

Position Description

Position Title	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	Grade 2 Year 1 – Grade 2 Year 4
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 staff capabilities statement
Mandatory Requirements	• 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](#)

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 Two Physiotherapist is responsible for the provision of Physiotherapy Services within a designated clinical caseload, appropriate to their level of experience and competency. Grade Two 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

Key Responsibilities

- Provide safe, evidence-based care independently within scope of practice, in alignment with organisational policies and protocols.
- Take responsibility for the quality of care at the point of delivery, using specialist clinical reasoning to manage referrals, waitlists, and workload prioritisation.
- Deliver timely and client-focused care by working collaboratively with clients, families, multidisciplinary teams, and external agencies.
- Escalate complex issues, risks, and barriers to supervisors or senior staff when necessary.
- Facilitate smooth transitions through the healthcare system and ensure effective clinical handover to maintain continuity of care.
- Demonstrate professionalism, ethical practice, cultural awareness, and respect for vulnerable populations.
- Display well-developed interpersonal, written, and verbal communication skills.
- Recognise and constructively address conflict or issues, escalating where appropriate.
- Promote trust, understanding, and collaboration among team members and stakeholders.
- Maintain accurate, timely, and compliant documentation in line with organisational procedures.
- Complete required program reporting, statistics, and activity records within designated timeframes.
- Contribute to quality improvement, evaluation of service delivery, risk management, and accreditation processes using data analysis and feedback.
- Observe safe working practices and support health and safety initiatives.
- Lead or support innovation and evidence-based approaches to Allied Health service delivery.
- Identify and help address clinical practice gaps by implementing and evaluating evidence-based care.

- Provide clinical guidance, supervision, and mentoring to students, Grade 1 clinicians, and Allied Health Assistants.
- Participate in and provide clinical supervision, education, and training as per protocols.
- Support the development of business and quality plans, protocols, and policies based on best practice and client input.
- Assume responsibility for delegated projects, portfolios, and participation in meetings, working groups, or forums.
- Collaborate with managers to ensure time is allocated for non-clinical responsibilities including supervision, quality activities, and research.
- Commit to lifelong learning and professional development through ongoing training, reflective practice, and knowledge sharing.
- Complete all mandatory and role-specific education and development requirements.
- Demonstrate awareness of personal and professional limitations, and seek support or escalation when needed.

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. Demonstrated experience and knowledge relevant to Physiotherapy in a community setting
3. Demonstrated understanding of contemporary practice and principles and evidence-based service delivery models for CAHS client groups
4. Demonstrated ability to work collaboratively with multidisciplinary teams to deliver safe consumer-focused care, providing specialist knowledge as required
5. Demonstrated ability to work autonomously with effective organisation and time management skills to actively plan and manage clinical and non-clinical priorities and meet timeframes
6. Demonstrated highly developed verbal and written communication skills with the ability to interact effectively with clients, carers, staff and the community

Desirable

1. Demonstrated commitment to lifelong learning through ongoing professional development of self and others
2. Demonstrated ability to provide clinical supervision to students and staff
3. Demonstrated conflict resolution and negotiation skills, and a willingness to seek appropriate support/assistance as required
4. Demonstrated flexibility and willingness to shift focus when priorities or circumstances change and adapt to new / different ways of doing things

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.