

Careers that make a difference

Position Description



Position Title	Physiotherapist
Unit / Team	Support, Therapy, Education and Prevention/ Movement Therapies
Reports to	Allied Health Team Leader
Award/Agreement	Allied Health Professionals (Victorian Community Health Centres) (Multi Employer) Enterprise Agreement 2022-2026 and any Fair Work Commission approved replacement agreements.
Classification	Allied Health Professional Grade 1 or Grade 2 (determined by experience)
Salary	Between \$76,607 and \$107,168 (pro-rata) per annum, plus superannuation.
Hours	Ongoing. Full time or part time negotiable
Location	This position is based in Lakes Entrance but may be required to work across sites.

Gippsland Lakes Complete Health is one of rural Victoria's largest community health organisations, employing over 500 staff and 300 volunteers to deliver health and support services across East Gippsland.

Our vision is for our people and communities to live well. We do this by responding to current and emerging needs - delivering innovative services, information and assistance and collaborating with other health providers for greater impact.

Our purpose is to improve the health and wellbeing of the people of East Gippsland by providing health and social care. We provide these services from seven locations and via outreach to nearby and remote communities. Services include medical, allied health, aged and disability support and in-home services, family support and counselling, early education and childcare, and specialist health services.

As a not-for-profit organisation built on strong values since 1975, our people are our greatest asset. We have created a positive and supportive workplace with solid leadership and a communicative approach and offer flexibility, a healthy work-life balance, professional development, and career advancement opportunities.

Equity, diversity, and inclusion are at the core of who we are. We welcome all people irrespective of ethnicity, faith, sexual orientation and gender identity, and have established a safe and inclusive environment for staff and visitors. For more information about us, visit gch.org.au.

Our Values

Our work is informed by our values. We are:

Compassionate
<ul style="list-style-type: none">• We are caring and kind to people and the planet• We work respectfully and with integrity• We build trust through listening and understanding.

Inclusive
<ul style="list-style-type: none">• We exist to support the health and wellbeing for everyone in our community• We celebrate and value diversity• We are ethical, honest, reliable and fair.

Courageous
<ul style="list-style-type: none">• We are progressive and collaborative• We are creative and resourceful• We are not afraid to try new things for the benefit of our community.



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Unit Profile

The Support, Therapy, Education and Prevention (STEP) unit provides an extensive range of allied health, education and support services to people of all ages, abilities and conditions. Services include:

- occupational therapy
- speech pathology
- podiatry
- paediatric allied health
- health promotion and prevention programs
- physiotherapy
- dietetics
- exercise physiology
- hand therapy
- social support groups

The unit also operates a Children's Centre in Lakes Entrance which offers long day care, 3 and 4 year old kindergarten, and out of school hours care to local families.

Position Summary

This is a well-supported position working with a dynamic team of physiotherapists, exercise physiologists and allied health assistants in a well-equipped multidisciplinary practice with a gym and access to an aqua therapy facility.

The position forms part of a larger multidisciplinary service providing coordinated and quality private and public Allied Health services under a multitude of funding streams including but not limited to NDIS, Private Health Insurance, Community Health, Community Home and Support Packages, Home and Community Care, TAC, Workcover and DVA.

You will provide physiotherapy outpatient rehabilitation across specialty areas of practice including musculoskeletal, chronic/complex conditions and/or neurological caseloads, with a strong emphasis on best practice, empowering self-management. Services may be delivered in a variety of settings including on-site at GLCH, outreach, in client's homes and via telehealth.

Formal supervision and professional development structures are in place and there is access to experienced clinical supervisors. These structures will support the development of sound clinical skills, growth, and development in physiotherapy practice.

You will have opportunity to be involved in quality improvement projects and being innovative within your role is highly encouraged.



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Key Responsibilities

- Provide high quality, evidence-based individual and group physiotherapy services, including assessment, treatment and management of a range of conditions including but not limited to musculoskeletal, neurological, paediatric and chronic and complex conditions.
- Actively participate in case conferences/care planning meetings and external forums to ensure an integrated and effective service development response for the client.
- Contribute to the coordination of the multi-disciplinary team approach to patient centred care and planning, to ensure improved outcomes for clients.
- Participate in clinical supervision, training, support and mentoring of fellow therapists, Allied Health Assistants, personal trainers and students, to support the delivery of quality outpatient physiotherapy services.
- Participate and contribute to delivering professional development relevant to the movement therapies team.
- Participate and contribute to quality improvement and service development within the physiotherapy practice and interdisciplinary programs, to ensure improved outcomes for clients.
- Participate in program evaluation, quality improvement and service development projects within the physiotherapy practice and interdisciplinary programs.
- Maintain up to date client records and complete statistical data.
- Work independently when required, managing and coordinating your own case load.
- Other duties as directed.

