

## POSITION DESCRIPTION

|                                  |                                                                                                                                  |
|----------------------------------|----------------------------------------------------------------------------------------------------------------------------------|
| <b>Position Title:</b>           | Physiotherapist (Continence)                                                                                                     |
| <b>Business Unit/Department:</b> | Community Adult Health Programs                                                                                                  |
| <b>Division:</b>                 | Integrated Community Health Services                                                                                             |
| <b>Award/Agreement:</b>          | Allied Health Professionals (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement                    |
| <b>Classification:</b>           | Grade 3 – Year 1 to Year 4 (VB7 to VC1)                                                                                          |
| <b>Reports To:</b>               | <i>Operational:</i> Manager – Community Adult Health Programs;<br><i>Clinical:</i> Manager – Physiotherapy & Exercise Physiology |
| <b>Direct Reports:</b>           | Grade 1 & Grade 2 Physiotherapists                                                                                               |
| <b>Date Prepared/Updated:</b>    | 17 August 2026                                                                                                                   |

### Position Purpose

This role is required to provide high-quality physiotherapy care to clients (male and female) within our community, who are seeking assessment, intervention and assistance for concerns relating to continence, and pelvic floor issues.

The role will be required to work as part of the wider health team (including medical, nursing and allied health) supporting a coordinated multidisciplinary approach to client care across the age spectrum. The role will also provide clinical support for other physiotherapists providing care for musculoskeletal antenatal and postnatal patients.

### Business Unit Overview

The Operations Directorate is one of the largest and most complex directorates within Western Health providing Western Health's patient care and contacts. These services range from outpatients to inpatients, theatres to Intensive Care, birthing rooms and Emergency Departments and many more services.

#### Integrated Community Health Service Division

The Integrated Community Health Services division at Western Health focuses on delivering high-quality evidence-based care to those residing in the City of Melton and Moorabool Shire across a variety of clinical settings. Services are provided across acute (medical surgical and maternity unit), outpatient services (Paediatric and Adult), outpatient rehabilitation, community health settings (Paediatric and Adult), residential care services, health promotion, community partnerships and support services across Bacchus Marsh, Melton and Caroline Springs campuses.

The Integrated Community Health Services division has a strong focus on multidisciplinary care with services being provided in both an individual format and group-based interventions. Staff model the Western Health values of CARES (Compassion, Accountability, Respect, Excellence and Safety). Within

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community services there are multiple different funding programs to support a patient's and client's journey and build their independence in the community.

Services within this area include:

- Adult Allied Health
- Paediatric Allied Health
- Community Health Nursing
- Community Nursing
- Perpetrator Men's Family Violence
- Aboriginal Programs
- NDIS (National Disability Insurance Scheme) Therapeutic Supports
- Support at Home Programs
- Dental Services

### **Division of Allied Health**

Allied Health provides a range of evidence based, client centred, specialist services at Western Health, across the care continuum, from admission within the emergency department through to discharge in the community. These services work across the spectrum of life, from neonates to the elderly. The predominant focus of Allied Health is the return and optimisation of an individual's function, and wellbeing, from both physical and psycho-social perspectives. Activity is aligned with Western Health's Best Care Model and CARES values. Allied Health involvement is pivotal to efficient and effective multidisciplinary team functions, discharge planning and patient centred care. Western Health employs a range of Allied Health disciplines, each with unique specialist tertiary training and skills, including:

- Audiology
- Clinical Psychology and Neuropsychology
- Exercise Physiology
- Language Services
- Nutrition and Dietetics
- Occupational Therapy
- Pastoral Services
- Physiotherapy
- Podiatry
- Social Work
- Speech Pathology

### **Key Responsibilities**

- Provide clinical physiotherapy services to referred patients in designated programs, ensuring that they receive appropriate assessment, intervention, monitoring and progression of care.
- Have a sound knowledge around women's health/continence physiotherapy management for various age groups.
- Use self-management strategies to support patients to be more active and provide assistance and support to ensure a smooth transition back into the community and their chosen activity.
- Deliver high-quality person centred interprofessional care in line with the "Best Care" framework
- Demonstrate a commitment to the patient 'Charter of Healthcare Rights' and Aged Care Code of Conduct
- Comply with the expected scope of the role and standards of performance in the role as described by the relevant professional bodies/industry standards
- Maintain registration (as required) and report any changes or limitations on practice if applicable
- Comply with all Western Health policies and procedures
- Ensure that workload statistics, and other required information is entered in a timely and accurate manner as per organisational requirements
- Participate in research/evaluation/ quality improvement projects
- Contribute to the evaluation of guidelines in immediate work area
- Plan, prepare, perform and deliver effective and individualised assessment and interventions, demonstrating clinical reasoning and core clinical competencies, including use of relevant assessment tools, treatment methods, and case management skills

