



<b>POSITION DESCRIPTION - Physiotherapist</b>
<b>Part 1 – Expectations for Your Role</b>

<b>Position</b>	Physiotherapist
<b>Service / Program</b>	Primary Care
<b>Industrial Instrument</b>	The EACH Health Professionals Enterprise Agreement
<b>Instrument Classification</b>	AHP Grade 1
<b>Reports to</b>	Team Leader – Physiotherapy and Exercise Physiology, National Clinical Practice Leader Allied Health
<b>Effective Date</b>	May 2026

### Position Summary

The Physiotherapist (Grade 1) is responsible for the provision of Physiotherapy services within a designated clinical caseload, appropriate to their level of experience and competency. The position delivers high quality domiciliary, centre and community-based Physiotherapy services. The Physiotherapist uses a customer-centric, self-management approach to assess and implement evidence-based treatments, collaborating with the Primary Health Team and external providers to help customers achieve their goals for independent living, community engagement, and overall health and wellbeing.

The role also supports the Physiotherapy team in service development to meet demands for service provision for customers under government block funding (including CHSP and HACCC) and Fee for Service (including NDIS and Home Care Package). The Grade 1 Physiotherapists are expected to actively develop knowledge / skills and consolidate their clinical reasoning through supervision, mentoring and professional development opportunities.

### Key Deliverables

High quality customer service delivery and satisfaction

- Conduct assessment and review, develop goal directed care plans and implement appropriate intervention strategies and education for all customers
- All reporting requirements and record maintenance including progress notes, assessments, goal directed care plans and data entry meets organisational and professional standards
- Consistently deliver high-quality individual and group programs while successfully achieving allocated annual targets.

Service Development and Innovation that meets current trends and demand

- Work collaboratively with allied health teams to ensure demand for service is timely and meets the contractual guidelines.
- Work collaboratively with Physiotherapy team and clinical leader to support the development and implementation of programs / processes to meet demand for service



### Professional Development and Leadership

- Model a strong commitment to professional development, ensure currency of clinical knowledge and actively integrate new learning into clinical practice
- Provide adequate direction, training, supervision and support for the allied health assistants, admin assistants, volunteers, students and other support staff involved in the delivery of the individual and groups services within the Physiotherapy program.
- Annual achievement of professional accreditation and other quality requirements of the position

### Maintaining a culture of quality and safety in clinical practice

- Contribute to the implementation and maintenance of Quality Assurance in relation to services provided, and to the continuous improvement of services provided.
- Undertake research and evaluation activities aimed at maintaining / improving evidence based clinical practices and service delivery within the service.

### Skills

#### Experience and Knowledge

- Demonstrated ability to apply evidence-based Physiotherapy theory to practice.
- Demonstrated clinical skills in managing a caseload using customer centric approach.
- Demonstrated competence in a wide range of clinical assessment, treatment, interventions and client education.
- Demonstrated competence in working with a diverse client base while ensuring maximum customer participation through a customer-centric approach.

#### Skills

- Possess effective verbal and written communication skills, strong listening abilities, and the capacity to utilize various communication methods to engage with different customers.
- Strong skills in developing and maintaining relationships with customers, staff and other key stakeholders
- Able to identify more and less critical activities and operate / prioritise accordingly, reviewing and adjusting as required
- Established self-management skills appropriate to level of responsibility/experience (i.e., organisation, planning, time management and priority setting)

#### Mandatory Qualification/s, Competencies and/or Licences

- Relevant Bachelor degree in Physiotherapy or equivalent
- Completion of a Criminal History Check and Employee Working With Children Check (or State equivalent) prior to commencement of employment and as required by legislation and policy during employment, as well as a duty to disclose relevant information that may arise after employment has commenced
- A cleared National Worker Screening Check prior to commencement of employment
- Current state-based driver's license

#### Highly regarded Qualifications and/or Certifications

- Some exposure in neurological conditions – Preferred but not essential
- Experience working with Home Care Packages and NDIS - Preferred but not essential



### Physical Requirements

- Office Environment: Ability to sit for extended periods and use office equipment.
- Data Entry: Capability to type and handle administrative tasks.
- Office Mobility: Ability to move around the office and up/down stairs.
- Light Lifting: Ability to lift and carry up to 5 kg and support client positioning during activities.
- Client Mobility & Exercise: Ability to demonstrate exercises and facilitate individual and group programs, including aquatic sessions.
- Aquatic Environment: Ability to safely work in aquatic settings, including entering/exiting pools and supporting clients in water-based activities.
- Hands-on Therapy: Ability to provide hands-on treatment and physical support to clients.
- Travel: Ability to travel between Each locations



**POSITION DESCRIPTION – Employee**

**Part 2 – Expectations for Our Team**

At Each, we are committed to improving lives and strengthening communities through a range of health, disability, housing, counselling, and mental health services. With a dedicated team of over 1,500 employees and 250 volunteers, we aim to create a positive impact, empowering individuals to live healthier, happier lives.

Our vision is for everyone to live well, and we strive for a healthier, more equitable future through innovation, advocacy, and community engagement. We care. We listen. We learn. We deliver – Altogether better care.

**Expectation of Employees**

Employees are expected to work collaboratively with team members and other Directorates, contributing to both individual and community outcomes. They must model Each’s values, ensuring an inclusive, safe, and engaging culture.

**Employee Responsibilities**

- Ensure quality, safety, and risk management to protect staff, customers, and the community.
- Collaborate with team members and stakeholders to achieve positive outcomes.
- Create a safe, respectful environment that fosters growth, learning, and wellbeing.
- Track progress and outcomes to meet Each’s goals and performance targets.
- Work within professional boundaries and program guidelines.
- Demonstrate leadership behaviours and serve as an ambassador of Each.

**Quality**

Employees must engage in continuous improvement, comply with legislation and accreditation standards, and maintain the necessary skills and knowledge for their role.

**Safety & Wellbeing**

Each employee is responsible for their health and safety, as well as that of others, in line with OH&S legislation and Each’s policies.

**Child Safe Commitment**

Each is dedicated to creating a child-safe environment, with zero tolerance for child abuse. Everyone is responsible for protecting and reporting any suspected child abuse, ensuring the safety and well-being of children involved with Each.

**Inclusion and Diversity Commitment**

Each is dedicated to an inclusive and diverse workplace where everyone is valued and respected. All staff are expected to promote inclusivity, embrace diversity, and foster a collaborative environment, ensuring a safe and supportive workplace for all.



## **Key Selection Criteria**

### Skills & Behaviours

- Adhere to Each's Behavioural and Performance Standards.
- Strong communication and interpersonal skills for building relationships.
- Collaborative team player with a positive attitude.

### Desirable Experience, Knowledge, and Qualifications

- Relevant tertiary qualifications.
- Proven collaborative teamwork skills.
- Understanding of the Not-For-Profit and Health sectors.

### Mandatory Competencies/Licences

- Criminal History Check and Employee Working with Children Check (as required).
- National Worker Screening Check (if required for the role).

### Expected Behaviours for ALL Each Staff

- Act in accordance with Each's Code of Conduct, policies, and service principles.
- Respond to family violence risk in line with the MARAM Framework.
- Promote a safety-first culture and adhere to health and safety policies.
- Ensures Each Great Care is put through its PACES (Person-Centered, Accessible, Connected, Effective and Safe).
- Support a zero-tolerance stance on abuse, neglect, and discrimination.
- Foster an inclusive, collaborative work environment, prioritizing customer needs.
- Contribute to teamwork, innovation, and continuous improvement.
- Engage in continuous learning and complete all mandatory training on time.