Other Responsibilities (All Staff)

1. **Our Values:** We require all employees to act in a way that aligns with our values.
2. **Quality and Risk Management:** Actively participate and incorporate continuous quality improvement and sound risk management principles in all aspects of the role.
3. **Professional Development and Education:** Actively participate in relevant professional development and educational activities as required, including regular performance reviews.
4. **Workplace Health and Safety:** Carry out your duties in a manner that does not adversely affect your health and safety and that of others by reporting all incidents and injuries as well as cooperating with any measures introduced in the workplace to improve health and safety.
5. **Diversity:** Recognise, value, and respect the diversity of our clients and staff and be inclusive of all community members. Promote accessibility and disability, Aboriginal reconciliation, and Rainbow Tick Accreditation.
6. **Teamwork:** Work proactively with all team members to support the organisation and its strategic aims.
7. **Compliance:** Adhere to all GLCH policies, procedures, and regulatory and legal requirements.



Position Requirements

Qualifications
<ul style="list-style-type: none">• Bachelor of Applied Science in Physiotherapy or equivalent, with a current full registration with AHPRA or under supervision with AHPRA.
Essential Experience and Skills
<ul style="list-style-type: none">• Demonstrated knowledge of current physiotherapy practices and outcomes including advanced knowledge in the assessment, treatment and management options for a range of orthopaedic/ musculoskeletal and neurological conditions• Demonstrated experience in group facilitation skills and an understanding of the principles of self-management.• Experience or interest in the field of paediatric physiotherapy would provide an additional opportunity in this position.
Also required:
<ul style="list-style-type: none">• Excellent written and verbal communication skills.• Well-developed interpersonal skills and the ability to communicate effectively with people from diverse organisations and communities.• Ability to work both independently and cooperatively in a team environment.• Demonstrated organisational skills with the ability to plan, organise, set priorities and meet deadlines.• Attention to detail.• A positive attitude with a customer service focus and problem-solving mindset. Be flexible, adaptable, and resilient.• Sound computer skills (particularly in the Microsoft Office Suite) and a willingness to learn and adapt to technology platforms relevant to the role.• Willingness to adhere to all GLCH policies, procedures, and regulatory and legal requirements.

Mandatory Checks, Certificates and Licenses

Employment in this role is subject to the following:

1. Satisfactory completion of a Police Check and Working with Children Check (GLCH to cover fees).
2. Satisfactory completion of a NDIS Worker Screening Check (cost reimbursed upon completion of 6 months employment)
3. Evidence of current Victorian drivers licence.
4. Evidence of current practising certificate/s
5. Evidence of qualification (where applicable)
6. Medicare Provider Number (Allied Health Professionals - we will assist with this process upon commencement. Please note that any income generated under a provider number linked with GLCH employment will be assigned to GLCH)



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Benefits of joining our team:

- Salary packaging benefits are offered to part-time and full-time employees. Packaging options include living expenses up to \$15,900 per year (rent, mortgage, credit card payments), meal entertainment benefits up to \$2,650 yearly, remote area housing, and novated leasing.
- Five weeks annual leave, plus the option to purchase additional annual leave
- Employee Assistance Program (confidential counselling support and advice)
- Flexible working arrangements by negotiation, including working from home where practicable
- 7 days (pro-rata) of professional development leave; GLCH scholarships to advance your career; in-house professional development; and regular professional supervision
- Free gym access (Lakes Entrance site)
- Corporate memberships for the local council-run gyms
- Relocation assistance (conditions apply)
- Access to RWAV professional development scholarships to the value of \$10k (conditions apply)
- Phone and laptop provided
- Access to a fleet car whilst traveling for work

Additional Information

1. We are an equal opportunity employer.
2. Aboriginal and Torres Strait Islander people and those who speak languages other than English are encouraged to apply.
3. We are a child safe organisation and are committed to the safety, wellbeing, and inclusion of all children in accordance with the Child Safe Standards.
4. We are committed to aligning our practice, policies, and systems to the Multi-Agency Risk Assessment Management (MARAM) framework and recognising family violence as a health issue.
5. All ongoing part-time and full-time positions are subject to a 6 month probationary period.

