



Position Description

Position Title	Physiotherapist
Division / Team	Client Services / Allied Health
Reports to	Exercise Physiology Clinical Lead
Agreement / Award	Allied Health Professionals (Victorian Community Health Centres) (Multi-Employer) Enterprise Agreement 2022–2026
Classification	Grade 2
EFT / Term	As per contract of employment
Work Location	As per contract of employment
Date Approved	February 2026

About Ballarat Community Health Ballarat Community Health (BCH) provides a wide range of community health and wellbeing services across Ballarat and Western Victoria. We are passionate about improving the health and wellbeing of the communities we support and addressing health and social inequality. We strive for safe, effective, connected, person centred quality services, and advocate to improve systems to bring about positive outcomes for the broader community. Our work is guided by our core values. These values inform how we work with each other, the partnerships we develop, as well as how we collaborate with and support our community. At BCH we believe our people are our greatest asset. We know that developing and retaining a skilled workforce is fundamental to our success. We are committed to nurturing an inclusive, capable and diverse workforce, and creating environments where our people thrive and excel.

Our Purpose Creating healthy communities through the provision of accessible, affordable and quality health and wellbeing services.

Our Leading Principles Address health inequity and inequality
Improve the health and wellbeing of our community
Have impact and be sustainable.

Values	Respect Valuing other points of view and treating people with respect	Integrity Acting with sincerity and honesty	Courage Strength in the face of challenges
	Resilience The ability to be strong in adversity, and bounce back with renewed hope	Responsibility Being reliable and accountable to others	Optimism Focusing on potential and abilities

Diversity Statement Ballarat Community Health recognises and celebrates the diversity of the community within which we work. We acknowledge the first peoples of Australia and their unique contribution. We welcome and work with people of all ages and health status, of all races, abilities, gender identities, sexual orientations, religious, cultural and linguistic backgrounds and financial status.

Position Summary

Ballarat Community Health provides physiotherapy services to people living in the Ballarat and Golden Plains region, adopting a collaborative and client-centred approach to support improved health, wellbeing and independence.

The Allied Health Team comprises Physiotherapy, Exercise Physiology, Podiatry, Dietetics, Cardiac Nursing, Diabetes Education, Integrated Chronic Disease Counselling, Paediatric Speech Pathology, Paediatric Occupational Therapy, Paediatric Psychology, and a dedicated Intake Team.

The Grade 2 Physiotherapist delivers assessment, treatment and prevention for musculoskeletal and neurological conditions using a holistic approach aligned with the social model of health. The role involves delivering individual and group-based physiotherapy programs across Community Health including the Seniors Lifestyle Program to support mobility, strength, balance, functional ability and independence. This includes physiotherapy assessment, development and delivery of tailored interventions, contribution to goal-directed care planning, support for self-management, and provision of education and information to clients and support groups.

The Physiotherapist also contributes to community-based health promotion and prevention activities, including falls prevention initiatives, group exercise programs, education sessions and screening activities, in partnership with other community health services.

The position includes aged care service delivery within residential aged care settings and active involvement in the Seniors Lifestyle Program, which supports older people experiencing mild to moderate frailty to improve functional capacity, enhance wellbeing and maintain independence. Working within a wellness and reablement model, the Physiotherapist provides engagement, coaching and integrated care in collaboration with the Seniors multidisciplinary team, including active participation in team huddles to support coordinated care, risk identification and timely decision-making.

Clinical supervision is provided, and the Physiotherapist is expected to engage in ongoing professional development. Services are delivered to clients accessing Community Health, HACC PYP, CHSP, Support at Home, NDIS, MBS, DVA funded programs, and provide a small amount of provision within an aged care setting.

Principal Areas of Responsibility

- Provide client-centred care through assessment, treatment, reviews, group programs, and quality projects.
- Ensure physiotherapy services are delivered in accordance with the Aged Care Quality Standards, ensuring care is safe, effective, person-centred and supports independence and reablement
- Deliver goal-directed assessment, care planning, referrals, education, and treatment to individuals based on their needs, promoting self-management and reablement models.
- Work individually and collaboratively within a multidisciplinary team to plan, conduct, and evaluate physiotherapy interventions and educational programs for clients of all ages and abilities.
- Participate in health promotion, education, and community programs.
- Consult with medical practitioners and other health professionals on client management as appropriate.
- Apply sound understanding of funded program requirements, eligibility criteria and reporting obligations across Community Health, HACC PYP, CHSP, Support at Home, NDIS, MBS and DVA to ensure appropriate service delivery and compliance
- Assist with developing resources for use by other health professionals and community members.

