

Position Description

Position Title	Grade 3 Physiotherapist
Division	Clinical Operations
Department	Womens Health Clinics
Enterprise Agreement	Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2021-2026
Classification Description	Physiotherapist G3 Y1 – Y4
Classification Code	VB7 – VC1
Reports to	Operationally: Unit Manager Women’s Health Clinic Professionally: reports to Manager Physiotherapy and Exercise Physiology
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 • Registration with Professional Regulatory Body or relevant • Professional Association • 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 Grade 3 Physiotherapist Women's Health Clinic will provide specialised physiotherapy assessment, treatment and management of women with pelvic health impairments from conditions including prolapse, incontinence and menopause. This position will work collaboratively as a key part of the interdisciplinary team that will include medical consultants, nurses, allied health professionals and administrative staff in the Women's Health Clinic, to ensure high quality innovative service delivery to our patients

The purpose of this position is to:

- provide best practice client centred clinical care to clients within the designated caseload in Women's Health Clinic at Bendigo Health. This will include initial needs assessments of referrals to the clinic and the assessment and management of pessary clinic
- Provide progressive high-quality Physiotherapy service in the Women's Health Clinic working collaboratively with other members of the interdisciplinary team.
- Where required, Allied health clinicians may be rostered to work on weekends and public holidays
- Contribute specialist women's and pelvic health clinical knowledge and experience to relevant Physiotherapy and Exercise Physiology Department professional governance, clinical standards, and quality requirements

Responsibilities and Accountabilities

Provision of Care

- Work independently within scope to deliver safe, evidence-based care
- Provide specialist advice and escalate risks or complex cases as needed
- Contribute to high-performing clinical teams and offer interdisciplinary support
- Apply advanced clinical reasoning for referrals and waitlist management
- Maintain accurate medical documentation per organisational requirements
- Complete reporting and statistical records within timeframes
- Integrate ethical, cultural, and vulnerable population considerations into care

Collaborative Practice

- Partner with clients, families, and stakeholders on multidisciplinary care plans
- Collaborate with teams to deliver safe, client-focused care
- Provide clear clinical handovers
- Support smooth transitions and continuity of care across services

Quality, Innovation and Improvement

- Innovation and Change
- Identify and implement practical, creative workplace solutions
- Lead and contribute to evidence-based improvements and change initiatives

- Develop strategies to enhance healthcare delivery

Quality Improvement and Research

- Participate in quality improvement and research activities
- Mentor staff in quality and research initiatives
- Identify gaps and implement evidence-based practice improvements
- Contribute to policies, plans, and protocols using data and feedback

Safety and Risk Management

- Ensure compliance with quality, safety, and accreditation standards
- Maintain safe work practices for self and others
- Support service evaluation and risk management improvements

Professional Conduct

- Demonstrate strong communication and interpersonal skills
- Address and escalate conflicts appropriately
- Resolve complex issues and mediate where required
- Maintain professionalism and self-awareness of scope and limitations
- Adhere to professional standards and organisational values
- Participate in committees, working groups, and leadership roles
- Support non-clinical responsibilities including supervision and meetings

Learning and Development

- Provide supervision, training, and teaching to staff and students
- Engage in clinical supervision processes
- Promote lifelong learning and evidence-based practice
- Deliver or facilitate professional development opportunities
- Use reflection to improve practice and care delivery
- Complete mandatory training and development requirements
- Support staff recruitment and resource management aligned with organisational goals

Required Capabilities for Allied Health

Further to the key responsibilities outlined in this position description, Allied Health staff are required to demonstrate the capabilities outlined in the Bendigo Health Allied Health Grade Level Capabilities.

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 Physiotherapy in a women's and pelvic health environment, including assessment and management of impairments related to prolapse, incontinence and other impairments experienced during menopause.
3. Relevant postgraduate qualifications OR demonstrated competency in one or more of the following areas:
 - Pelvic floor assessment and management.
 - Assessment and management of pelvic organ prolapse through pessaries.
 - Leading initial assessment of referrals to the Women's Health Clinic or from Gynaecology Specialist Clinics
4. Demonstrated high level understanding of contemporary practice and principles and evidence-based service delivery models for women's physiotherapy pelvic health clinics
5. Demonstrated ability to work collaboratively with multidisciplinary teams to deliver safe consumer-focused care, providing high levels of specialist knowledge
6. Demonstrated ability to work autonomously with highly developed skills in organisation, time management, planning and priority setting
7. Demonstrated highly developed verbal and written communication skills with the ability to interact effectively with patients, carers, staff and the community
8. Demonstrated commitment to continuous service improvement and demonstrated experience in, evaluation and implementation of quality improvement or research activities
9. Demonstrated ability to provide effective clinical supervision to students and staff
10. Demonstrated skills in people management, conflict resolution and building and motivating teams

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.