

Position Description

Physiotherapist

Position Title:	Physiotherapist
Team	Team Leader Allied Health, Physiotherapy
Division:	Client Services
Program:	Allied Health
Primary Location:	As per Contract
Other Location:	Additional sites as required
Classification (Grade/Level):	Allied Health Professional Grade 2
Enterprise Agreement or Award:	Allied Health Professionals (Victorian Community Health Centres) (Multi-Employer) Enterprise Agreement 2022–2026 or its successor

Better Health Network

Better Health Network (BHN) is a not-for-profit organisation providing integrated health and wellbeing services to people of all ages in communities across south-eastern Melbourne. We proudly provide a wide range of services to support healthy living, general wellbeing and social connection. These include specialist medical services, dental and allied health, nursing and counselling services, as well as aged care social supports and NDIS disability services. With the vision, *Your health, your choice, your way*, we exist to deliver accessible services that meet the needs of our communities and use our influence to create positive change.

Position Objective

This position is responsible for delivering high-quality Physiotherapy services, in accordance with the BHN & Community physiotherapy scope of practice and the policies and procedures of the organisation, while supporting the achievement of organisational and program goals. This position will deliver clinical physiotherapy services to our clients with general frailty, complex physical and cognitive health conditions, permanent physical or cognitive disabilities, progressive conditions, or other musculoskeletal problems.

Key (Professional) Responsibilities

- Provision of individual physiotherapy services to clients in a clinic or home-based setting including assessment and referral to group programs.
- Commitment to Community Health principles in provision of physiotherapy services.
- General operation and direct facilitation of group programs including Cardiac Rehabilitation, Hydrotherapy, Strength Training, Falls Prevention and other designated treatment groups.
- To work collaboratively with others in a multi-disciplinary environment to meet client goals.
- To participate in outreach programs to encourage referrals from target populations in the community.
- Provide clinical supervision of Allied Health Assistants and support of volunteers assisting with physiotherapy led group programs.
- As part of the physiotherapy team, contribute to supervision of students.

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- Participate in continuous quality improvement activities for the physiotherapy service and Older Adults Team. The evaluation of clinical programs offered by the physiotherapy service and reviews of evidence for treatment modalities, reviews of client satisfaction, and documentation.
 - Meet documentation standards for BHN including recording business statistics.
 - Assist the Program lead in the training of staff as delegated.
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Organisational Responsibilities

(Self) Leadership:

- Stay current with industry developments, enhancing professional knowledge and technical skills to maintain best practice.
- Adapt to organisational needs, undertaking additional responsibilities as required to support BHN's operations and strategic priorities.
- Ensure ongoing compliance, adhering to relevant legislation, funding guidelines, service standards, and contractual obligations.

Occupational Health & Safety:

- All employees are responsible for taking reasonable care of their own health and safety, as well as the safety of others affected by their actions at work, and for adhering to BHN's Occupational Health & Safety frameworks.

Risk Management:

- Actively identify, report, and manage risks to ensure a safe and efficient work environment.

Quality:

- Follow BHN's policies and procedures to ensure compliance and consistency in service delivery.
- Engage in quality improvement initiatives and actively involve clients in these activities when applicable.

Behavioural:

- All employees are expected to demonstrate behaviours and capabilities that align with our organisational values of Accountability, Collaboration, Respect, and Courage. These expectations are tailored to the level of responsibility associated with each role. The specific capabilities for this position can be found in BHN's Values Capability Matrix.
 - Perform duties in accordance with BHN policies and procedures.
 - Undertake other duties as reasonably directed.
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Working Relationships

Direct Reports:

- Nil

Internal working relationships include:

- Program Lead Allied Health
- Allied Health Team
- Service Access/Intake Team
- Older Adults Team

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Key Selection Criteria

Essential Qualifications

- Recognised degree or equivalent in Physiotherapy.
- AHPRA Registration

Essential Experience

- Minimum three years clinical experience as a Physiotherapist.

Essential Skills and Attributes

- Ability to demonstrate up to date evidence-based physiotherapy practice skills for the appropriate target population.
- People-focused, with strong communication, listening, and attention to detail.
- Adaptable to diverse abilities, cultures, and languages.
- Self-motivated with proven ability to prioritise and work efficiently.
- Meets service targets and maintains accurate documentation.
- Experienced in client care and supervising Allied Health Assistants.
- Knowledge and experience in continuous quality improvement.

Inherent Requirements

BHN endeavours to provide a safe working environment for all staff. The below describes the critical inherent requirements associated with this job.

Physical

- Frequent movement, standing, sitting and computer tasks, manual handling, or use of equipment in line with role/task requirements

Cognitive

- Attention to detail and task accuracy to minimise risk to self and others.

Psychosocial

- Exposure to emotional situations; resilience required to manage stress.
- Must report hazards, incidents, and follow safe work procedures (WHS duty of care).

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Compliance

Compliance Responsibilities:

It is the responsibility of both the Manager, and Incumbent(s) of the role to ensure the employee(s) performing the role meet relevant requirements of Professional Standards/Codes of Conduct imposed by AHPRA, National Boards, or under Industry Codes. It is the responsibility of both the Manager, in partnership with People and Culture, to ensure that probity checks remain compliant.

Probity checks must be completed as indicated

<input checked="" type="checkbox"/> National Police Check [Mandatory]*	<input checked="" type="checkbox"/> Working with Children Check [Mandatory]
<input checked="" type="checkbox"/> Evidence of Right to Work in Australia [Mandatory]	<input type="checkbox"/> NDIS Worker Screening Check
<input checked="" type="checkbox"/> Statutory Declaration Aged Care Statutory Declaration	<input type="checkbox"/> Aged Care Worker Banning Order Check
<input checked="" type="checkbox"/> Professional Registration AHPRA Registration	<input checked="" type="checkbox"/> First Aid Certificate
<input checked="" type="checkbox"/> Current full or probationary driver's licence	<input type="checkbox"/> Vaccination Requirement Category B
<input checked="" type="checkbox"/> Other: Medicare Provider Number	<input type="checkbox"/> Other:

Please refer to the Credentiaing and Scope of Practice Policy for further information and the Immunisation Policy for details regarding immunisation categorisation, please note all Category A workers are required to be vaccinated annually for seasonal influenza. *International Police Check required if the person has lived in any other country for at least 12 months in the past 10 years.

Position Description Authorised by:

Position Title:	Program Manager Allied Health		
Program/Team:	Allied Health		
PD Version Number:	V3	Date:	8/05/26
People and Culture Review			
People & Culture Signature:	People & Culture Coordinator	Date:	26/02/26