- Maintain appropriate, accurate client records, program planning, evaluation, and statistical records as directed by the Allied Health Manager.
 - Perform other duties as required by the Allied Health Manager
 - Supervising and training students as required
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Scope

- To follow leadership and management direction and seek advice on all matters outside usual scope of practice.
 - Practice in a manner consistent with the requirements of the relevant professional registration requirements and relevant registration board
 - Maintain ongoing professional development and continuing education to keep abreast of clinical advancements.
 - Maintain current membership with the Australian Physiotherapy Association (APA) and registration with the Australian Health Practitioner Regulation Agency (AHPRA).
 - Practice consistent with APA and AHPRA requirements
 - To maintain competency requirements to facilitate accredited group programs
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Organisational Responsibilities

- Be aware of and perform all duties in accordance with the organisation's stated policies and procedures
 - Understand practice frameworks relating to the Multi Agency Risk Assessment and Management (MARAM) framework and Information Sharing Schemes
 - Establish and maintain cooperative working relationships with staff and ensure alignment with the BCH values at all times
 - Work within professional boundaries and relevant scope of practise at all times
 - Maintain relevant professional registration
 - Work cooperatively across the teams to provide a comprehensive coordinated health promotion service
 - Attend approved professional development sessions and keep up to date with current developments, theories and practises in the field
 - Participate in compulsory BCH training programs
 - Ensure that client and staff confidentiality is respected and upheld at all times
 - Attend and actively participate in meetings as required
 - Represent and promote Ballarat Community Health appropriately, taking into consideration BCH advocacy statements and values
 - Participate in performance development plans and supervision
 - Participate in the organisation's continuous quality improvement programs and activities
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Qualification and Immunisation requirements

- Bachelor of Applied Science (Physiotherapy) or equivalent and current registration with the Australian Health Practitioner Regulations Agency (AHPRA)
 - Refer to BCH Staff Immunisation and Infectious Diseases Policy and Procedure for recommended vaccinations
 - Annual flu vaccinations are required when working in Residential Aged Care
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Key Selection Criteria

1. Experience:

- Sound understanding of, and commitment to, the social model of health, including working with older people in the community. Experience in, and strong understanding of, early intervention approaches for people with chronic disease.
- Experience in delivering musculoskeletal physiotherapy services, with proficiency in providing sensitive practice in response to client diversity.

- Proven client focus in assessment, treatment, and management of individual clients and groups.
- Demonstrated enthusiasm for working in a multidisciplinary team, delivering physiotherapy services, and contributing to service development as new opportunities arise.
- Demonstrated ability to engage with and navigate community-based services, support referral pathways and work collaboratively with stakeholders.
- Experience working in partnership with multidisciplinary teams, external providers and community organisations to support coordinated care.

2. Interpersonal Skills:

- Effective oral and verbal communication skills, including the ability to show empathy and patience towards clients and staff
- An existing network of professional contacts in the field
- Effective liaison skills with clients, carers, and colleagues across the full spectrum of health and welfare services.
- Self-reliance and ability to work independently and innovatively with a multi-disciplinary team with regard to policy and protocol

3. Written Communication:

- Clear and concise oral and written communication skills, including the ability to prepare client reports, educational materials, and program documentation.

4. Computer Skills:

- Strong knowledge of and ability to use the Microsoft Office Suite and Windows based programs and database management systems

5. Organisational Skills:

- Ability to prioritise workloads and conflicting tasks and manage deadlines
- Proven ability to use initiative to solve problems
- High attention to detail

6. Alignment with BCH values:

- Ability to align with the BCH values in all areas of work

Conditions of Employment and other relevant information

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- The successful applicant will be required to maintain a current driver's licence.
 - BCH strongly supports Equal Opportunity and Access to Services, and requires all staff to be sensitive and inclusive of individual needs including but not limited to cultural, religious and sexual orientation
 - The successful applicant will be required to undertake a police records check. Appointment is subject to the outcome of this check.
 - The successful applicant will be required to obtain and maintain a valid employment Working with Children Check whilst employed in this position.
 - The successful applicant will be required to obtain and maintain a valid NDIS Worker Screening Check whilst employed in this position.
 - Prior to being appointed to this position it is required that there is a full disclosure of any pre-existing injuries or disease that might be affected by employment in this position.
 - BCH reserves the right to vary the location of the position according to the needs of BCH and its clients and any future changes to the BCH's areas of operation.
 - Management may alter this Position Description if and when the need arises. Any such changes will be made in consultation with the affected employee(s). Statements included in this position description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all inclusive.
 - Salary sacrifice arrangements are available to all staff subject to BCH's ongoing Fringe Benefits Tax exempt status.
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