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- Perform evidence based clinical services using a person-centred approach
- Demonstrate organisational skills and efficient time management to appropriately evaluate, prioritise and complete workload
- Attend and participate at relevant team/service meetings in relation to patient care
- Provide education and act as a resource to other staff, patients, community groups and other agencies as appropriate to the role.
- Demonstrate open and effective communication (verbal, non-verbal, written and electronic) with consumers, other staff and service providers
- Have a clear understanding of the service and professional role within the service
- Participate in relevant committees, working groups and meetings as requested
- Demonstrate knowledge of resources relevant to work area
- Contribute to a culture that promotes effective teamwork, encourages cohesion and ensures staff feel valued and contributions are acknowledged
- Hold accountability for own actions and seek guidance and support from appropriate employees when limited by own skills and experience
- Comply with confidentiality obligations with regard to patients, consumers and colleagues
- Participate in learning that will enhance personal knowledge and continuing professional development
- Consult with senior staff when dealing with difficult situations
- Work in consultation with management on service delivery and development
- Assist your manager with the planning, management, implementation and evaluation of projects
- Be aware of and participate in quality and risk management programs.
- Demonstrate ability to identify a problem within a service and take it to a higher level for resolution
- Where designated, take a support role in student education that is timely, flexible and responsible
- Actively participate in regular clinical supervision, demonstrating ongoing development of clinical skills and reflective practice as identified in supervision plan
- Perform other duties as directed

In addition to the key responsibilities specific to your role, you are required to deliver on the [WH AH Capability Framework](#) and the [Key Organisational Accountabilities](#) which are aligned with the Western Health strategic aims.

### Key Working Relationships

#### Internal:

- Manager Community Adult Health Programs
- Manager Physiotherapy and Exercise Physiology
- Physiotherapists
- Continence Nurses
- Other allied health and nursing teams

#### External:

- Clients and their family/carers
- Key community organisations
- External agencies and referrers

### Selection Criteria

#### Essential:

- Tertiary qualification in Physiotherapy.
- Unrestricted registration with AHPRA (Australian Health Practitioners Regulation Agency).
- Post graduate qualifications or working towards qualifications in pelvic floor and continence-based skills
- Sound knowledge in the application of continence-based physiotherapy theory and practice with proficiency in assessment and intervention
- At least 7 years' experience in working within physiotherapy services
- Ability to apply, without exception, principles of confidentiality, privacy and maintain confident communication.

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- Demonstrated leadership qualities and skills
- Clear and effective communication styles
- Experience working in a multidisciplinary team.
- Experience with supervision of both students and staff

**Desirable:**

- Australian Physiotherapy Association membership

### Additional Requirements

All employees are required to:

- Obtain a police/criminal history check prior to employment
- Obtain a working with children check prior to employment (if requested)
- Obtain an NDIS worker screener clearance prior to employment (if requested)
- Obtain an Immunisation Health Clearance prior to employment
- Report to management any criminal charges or convictions you receive during the course of your employment
- Comply with relevant Western Health clinical and administrative policies and guidelines.
- Comply with and accept responsibility for ensuring the implementation of health and safety policies and procedures
- Fully co-operate with Western Health in any action it considers necessary to maintain a working environment, which is safe, and without risk to health
- Protect confidential information from unauthorised disclosure and not use, disclose or copy confidential information except for the purpose of and to the extent necessary to perform your employment duties at Western Health
- 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 Western Health
- Be aware of and comply with relevant legislation: Public Administration Act 2004, Victorian Charter of Human Rights and Responsibilities Act 2006, the Victorian Occupational Health and Safety Act 2004, the Victorian Occupational Health and Safety Regulations 2017 (OHS Regulations 2017), Fair Work Act 2009 (as amended), Occupational Health and Safety (Psychological Health) Regulations 2025, the Privacy Act 1988 and responsibilities under s141 Health Services Act with regard to the sharing of health information, the Family Violence and Child Information Sharing Schemes, Part 5A of the Family Violence Protection Act 2008 and Part 6A of the Child Wellbeing and Safety Act 2005, Safe Patient Care Act 2015, Mental Health & Wellbeing Act 2022
- Be aware of and comply with the Code of Conduct for Victorian Public Sector Employees and other Western Health employment guidelines

### General Information

- Redeployment to other services or sites within Western Health may be required
- Employment terms and conditions are provided according to relevant award/agreement
- Western Health is an equal opportunity employer and is committed to providing for its employees a work environment which is free of harassment or discrimination. The organisation promotes diversity and awareness in the workplace
- Western Health is committed to Gender Equity
- Western Health provides support to all personnel experiencing family and domestic violence
- 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. Western Health reserves the right to modify position descriptions as required. Employees will be consulted when this occurs
- Western Health is a smoke free environment

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*I confirm I have read the Position Description, understand its content and agree to work in accordance with the requirements of the position.*

Employee's Name: \_\_\_\_\_

Employee's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

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