

Position Description

Position Identification			
Position Title:	Grade 1 Physiotherapist		
HRIS Position Number:	Not applicable	Effective Date:	September 2026
Location:	All Holstep Health sites as required		
Scope of Practice:	Not applicable		
Delegation of Authority:	Refer to Delegation of Authority Policy		
Agreement/Classification *For HR use only	Allied Health Professionals (Victorian Community Health Centres) (Multi-Employer) Enterprise Agreement 2022-2026 Physiotherapy, Grade 1		
Organisational Context			
Divisional:	Aged and Primary Care		
Reports to:	Director – Aged and Primary Care		
Program:		Unit :	
Position Summary			
The Graduate Physiotherapist role is funded by the Commonwealth Home Support Program (CHSP). The CHSP funds services for clients 65 years and older (50 and older for Aboriginal and Torres Strait Islander people). This program is underpinned by a wellness approach, which focusses on clients’ strengths, is goal oriented and aims to maximise independence and autonomy. The CHSP also embraces principles of reablement and restorative care which are time limited and goal oriented approaches that help clients adapt to a functional loss and/or address a particular deficit. The Graduate Physiotherapy Program is designed to promote career opportunities for Physiotherapists in the Primary Care setting. It aims to develop skills, knowledge and networks to help a new physiotherapist build a future career in community health. The program provides on the job training, professional development and support to help the graduate advance their career			
Position Accountabilities			
Responsibilities	- Maintain and enhance professional knowledge and technical skills by keeping up to date with new developments and relevant trends. - Undertake any reasonable additional tasks as directed by Holstep Health. - Ensure compliance with all relevant legislation, funding guidelines, service standards and contractual obligations. - Provision of high quality, evidence based services for all clients consistent with accepted professional and organizational policies and procedures, including but not limited to assessment, diagnosis and treatment of common musculoskeletal, orthopaedic and neurological conditions, including managing such conditions effectively with clients who have low health literacy. - Gait aid assessment and prescription of appropriate gait aids, subsequent funding applications/ordering of equipment as required. - Conduct and supervise group exercise programs (including water based exercises) to improve client’s mobility and level of functional activity, to help recover from injury or illness. - Ensure that initial assessment of clients incorporates consideration of their individual circumstances and health needs from a holistic perspective, and referrals to other allied health professionals as required.		



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	• Provide high quality education and information to clients about the management of their health issues, involving clients and carers in decision making and negotiating agreed care plans (as per work practice instructions) and arranging appropriate medical and allied health follow up where required (including timely discharge planning). • With the support of the Grade 2 Physiotherapists and Team Leader, manage time and prioritise competing demands so that clinically appropriate care is delivered in a timely fashion, and non-clinical deadlines and responsibilities are met. • Record appropriate information and outcomes in an accurate and timely manner (eg. initial clinical assessment of client documented in Client Information Management System within 24 hours) and be aware of and adhere to required documentation standards. • Be aware of and comply with relevant Aged and Disability program Work Practices. • Ensure that services are provided in a manner respectful of the languages, literacy levels, cultural beliefs and practices of our clients. • Accurately record data as required by agency and funding bodies, and ensure timely follow up on data quality reports as requested by the Team Leader. • Support Aged and Disability and Primary Health Care program staff in facilitating multidisciplinary student placements. • Support and supervise the practice of Allied Health Assistant staff (if required) • Participate in relevant networks and forums and maintenance of links with key external agencies, including but not limited to; Holstep Health clients and their carers, other allied health and community services (public and private), medical specialists and General Practitioners, tertiary institutions, referring agencies and associations supporting clients, Case Managers and other client support services. • Undertake professional development activities to maintain and enhance skills. • Participate in the Individual Performance Review (IPR) process including the development of annual work plan, ensuring activities are carried out as outlined. • Attend service unit meetings, staff meetings and other organisational meetings as required. • Contribute to a positive culture within the Aged and Disability program and foster a multidisciplinary approach to client care. • Undertake an active learning approach to maintain and enhance professional skills. • Utilise self-reflection, supervision and client feedback to identify and address individual training and development needs, particularly with regards to clinical skills development. • Practice complies with AHPRA and delegated scope of practice.
Safety and Risk	Occupational Health & Safety (OHS) • All employees have a duty to take reasonable care for the health and safety of themselves and others affected by their actions at work, and to comply with OHS Frameworks. • The incumbent must champion continuous improvement of OHS practices. Physical Inherent Requirements (PIR) • Involves sedentary tasks requiring a low level of physical activity and alternation between seated and standing positions



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	- Incorporates computer based activities, where employees are required to maintain a slight to moderate degree of cervical flexion for periods of several minutes at a time, occasionally sitting for periods in excess of 20 minutes - Sound upper limb joints, with the ability to withstand repetitive upper limb activity - May be required to occasionally lift and carry items weighing up to 10kgs Quality & Risk - Assessing, monitoring and reviewing emerging risks - Identify and analyse risk against the corporate risk appetite – understand where major areas of risk exist and ensure level of acceptable risk exposure according to corporate risk appetite - Supporting risk management framework across Holstep Health - Understand and implement accreditation standards that apply to team and organisation - Participate in quality and accreditation self-assessment(s) and support implementation of agreed improvements - Assist with the development, review and implementation of policies and procedures and support staff to understand and apply them. <i>Holstep Health is an equal opportunity employer and committed to ensuring a safe environment for children and young people. We encourage individuals of diverse backgrounds including but not limited to those from the Aboriginal and Torres Strait Islander, Culturally and Linguistically Diverse, the LGBTIQ+ community and those living with a disability to join our workforce.</i>
Capabilities	All employees are expected to align their behaviours and utilise capabilities (or 'soft skills') in line with our organisational values and the level of responsibility of the position. The capabilities for this position can be found within Holstep Health's Capability Matrix.
Key selection criteria	
Essential	- Degree in Physiotherapy - Well-developed oral and written communication skills, including the ability to clearly explain complex ideas to clients with varying levels of health literacy. - Good interpersonal skills, including the ability to network and liaise with others and contribute effectively in a team environment. - Outcomes focused, including the ability to manage time, meet deadlines and deliver expected results. - Knowledge of community health principles and the role of community health physiotherapy in the broader health system. - An understanding of health challenges associated with ageing. - Ability to work under supervision and with increasing autonomy as skills develop - Clinical placement experience in musculoskeletal and/or aged care physiotherapy
Desirable	- Experience on placement in a community health environment. - Relevant second language
Checks, Licences and Registration	- National Police check - Statutory Declaration - Immunisation Category A

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	• Relevant Qualifications • Australian Work Rights • Working with Children’s Check (WWCC) • NDIS Check • Current full or probationary driver’s licence • Current AHPRA Registration
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