

Position Description



Holstep Health

Community care.
For life.

Position Identification			
Position Title:	Physiotherapist		
Direct Reports	0	Indirect Reports:	0
HRIS Position Number:		Effective Date:	March 2025
Location:	Holstep Health and/or client sites as required		
Scope of Practice:	Scope of Practice		
Delegation of Authority:	Refer to Delegation of Authority Policy		
Agreement/Classification: *HR Use Only	Allied Health Professionals (Victorian Community Health Centres) (Multi-Employer) Enterprise Agreement 2022-2026 <ul style="list-style-type: none"> Grade 2 		
Organisational Context			
Divisional:	Aged and Primary Care		
Program:	Prevention & Complex Care	Unit: Health & Wellness	
Organisational Chart	<pre> graph TD Manager["Manager – Prevention & Complex Care"] --- TeamLeader["Team Leader – Prevention & Chronic Illness Care (Health and Wellness)"] TeamLeader --- Physiotherapist["Physiotherapist"] </pre>		

Position Summary	
<p>Physiotherapists funded under the Home and Community Care (HACC) program and Community Health (CH) program generally provides service to clients under the age of 65 (under 50 for Aboriginal and Torres Strait Islander people), some of whom have a functional disability that risks a loss of independence. Being partly HACC funded, the role aims to maximise clients’ and carers’ functional independence and their ability to participate fully in the community. The role also has a particular focus on marginalized and disadvantaged communities.</p> <p>This position undertakes the general duties of a physiotherapist, providing direct and comprehensive high-quality and evidence-based services.</p> <p>This position interacts closely with other service providers, both internally and externally, in a multidisciplinary setting. It will involve working across different sites which may change according to service need.</p>	
Position Accountabilities	
Responsibilities	<p><u>Clinical</u></p> <ul style="list-style-type: none"> All clinical practice complies with AHPRA and delegated scope of practice.

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	<ul style="list-style-type: none">• Individual assessment, diagnosis, and treatment for clients with musculoskeletal, orthopaedic, neurological conditions, and where competency allows, paediatric and women's health conditions.• Centre-based treatment for individual clients comprising:<ul style="list-style-type: none">○ Goal-oriented and time-limited intervention○ High value, evidence-based physiotherapy approaches consistent with accepted professional standards and organisational policies and procedures.○ Intervention that engenders self-efficacy and fosters autonomy and independence.• Participation in planning, designing and implementation of group exercise programs on and off site:<ul style="list-style-type: none">○ To support and improve clients' movement capabilities and functional potential.○ To help recover and/or manage the consequences of injury or illness.• Identify opportunities to improve health literacy and deliver health education (both on an individual basis as well as part of group programs).• Participation in multidisciplinary care co-ordination and treatment planning for client management as appropriate.• Ensure that services are provided in a manner respectful of the languages, literacy levels, and cultural beliefs and practices of our clients.• Equipment prescription, particularly walking aids (and other equipment, in line with competency and scope of practice)• Maintain equipment in appropriate working order.• Liaise with relevant stakeholders regarding the management of physiotherapy clients including writing letters, preparation of reports, referrals to other professionals for opinion and management, participation in case conferences and secondary consultation. <p><u>Operational</u></p> <ul style="list-style-type: none">• Ensure compliance with all relevant legislation, funding guidelines, service standards and contractual obligations.• Adhere to Organisational and Program policies and procedures.• Adhere to Occupational Health and Safety standards within the organisation to ensure a safe workplace.• Accurately record data as required by agency and funding bodies and ensure timely follow up on data quality reports as requested by the Team Leader.• Participate in development of annual work plan and ensure activities are carried out as outlined.• Attend service unit meetings, staff meetings and other organisational meetings as required.• Contribute to a positive culture within the PCIC program and foster a multidisciplinary approach to client care.• Undertake quality projects as agreed with the Team Leader, Clinical Support and multidisciplinary team. <p><u>Professional</u></p> <ul style="list-style-type: none">• Adhere to relevant professional Codes of Practice.
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	<ul style="list-style-type: none"> • Maintain and enhance professional knowledge and technical skills by keeping up to date with new developments in evidence-based approaches to physiotherapy intervention, including (but not limited to): <ul style="list-style-type: none"> ○ Undertaking an active learning approach to maintain and enhance professional skills through internal and external professional development activities. ○ Using self-reflection, clinical supervision, and client feedback to identify and address individual training and development needs, particularly with regards to clinical skills development. ○ Attendance and participation in regular clinical support meetings • Be involved in physiotherapy student placement planning, student supervision and feedback, including supporting PHC program staff in facilitating multidisciplinary student placements. • <p>Professional</p> <ul style="list-style-type: none"> • Adhere to relevant professional Codes of Practice. • Maintain and enhance professional knowledge and technical skills by keeping up to date with new developments in evidence-based approaches to physiotherapy intervention, including (but not limited to): <ul style="list-style-type: none"> ○ Undertaking an active learning approach to maintain and enhance professional skills through internal and external professional development activities. ○ Using self-reflection, clinical supervision, and client feedback to identify and address individual training and development needs, particularly with regards to clinical skills development. Attendance and participation in regular clinical support meetings • Be involved in physiotherapy student placement planning, student supervision and feedback, including supporting PHC
<p>Safety and Risk</p>	<p>Occupational Health & Safety (OHS)</p> <ul style="list-style-type: none"> • All employees have a duty to take reasonable care for the health and safety of themselves and others affected by their actions at work, and to comply with Merri Health’s OHS Frameworks. <p>Physical Inherent requirements (PIR)</p> <ul style="list-style-type: none"> • Involves sedentary tasks requiring a low level of physical activity and alternation between seated and standing positions • Incorporates computer based activities, where employees are required to maintain a slight to moderate degree of cervical flexion for periods of several minutes at a time, occasionally sitting for periods in excess of 20 minutes • Sound upper limb joints, with the ability to withstand repetitive upper limb activity • May be required to occasionally lift and carry items weighing up to 10kgs <p>Quality & Risk</p> <ul style="list-style-type: none"> • Be proactive in risk identification, notification and management. • Comply with Merri Health’s policies and procedures • Participate in quality improvement activities and engage clients in these activities when relevant.

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	<p><i>Holstep Health is an equal opportunity employer and committed to ensuring a safe environment for children and young people. We encourage individuals of diverse backgrounds including but not limited to those from the Aboriginal and Torres Strait Islander, Culturally and Linguistically Diverse and the GLBTIQ community to join our workforce.</i></p>
Capabilities	<p>All employees are expected to align their behaviours and utilise capabilities (or 'soft skills') in line with our organisational values and the level of responsibility of the position. The capabilities for this position can be found within our Capability Matrix.</p>
Key selection criteria	
Essential	<ul style="list-style-type: none"> • Bachelor's Degree in Physiotherapy, or equivalent approved Graduate Entry programme. • Minimum 2 years' experience working with clients with musculoskeletal, orthopaedic, and neurological conditions. • Ability to work autonomously. • Experience with development, implementation, and evaluation of group programs.
Desirable	<ul style="list-style-type: none"> • Experience in self-management education. • Experience working in a community setting. • Experience with communities with low health literacy and socioeconomic disadvantage. • Experience working with people from CALD backgrounds. • Experience working in a multidisciplinary team.
Checks, Licences and Registration	<ul style="list-style-type: none"> • National Police check • Statutory Declaration • Immunisation Category A • Relevant Qualifications • Australian Work Rights • Working with Children's Check (WWCC) • Current full or probationary driver's licence • Current AHPRA Registration