

POSITION DESCRIPTION

Position Title:	Massage Therapist
Award:	Health Professionals & Support Services Award [MA000027]
Remuneration Range:	Base annual remuneration: Healthcare Professional Level 2 – pay point 1, to Healthcare Professional Level 2 – pay point 4 Plus Annual Leave Loading and Superannuation (Refer to Award) *Depending on experience, as per employment Agreement
Location:	☒ PWHC premises. ☐ Hybrid: PWHC premises and Work from Home.
Hours per week/fortnight	☐ Full Time, Hours per fortnight: 76 (1.0FTE) ☒ Part Time. As per employment Agreement.
Reports To:	CEO
Delegation Level:	As per PWHC Decision Matrix/Delegations Manual

About Penrith Women's Health Centre

Penrith Women's Health Centre (PWHC) is a Not-For-Profit Incorporated entity, which provides a range of community-based, feminists health, wellbeing, safety, resilience and advocacy services for women in the Penrith region of Western Sydney. In some instances, this extends to neighbouring regions. The organisation is registered with the Australian Charities and Not-for-profit Commission and is governed by a Management Committee which are elected annually by the membership.

Services provided by PWHC address all aspects of women's lives, including the social determinants of health and incorporates a client -centred, trauma-informed and strengths-based approach to providing services from an empowerment model of care.

Our focus is to foster good health and well-being in a safe environment that is open to all women in our community, and we actively address social injustice and support the rights and choices of all people who identify as women (and girls).

Our Culture and Values

Services provided by PWHC are provided within a feminist context which:

- Recognises the social, environmental, economic, physical, emotional and cultural factors which influence women's health.
- Recognises and challenges the effects of sex-role stereotyping and gender discrimination on women's health and wellbeing.
- Reflects the whole of a woman's lifespan, their various and changing roles and responsibilities, not just their reproductive life.
- Recognises the importance of maintaining well-being by the focus on preventative practices.

- Actively encourages the empowerment of women in both the personal and social aspects of their lives.
- Values women's own knowledge and skills and their right to make informed decisions about their health and wellbeing.

Primary Purpose of the Role

The primary purpose of this role is to provide complementary health services (massage) in accordance with practice guidelines and standards.

This includes providing massage services to assist women achieve physical and emotional wellbeing during all stages of life; for women of all culturally and linguistically diverse backgrounds, Aboriginal and Torres Strait Islander women and First Nations women; and for members of the LGBTIQ+ communities (who identify as female or non-binary).

Massage services provided must be evidenced based, and provided through a client-centred, trauma-informed, culturally appropriate model of care.

Key Responsibilities of the Roles

The Key Responsibilities of this role include:

- Provide massage services that:
 - Focus on empowering and strengthen overall health; and
 - Focus on improving health and wellbeing of clients living with chronic pain or illness.
- Prioritise access for disadvantaged groups and targeting clients with the following:
 - Anxiety;
 - Stress; and
 - Musculoskeletal conditions.
- Ensure that infection control principles are maintained at all times
- Participate in promotional and marketing activities to encourage client engagement
- Participate in PWHC educational events, activities or groups as needed
- Work collaboratively with all PWHC team members and volunteers.
- Any other reasonable task by negotiation and as requested by direct line manager or Chief Executive Officer.

Key Working Relationships

This position reports to the **Manager Health and Wellbeing Services**.

This position has no supervisory responsibilities.

The position works closely with the following positions:

- Members of **Health and Wellbeing Services** team; and
- Members of **Safety and Empowerment Services and Shared Services** teams.

Selection Criteria

Essential

- Relevant certificate or diploma level qualification in Massage Therapy
- Two or more years of experience in massage therapy techniques
- Strong knowledge of and capability to practice using;
 - Principles of trauma-informed care;
 - Principles of client centred care;
 - Provision of culturally appropriate services.
- Capability to work independently with limited supervision and manage own time.
- Capability to meet deadlines and manage competing priorities.
- Understanding of feminist principles and values.

Desirable

- Diploma of Remedial Massage or higher qualifications.
- Member relevant professional bodies or willing to obtain [e.g., Association of Massage Therapists; Australian Traditional Medicine Society].
- Ability to obtain Provider number for clients to access reimbursement through private health fund.
- Experience working with PWHC priority populations; people impacted by Domestic and Family violence, First Nations people, Culturally and Linguistically Diverse people, People Living With a Disability.
- Previous experience working in a Not for Profit organisation.

Personal Attributes:

- High standard of professionalism, and confidentiality.
- Positive, “can do” attitude.
- Self-motivated and demonstrates initiative.
- Strong understanding of the importance of, and ability to maintain confidentiality and professional boundaries.
- Flexible and being able to adapt to changing circumstances in the workplace.
- High level of resilience and tenacity.
- Empathy for vulnerable people.

Other Requirements of Working with Penrith Women's Health Centre

- Be eligible to work in Australia (Australian Citizen; permanent resident, or another relevant visa).
- Demonstrate commitment to and compliance with all PWHC Policies and Procedures including

Code of Conduct and Ethics.

- Maintain client records and other documentation as required by PWHC. Maintain client confidentiality in accordance with the National Privacy Principles.
- Comply with mandatory reporting requirements.
- Current National Criminal History Record Check (National Police Check) and NSW Working with Children Check.
- Vaccination as per NSW Health Immunisation requirements, including COVID-19 vaccination
- Willing to participate in planning, performance reviews, professional development and professional supervision.
- Willing to participate in whole of organisation activities (e.g., PWHC Working Groups).

Work Health and Safety

All Penrith Women's Health Centre team members are required to take reasonable care for their own health and safety, and that of others in the workplace. That their actions or omissions do not affect the health and safety of themselves or others in the work environment, and comply with all health and safety legislative requirements, policies and procedures as amended from time-to-time.

Document Acceptance

No position description can capture the complexity of tasks undertaken by a role within Penrith Women's Health Centre. Therefore, this position description should not be seen as limiting. Some flexibility is required when using this position description, as there may be other tasks, not described within this description, which may be given to this position from time-to-time. Position descriptions also evolve and change over time, Penrith Women's Health Centre will revise and amend position descriptions as required.

I have read and understood all details continued in this Position Description.

I acknowledge this document is not intended to constitute a complete list of my duties and I may be required to carry out other duties consistent with my position or as reasonably instructed by management.

Employee Name Employee Signature Date

Witness Name Witness Signature Date

	Author:	Amendments:	Approved By:	Name of Approver:	Date
V2.1	KF	Regraded to HSSA Level 2.1 – 2.4 from Level 1 – Level 6 after review with HR Consultant.	CEO	K Fleming	2.7.2025
V2.0	A/CEO	Adaptation of essential criteria to have relevant massage qualifications and diploma remedial massage as desirable. Removal of remuneration \$\$ amount, this changes and is documented in contract	A/CEO	K Fleming	14.12.2023
V1	CEO	Initial development of PD	CEO	Kath Skinner	25/10/2022