

## Position Description

Position Title	Grade 2 Physiotherapist
Position Number	30028135
Division	Community and Continuing Care
Department	Community Allied Health Services
Enterprise Agreement	Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2021-2026
Classification Description	Physiotherapist Grade 2 Y1 – Y4
Classification Code	VB1 – VB4
Reports to	Manager - Community Allied Health Services
Management Level	Non Management
Staff Capability Statement	Please click here for a link to <a href="#">staff capabilities statement</a>
Mandatory Requirements	<ul style="list-style-type: none"> <li>• National Police Record Check</li> <li>• Working with Children Check</li> <li>• National Disability Insurance Scheme (NDIS) Check</li> <li>• Registration with Professional Regulatory Body or relevant Professional Association</li> <li>• Drivers Licence</li> <li>• Immunisation Requirements</li> </ul>

## Bendigo Health

Bendigo Health is a leading regional health service, learn more about us by visiting our website: [Bendigo Health Website - About Bendigo Health](#)

Our organisation is a child safe organisation, committed to the safety and wellbeing of all children and young people. All Aboriginal and Torres Strait Islander adults, children and families will be supported to express and be proud of their culture in an environment that is culturally safe and supported.

## Our Vision

Excellent Care. Every Person. Every Time.

## Our Values

CARING – We care for our community,

PASSIONATE – We are passionate about doing our best,

TRUSTWORTHY - We are open, honest and respectful

## The Position

The Grade 2 Physiotherapist is responsible for the provision of Physiotherapy Services within a designated clinical caseload, appropriate to their level of experience and competency. Grade 2 level Physiotherapists are required to display autonomy of practice, whilst also contributing constructively to the interdisciplinary team.

The purpose of this position is to:

- provide best practice client centred clinical care to clients within the designated caseload in Community Allied Health Services of Bendigo Health
- provide a senior level of experience and supervision to grade 1 and undergraduate student health professionals
- collaborate with key stakeholders, and may also include provision of contract services
- contribute to the development of the Community Allied Health service, as well as the general Physiotherapy department as appropriate.

## Responsibilities and Accountabilities

- Provide safe, evidence-based care within scope, adhering to policies and protocols, and ensuring quality at the point of care.
- Offer specialist advice and escalate concerns or risks to supervisors when necessary.
- Use clinical reasoning to manage referrals, waitlists, and distribute workloads effectively within the team.
- Document medical histories and complete required reports within specified timeframes.
- Integrate ethical, cultural, and vulnerable population considerations into practice.
- Collaborate with clients, families, and multidisciplinary teams to develop client-centered, evidence-based care plans.
- Facilitate smooth transitions and continuity of care across the healthcare system.
- Contribute to problem-solving, innovation, and evidence-based improvements in service delivery.
- Lead or support quality and research activities to enhance practice and outcomes.
- Assist in developing and implementing policies, protocols, and quality plans based on evidence and client feedback.
- Ensure compliance with safety, quality, and accreditation requirements while observing safe work practices.
- Address and resolve conflicts constructively, escalating when needed in accordance with organizational procedures.
- Maintain professionalism and effective communication, recognizing personal and team limitations.
- Participate in meetings, provide clinical supervision, and manage non-clinical responsibilities, including education and quality improvement.
- Support the development and training of students, junior clinicians, and Allied Health Assistants.
- Commit to lifelong learning and evidence-based practice, supporting professional development for self and others.
- Complete mandatory training and assist with recruitment, retention, and development strategies as delegated.

## Essential

1. Current registration as a Physiotherapist with AHPRA and ability to meet Bendigo Health Allied Health Credentialing standards.
2. Experience and knowledge in Physiotherapy within a community setting.
3. Understanding of contemporary practice and evidence-based service delivery models for CAHS client groups.
4. Ability to work collaboratively within multidisciplinary teams, providing specialist knowledge and ensuring safe, consumer-focused care
5. Strong autonomy with effective organization, time management, and the ability to prioritize clinical and non-clinical tasks.
6. Highly developed verbal and written communication skills, with the ability to interact effectively with clients, carers, staff, and the community.
7. Commitment to ongoing professional development and fostering the development of others.
8. Ability to provide clinical supervision to students and staff, and resolve conflicts effectively.
9. Adaptability to changing priorities, demonstrating flexibility and openness to new methods.
10. Demonstrated motivation for excellence, emotional intelligence, and the ability to build positive, respectful working relationships.

## Generic Responsibilities

All Bendigo Health staff are required to:

- Adhere to the **Victorian Government's Code of Conduct**
- Uphold **Occupational Health and Safety** responsibilities, including self-care, safeguarding others, and participating in safety initiatives and reporting.
- Comply with all **Bendigo Health policies and procedures**, including those related to clinical, managerial, and standard work practices.
- Follow **Infection Control** procedures to prevent cross-contamination and ensure the health and safety of all.
- Maintain **strict confidentiality** regarding all organisational, patient, and staff information.
- Engage in **continuous quality improvement** activities aligned with the National Safety and Quality Health Service Standards (NSQHSS).
- Recognise and respect **diversity**, fostering inclusive practices in the workplace and service delivery.
- Staff must carry out all lawful and reasonable directions and comply with relevant professional standards and ethical codes.
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Bendigo Health.
- Maintain ability to perform the inherent requirements of this role. Inherent requirements are the essential tasks necessary to perform this role, including reasonable adjustments. Bendigo Health is committed to a safe workplace that supports all employees. The role may require specific physical and cognitive abilities, which can be discussed with the manager during recruitment or at any time. We understand that personal circumstances can change and impact your ability to meet these

**requirements; additional policies are available to guide you through this process. Please request the relevant procedures for more information.**

*All Bendigo Health sites, workplaces and vehicles are smoke free.*

*This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.*