- Leave cover

There may also be future opportunities to rotate / work in other areas such as paediatrics, maternity/women's health, continence, chronic pain, Rural Allied Health Team (RAHT) & the emergency department (ED). Rotations may be changed based on clinical need & service demand.

Physiotherapists at GV Health provide comprehensive services to emergency, acute, and subacute inpatients, as well as to outpatients & community. Our physiotherapy services are patient focused, efficient and effective, consistently meeting established standards of excellence.

Our teams always strive for continuous improvement, with ongoing evaluation of the quality and outcomes of physiotherapy intervention. This position amongst others is responsible for promoting GV Health as a quality regional health service provider.

Physiotherapists at GV Health, whether graduate or experienced, will apply current evidence-based practice and develop effective methods of patient management, communication and information sharing with other services and health professionals. This position is supported by management and senior physiotherapists within the clinical areas for leadership, management and quality improvement.

RESPONSIBILITIES AND DUTIES

The following duties are inclusive of but not limited to

- Provision of physiotherapy services including assessment, treatment and management of patients, within an independent case load
- Demonstrate appropriate clinical skills and capabilities at a grade 1 level
- Demonstrates awareness of own limitations in knowledge, seeking appropriate support and demonstrating a commitment to ongoing professional development
- Effective discharge planning, care co-ordination, referral and education for patients and carers
- Attend relevant huddles, Daily Operating Systems (DOS), and handover meetings to represent the physiotherapy perspectives in patient care and discharge planning.
- Positive participation in scheduled clinical supervision sessions as outlined in the Allied Health Clinical Supervision procedure
- Participate in regular departmental in-services & education programs
- Participation in individual and group quality improvement initiatives
- Actively facilitates the experience and learning of students undertaking clinical placement
- Participation in the rotational weekend & public holiday roster as required
- Provide a high-quality service to internal customers and consumers that reflects best practice and adds value to GV Health.

KEY SELECTION CRITERIA

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

- Successful completion of a Bachelor of Physiotherapy or equivalent professional entry level qualification
- Current registration with the Australian Health Practitioner Regulation Agency (AHPRA) as a Physiotherapist (or eligible for registration upon graduation)

Essential:

- Sound understanding of physiotherapy practice in the inpatient and community setting, across a range of clinical areas including musculoskeletal, neurological, respiratory and geriatrics.
- Sound communication and interpersonal skills including an ability to liaise with a wider range of internal and external providers at all levels

- Demonstrated ability to work effectively within an inter-disciplinary team environment
 - Excellent organisational skills and an understanding of efficient time management
 - Willingness to participate in a positive manner in clinical supervision programs
 - Ability to work as part of a rostered weekend service
 - Ability and willingness to work effectively within a multidisciplinary team environment, including the ability to create and maintain effective professional relationships.
 - Clear National Disability Insurance Scheme Worker Screening Check prior to commencement of employment
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KEY PERFORMANCE INDICATORS

- AHPRA 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
 - Regular participation in the clinical supervision program
 - Active participation in the Performance and Development Review (PDR) process
 - Adherence to the Australian Physiotherapy Council code of conduct
 - Deliver Physiotherapy services in line with established departmental guidelines and best practice, prioritising referrals based on clinical need.
 - Statistics are completed & submitted in a timely manner
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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 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 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 & Chief Allied Health Officer	Grade 1 Physiotherapist (Graduate)
Reviewed by:	Manager - Physiotherapy
Issue Date:	August 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](#)