

**POSITION DESCRIPTION - Physiotherapist specialising in Women's Health****Part 1 – Expectations for Your Role**

<b>Position</b>	Physiotherapist specialising in Women's Health
<b>Service / Program</b>	Primary Care
<b>Industrial Instrument</b>	The EACH Health Professionals Enterprise Agreement
<b>Instrument Classification</b>	AFP1 Grade 3
<b>Reports to</b>	Team Leader – GP & Nurse Led Speciality Services
<b>Effective Date</b>	March 2025

**Key Deliverables**

- **Comprehensive assessments:** Utilising telehealth platforms and face-to-face consultations, you will undertake comprehensive assessments of the overall health of a client and work with them to understand their specific condition(s), the recommended treatment(s) and/or interventions, and ways to actively engage in the management of their condition within the physiotherapy scope of practice.
- **Privacy compliance:** Maintain client's privacy and confidentiality.
- **Collaborative care planning:** Work with the client and the multidisciplinary health care team to plan and coordinate care using sound clinical judgment and up-to-date evidence-based practice.
- **Expert consultation:** Provide high-level specialist knowledge, advice, and guidance to other members of both the Virtual Women's Health Clinic and the Endometriosis and Pelvic Pain clinic, as well as the wider GP and Nursing services staff.
- **Goal setting:** Enable clients to establish manageable goals and develop a plan to address these.
- **Client engagement:** Support the client to eliminate any barriers to initiating and maintaining involvement with health professionals or services.
- **Stakeholder engagement:** Build relationships and develop appropriate pathways with external stakeholders to ensure continuity of care.
- **Service navigation:** Link clients with relevant local health services where appropriate.
- **Accurate documentation:** Maintain accurate electronic customer records with completion of all documentation in a timely and accurate manner, in accordance with organisational standards.
- **Quality improvement:** Contribute to program and guideline development and continuous quality improvement activities.
- **Data reporting:** Collect, evaluate, and report data to relevant departments, both internal and external.
- **Clinical compliance:** Ensure clinical processes, procedures, and protocols are adhered to.
- **Team collaboration:** Be a participating and respectful member of the team, contributing to a harmonious workplace environment in accordance with the aims, objectives, philosophy, and policies of Each.
- **Reflective practice:** Participate in regular team meetings and community of practice sessions to support ongoing development and reflective practice.
- **Professional development:** Participate in ongoing professional development activities to maintain currency of clinical knowledge and apply the principles of evidence-based practice.
- **Knowledge sharing:** Support a learning culture within the team and participate in clinical supervision in accordance with organisational standards.

**Skills**

- **Clinical expertise:** Excellent clinical skills in a wide range of women's health physiotherapy assessment, treatment, intervention, and client education.



- **Communication & time management:** Excellent communication and time management skills.
- **Client-focused care:** Customer-centric approach with the ability to build rapport with clients.
- **Stakeholder relationships:** Ability to develop and nurture a positive and ongoing relationship with stakeholders.
- **Technical proficiency:** Well-developed computer skills and excellent attention to detail.
- **Teamwork & autonomy:** Ability to work both independently and in a team.

### Experience and Knowledge

- **Women's health expertise:** Demonstrated experience in women's sexual and reproductive health, including pelvic pain and pelvic floor.
- **Diversity & inclusion:** Demonstrated capacity to work with people from diverse backgrounds, including culturally and linguistically diverse backgrounds.
- **Health frameworks understanding:** An understanding of and a commitment to the principles and practices of community health, primary health, and the social model of health.
- **Specialised qualifications:** Qualifications, knowledge, and interest in women's sexual and reproductive health.

### Qualification/Registrations/Licences (*Mandatory only*)

- **Physiotherapy qualification:** Recognised degree or equivalent in Physiotherapy.
- **AHPRA registration:** Physiotherapist Grade 3, with current registration to practice with AHPRA.
- **Professional membership:** Eligible for full membership of the Australian Physiotherapy Association.

### Physical Requirements

**Office Environment:** Ability to sit at a computer for up to 6-8 hours per day.



## 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

An Each employee is responsible for:

- 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

All Each employees are responsible for their own 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).
- Entitlement to work in Australia

#### 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.
- Ensure 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.