



OUR VISION: TO BE A TRUSTED LEADER IN OUR LOCAL RURAL HEALTH CARE

OUR PURPOSE: WORKING TOGETHER WITH OUR COMMUNITIES FOR BETTER HEALTH & WELLBEING

Position Description

At REDHS, our vision is to be a trusted leader in our local rural health care. **Growing Together – Our People, Our Culture, Our Future.** reflects our commitment to achieving this by fostering a workplace where people feel valued, respected and connected.

As a trusted service provider, our actions shape our culture and influence the experience of those we serve. This Position Description outlines the responsibilities and expectations of the role and its contribution to our mission and strategic objectives. At REDHS, how we achieve outcomes is as important as the outcomes themselves. All employees are required to comply with the REDHS values and demonstrate them consistently in their daily work to support our people, strengthen our culture and positively impact our community.

Position Title	Physiotherapist
Position ID	
Department	Community Care
Award	Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2021-2026
Classification	Physiotherapist Grade 1 or 2
Employment Type	Part Time / Full Time
Reports To	Allied Health Team Leader
Direct Reports	N/A
Date Document Approved	May 2026
Approved by	Director Community Care
Purpose of Position	<p>The Physiotherapist will be responsible for providing safe, appropriate and quality Physiotherapy services for Rochester and Elmore District Health Service consumers. This role also involves providing support and guidance to Allied Health Assistants and students. The Physiotherapist will perform duties relevant to their contracted classification as per the classification structure set out in the enterprise agreement.</p> <p>The Physiotherapist will work to provide therapy support across the community, acute care & residential aged care settings. This includes adult and paediatric community clients funded through all funding sources available to the allied health team.</p>

Key Accountabilities & Performance Indicators (Focus on 6–8 high-impact areas)

Key Accountabilities (Strategic Focus)	Performance Indicators (Measures of Success)
Clinical Practice Excellence	Deliver safe, effective and evidence-based physiotherapy services including assessment, intervention, education and follow-up for community, acute, transitional care and aged care clients, within scope of practice and organisational policies
Person-Centred and Integrated Care	Contribute to culturally safe, person-centred care through active participation in multidisciplinary teams, care coordination and discharge planning, ensuring continuity of care across service interfaces
Service Delivery and Program Implementation	In collaboration with Community Care and allied health colleagues, plan, implement and evaluate individual and group-based physiotherapy programs, including prevention, rehabilitation and self-management initiatives, and deliver outreach services as required
Clinical Supervision, Teaching and Delegation	Provide appropriate clinical supervision, education and delegation to Allied Health Assistants, and support the

	supervision and education of physiotherapy and allied health students in accordance with professional and legislative standards
Quality, Safety and Risk Management	Ensure clinical practice aligns with clinical governance frameworks, quality and safety standards, and effective risk management, actively contributing to audits, quality improvement initiatives and service evaluation activities
Professional Development and Reflective Practice	Maintain professional competence through participation in clinical supervision, continuing professional development, reflective practice and compliance with registration and professional requirements
Service Development and Strategic Contribution	Represent the physiotherapy service and Community Care department at relevant forums and contribute to service development, strategic initiatives, funding opportunities and Health Promotion planning aligned with organisational priorities
Documentation, Data and Professional Accountability	Maintains accurate, timely clinical documentation and service data; contributes to reporting, funding-related activities, meets KPIs as directed and undertakes other reasonable duties to support service delivery and sustainability.
Actively demonstrates and embeds the REDHS values in all actions, decisions and interactions, contributing to a safe, respectful, inclusive and high-performing culture aligned to Growing Together: Our People. Our Culture. Our Future.	<ul style="list-style-type: none"> • Consistently demonstrates behaviours aligned to REDHS values in daily practice. • Treats consumers, colleagues and community members with respect, fairness and professionalism. • Takes personal accountability for actions, follows through on commitments and raises concerns appropriately. • Contributes positively to team culture and psychological safety. • Participates in engagement, learning and improvement activities that strengthen service quality and sustainability. • Uses organisational resources responsibly and supports environmentally and financially sustainable practices.

Key Relationships

Internal Relationships
<ul style="list-style-type: none"> • Community Care Team Members – including nurses, allied health professionals, home care workers and care coordinators to support integrated, person-centred care • Allied Health Professionals – including occupational therapists, dietitians, exercise physiotherapy and social workers to deliver coordinated multidisciplinary services • Allied Health Assistants – for delegation, supervision and support of delegated clinical tasks • Medical Staff – including General Practitioners and hospital medical teams to support clinical decision-making and continuity of care • Nursing Staff – across acute, community and aged care settings to facilitate assessment, treatment and discharge planning • Students and Educators – including physiotherapy and allied health students, clinical educators and supervisors • Quality, Safety and Health Promotion Teams – to support quality improvement, clinical governance, OHS and Health Promotion activities

- **Operational and Management Staff** – including Allied Health Team Leader, Director Community Care and administrative staff to support service delivery and organisational objectives

External Relationships (Community, Industry etc)

- **Clients, Families and Carers** – to support person-centred, culturally safe assessment, treatment planning and ongoing care
- **General Practitioners and Primary Care Providers** – to coordinate referrals, share relevant clinical information and support continuity of care
- **External Allied Health and Community Service Providers** – including private practitioners, non-government organisations and community agencies to facilitate integrated care and appropriate service access
- **Aged Care Services** – including residential aged care facilities, My Aged Care providers and home care services to support assessment, treatment and care planning
- **Hospitals and Health Services** – including acute and subacute services to support patient transitions, discharge planning and continuity of care
- **Government and Funded Program Representatives** – including agencies associated with community health, disability, aged care and health promotion programs
- **Education and Training Providers** – including universities and training organisations to support student placements and professional development activities
- **Professional Bodies and Networks** – including relevant physiotherapy and allied health professional organisations to support professional standards and service development

