

Position Description

Position Title	Senior Clinician Physiotherapist
Position Number	30100909
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	Grade 3 Year 1- Grade 3 Year 4
Classification Code	VB7 – VC1
Reports to	Manager Community Allied Health Services
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	<ul style="list-style-type: none"> • National Police Record Check • Working with Children Check • National Disability Insurance Scheme (NDIS) Check • Registration with Professional Regulatory Body or relevant Professional Association • Drivers Licence • Immunisation Requirements

Bendigo Health

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

As an organisation we are committed to delivering safe, inclusive and high-quality care to our diverse communities across the Loddon Mallee Region. We value and respect the unique backgrounds, cultures and experiences of the people we serve and those who work with us.

We are a proud child safe organisation, dedicated to the safety, wellbeing and voice of all children and young people. We are committed to creating a culturally safe and welcoming environment where Aboriginal and Torres Strait Islander peoples—adults, children and families—are respected, supported and empowered to express and celebrate their culture.

Our Vision

To be a trusted regional healthcare service recognised for delivering exceptional care, being a great place to work, and being deeply connected to our community.

Our Values

PASSIONATE – We are passionate about doing our best – for our patients, our colleagues and our community.

ACCOUNTABLE – We take ownership of our actions and outcomes, always striving for integrity and improvement.

CARING – We care deeply for our community – and our community cares for us. Compassion is at the heart of everything we do.

TRUSTWORTHY - We are open, honest and respectful in all that we do – earning the trust placed in us every day.

The Position

The Senior Clinician Physiotherapist is responsible for the provision of Discipline Services within a designated clinical caseload, appropriate to their level of experience and competency. Grade Three level Physiotherapist are required to display autonomy of practice, whilst also contributing strongly 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
- Knowledge, leadership and delivery of the Physiotherapy, Exercise Physiology and Fitness for Older Adults Program (FOAP)
- Contribute to the development of the Community Allied Health service, as well as the general Physiotherapy and Exercise Physiology department as appropriate.

Responsibilities and Accountabilities

Key Responsibilities

- Deliver evidence-based, client-centered care within approved scope of practice, ensuring safe and optimal outcomes.
- Lead clinical teams, provide specialist advice, and mentor staff in their professional development and practice.
- Work with clients, families, and the multidisciplinary team to ensure coordinated, client-focused care, facilitating smooth transitions and comprehensive care planning.
- Initiate and contribute to evidence-based clinical improvements, innovative solutions, and changes to enhance healthcare delivery.
- Lead quality improvement and research initiatives, translating evidence into practice, and ensuring the integration of client feedback and data analysis into policies and protocols.
- Ensure compliance with safety standards and risk management protocols, addressing issues and contributing to continuous service improvement.
- Demonstrate excellent communication skills, addressing conflicts constructively, and ensuring alignment with Bendigo Health's procedures and values.
- Model lifelong learning, supervise staff and students, provide clinical education, and support professional development initiatives.
- Manage administrative portfolios, contribute to quality and research initiatives, and collaborate on staffing and resource management to meet strategic goals.

Key Selection Criteria

Essential

1. Current registration as a Physiotherapist with the Australian Health Professionals Regulation Agency and ability to satisfy the requirements of the Bendigo Health Allied Health Credentialing and Professional Standards document
2. At least 7 years' experience relevant to discipline in a community, aged and disability setting
3. Demonstrated high level understanding of contemporary practice and principles and evidence based service delivery models for the community and outpatient settings
4. Demonstrated ability to work collaboratively with multidisciplinary teams to deliver safe consumer-focused care, providing high levels of specialist knowledge
5. Demonstrated ability to work autonomously with highly developed skills in organisation, time management, planning and priority setting
6. Demonstrated highly developed verbal and written communication skills with the ability to interact effectively with patients, carers, staff and the community

Desirable

7. Demonstrated commitment to continuous service improvement and demonstrated experience in the leadership, evaluation and implementation of quality improvement or research activities
8. Demonstrated experience in initiating, responding and contributing to change and leading others through this process
9. Demonstrated experience to lead and deliver the professional development and education of others in highly specialised clinical skill and knowledge areas
10. Demonstrated ability to provide effective clinical supervision to students and staff

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.
- Support research activities in alignment with the National Clinical Trials Governance Framework to ensure high-quality, safe, and ethical clinical trials and research practices across Bendigo Health

- 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.