Key Selection Criteria & Capabilities

Key Selection Criteria

Qualifications

- Bachelor of Physiotherapy or equivalent

Essential Registrations

- Registration with the Australian Health Practitioners Registration Agency (APHRA)
- Current and/or willingness to gain registration with Medicare as a physiotherapy service provider
- Current Driver's Licence, National Criminal History Check, Working with Children Check and NDIS Worker Screening Check
- Current Influenza Vaccinations (FluVax)

Technical and Professional Capabilities

- Demonstrated experience in the provision of timely and appropriate physiotherapy services to inpatients, aged care residents, and community care clients
- Demonstrated highly developed organisational skills, including prioritization, time-management skills and appropriate case-load management
- Demonstrated experience in person centered approach to goal directed care planning
- Demonstrated experience in working independently, and as part of a multidisciplinary team

Personal & Leadership Capabilities

- An awareness and understanding of rural health
- Membership with Australian Physiotherapy Association
- Communicates clearly, respectfully and professionally with clients, families, carers and colleagues, adapting communication to meet cultural, emotional and health literacy needs
- Delivers inclusive, person-centred care that respects client choice, dignity and diversity, integrating client goals into assessment and treatment planning

- Actively engages in reflective practice, seeks and responds to feedback, and participates in clinical supervision and ongoing professional development to enhance clinical competence

Growing Together – Our People. Our Culture, Our Future.

REDHS Values and Behaviours	
Our culture is shaped by the values and behaviours we demonstrate every day, and our commitment extends beyond our organisation into the community we serve. Employees are required to comply with the REDHS Values, as the way we behave in the workplace and the manner in which we undertake our roles is just as important as how we perform the tasks associated with them. We expect all employees to embrace the REDHS Values and demonstrate them consistently in their daily work, contributing positively to our people, strengthening our culture, and supporting our community.	
R	Reliability We are trustworthy and consistent in everything we do, ensuring safe, high-quality care for our patients, residents, and the community at all times.
E	Engagement We work collaboratively with colleagues, patients, and our community to address challenges, create opportunities, and bring about positive change in rural health and wellbeing.
D	Diversity We respect and embrace the unique needs, experiences, and perspectives of every individual, ensuring culturally safe and inclusive care for all.
H	Hospitality We welcome and treat everyone with warmth, empathy, and generosity, creating a positive and compassionate experience for patients, families, colleagues, and visitors.
S	Sustainability We deliver care responsibly today while making decisions and using resources that safeguard the health, wellbeing, and future of generations to come.

Employment Obligations

Employment Principles
REDHS is committed to the employment principles that reinforce the public sector values. These principles ensure: <ul style="list-style-type: none"> Employment decisions are based on merit and employees are treated fairly and reasonably Employees have a reasonable avenue of redress against unfair or unreasonable treatment Equal employment opportunity is provided Human Rights are upheld in accordance with the Charter of Human Rights and Responsibilities Act 2006
Professional Conduct and Organisational Compliance
Employees of REDHS must perform the inherent requirements of their role to a professional standard and comply with all REDHS policies, procedures, Codes of Conduct, values and lawful directions, as well as applicable legislation, industrial instruments and accreditation standards. All staff must demonstrate the REDHS Values, maintain confidentiality, access information only as required for legitimate work purposes, participate in the Performance Review and Development program, complete mandatory training and engage in relevant professional development.
Personal Centred Care
All staff are required to support the REDHS “This is Me” philosophy by treating all individuals with dignity and respect, supporting informed decision-making and providing care and service that recognises individual needs and rights.
Work Health Safety & Risk
All employees must take reasonable care for their own health and safety and that of others, follow safe work practices, use personal protective equipment as required, report hazards, incidents and

risks in accordance with REDHS systems, participate in emergency preparedness activities and contribute to organisational risk management and continuous quality improvement.

Clinical Practise Requirements (Clinical roles)

Employees in clinical roles must maintain current registration and/or licensing, practise within their approved scope, complete required competencies, deliver safe person-centred care aligned with NSQHS and professional standards, and participate in clinical risk management and multidisciplinary collaboration.

Employment Conditions

Appointment and ongoing employment are subject to satisfactory pre-employment checks including Police Records Check, Working With Children Check (where applicable), NDIS Worker Screening Check for identified risk-assessed roles, and staff immunisation clearance in accordance with REDHS policy, as well as disclosure of any pre-existing condition that may affect the inherent requirements of the role.

Additional Requirements

Position Review

- This Position Description may be reviewed and amended at any time, with approval from the relevant Director and in consultation with the employee.
- Appointment is subject to satisfactory Staff Immunisation clearance and required pre-employment checks, including a Police Records Check, Working With Children Check and, where applicable, an NDIS Worker Screening Check.
- This document outlines the general duties and responsibilities of the role and is not exhaustive.
- An initial performance review will occur within three months of commencement and annually thereafter. These discussions provide an opportunity to review responsibilities, clarify expectations and set objectives for the year ahead.

Acceptance of the Position

This Position Description:

- Is to be read in conjunction with the employee's Contract of Employment, applicable Enterprise Agreement, and REDHS policies, procedures and Codes of Conduct.
- May be amended from time to time in consultation with the employee.
- Reflects the general duties and responsibilities of the role and is not intended to be exhaustive.

By signing below, the employee acknowledges that they have read, understood and agree to comply with the requirements and responsibilities outlined in this Position Description and associated employment documentation.

Name

Date

Signature