



Swan Hill
District Health

Connected Care. Best Experience.



Inclusive

Compassionate

Progressive

Accountable

Physiotherapist Clinical Lead- Grade 3 **1EFT (MATERNITY LEAVE COVER- Potential for ongoing Employment)**

Introduction to the role:

An exciting opportunity is available for an enthusiastic Physiotherapist ready to take the next step in their career by providing skilled clinical leadership, expertise, and guidance to a progressive regional health service team. This position is ideal for a Physiotherapist looking to develop toward future management or senior leadership roles, with strong opportunities to shape services and mentor staff.

In this pivotal role, you will lead the development, implementation, and ongoing advancement of Physiotherapy services across the organisation, while also playing a key part in supporting and developing Physiotherapy staff.

About the role:

Our team works across an extensive range of clinical areas, offering exceptional variety and professional growth opportunities. Our services include:

- Cardiac, Pulmonary, and Oncology Rehabilitation Programs
- 1:1 Outpatient Services
- Acute and Sub-Acute Wards
- Individual Community Rehabilitation Services
- Specialist programs in Paediatrics, Lymphoedema, Women's Health, Fracture Management, and Primary Contact Physiotherapy in the Emergency Department

You'll have access to outstanding facilities, including:

- A modern, purpose-built Community Rehabilitation Centre where most individual and group programs are delivered
- A brand-new Emergency Department and Sub-Acute Ward featuring a dedicated gym space

Join our expanding Physiotherapy and Exercise Physiology team and take advantage of a unique and rewarding opportunity to contribute to high-quality care within the public health sector. You'll build strong clinical and leadership capabilities that will support your long-term career goals while making a meaningful impact in the community.

About You:

- Bachelor of Physiotherapy or equivalent from a recognised university or college institution
- Current National Police Check & Working with Children's Check
- Complete COVID Vaccinations & 2023 Flu Vaccination, Serology evidence of immunisation status

About us: Swan Hill District Health is a 143 bed (including Aged Care), fully integrated rural public health facility servicing a greater community of around 35,000 people. Our vision at, Swan Hill District Health, is to provide clear, connected care, best experience for our community

SHDH is a compassionate, family friendly employer where every employee is a valued team member.

Inclusive of a perfect work/life balance, SHDH also provides:

- ◆ A dynamic workplace
- ◆ Free onsite car parking
- ◆ Salary Sacrifice/Packaging
- ◆ Discounted Corporate gym memberships
- ◆ Professional Development opportunities
- ◆ Employee Assistance Program

To apply for this position, email the completed Cover letter, CV and response to the key selection criteria to employment@shdh.org.au.

You will find the full position description containing the key selection criteria & application for employment form in the attached documents. Swan Hill District Health reserves the right to commence interview immediately upon receipt of applications.

Enquiries about this role should be directed to Emma Pay, Allied Health Senior Manager,
Ph: (03) 5033 39390 or E: epay@shdh.org.au

Closing date:

Friday 10th April 2026 by 5pm

Swan Hill District Health is an equal opportunity employer committed to diversity and inclusion. We welcome applications from Aboriginal and Torres Strait Islander people, people with diverse cultural and linguistic backgrounds and people with disability.



Position:	Physiotherapy Clinical Lead
Classification:	Physiotherapist Gr3 (Educational Duties Included)
Department:	Physiotherapy
Reports to:	Physiotherapy Manager
Position Summary:	<p>The Clinical Team Leader specialises in a particular scope of practice and provides guidance to other staff working in the area. They oversee the service provision and quality improvement in that area in conjunction with the Physiotherapy Manager.</p> <p>The role incorporates a mix of staff supervision, education, clinical caseload and quality improvement. The ratio of clinical to administrative duties is approximately 70:30. This Clinical Leader is required to:</p> <ul style="list-style-type: none"> • Triage referrals to appropriate clinicians including referral funding, coding and priority. • Organise and oversee area specific case reviews. • Provide daily availability for clinical questions from other clinicians. • Provided weekly availability for joint appointments for complex consumers with other staff. • Manage an independent caseload including complex consumers. • Organize and delegate educators for all students completing placements within specific area. This includes providing support for educators as required. • Be responsible for any policy and procedure changes within specific area. • Provide a point of contact to all clinicians working within the specific area for concerns/issues to be raised. Then either manage these or escalate to the physiotherapy chief where required. • Coordinate and liaise with other departments/health care professionals regarding multidisciplinary care. • Manage clinical complaints as they arise and escalate as required to appropriate personnel. • Continually engage in quality improvement activities. • Organise junior staff supervision as they rotate into the role on an 'as needed' basis. • Contribute to staff my work plans where indicated by the Physiotherapy Manager. • Recommend/discuss any new resources, processes, or equipment that may be required to maintain and further develop effective programs or treatments with the Physiotherapy Manager. • Backfill the role of Physiotherapy Manager as required.
Responsibilities:	<p>Clinical Skills and Abilities</p> <ul style="list-style-type: none"> • Advanced practice management in clinical lead area. • Undertake thorough assessment of a consumer's condition/s, establish treatment goals and implement techniques by which these goals shall be met in clinical practice. • Provision of assessments using best practice, evidence based assessment tools, including tools appropriate for use with consumers with various comorbidities. • Deliver treatment to consumers using a variety of treatment modalities. • To provide recommendations, advice and assistance to other staff,

consumers and carers with regard to conditions relevant to the clinical lead.

- Refer appropriately to other health professionals or supports as required. Building direct links to specialists pertaining to the clinical lead area.
- Perform other related duties as directed by the Allied Health Senior Manager and Physiotherapy Manager.

Supervision & Education

The Clinical Lead Physiotherapist will be responsible for the support, supervision and education of:

- Grade 1 and 2 Physiotherapists, within clinical supervision, under the direction of the Physiotherapy Manager.
- Undergraduate Physiotherapy Students.
- Work Experience Students.

The clinical lead will participate in teaching and education programs for nursing, allied health and other hospital staff in relation to the clinical lead area of physiotherapy.

Personal/Professional Development

- To maintain an up to date knowledge and skill base to facilitate best possible consumer care.
- Complete regular professional development and remain up date with current evidence based practice.
- Remain current with clinical procedures in line with major hospitals providing specialist care.
- To maintain an active professional development program by:
 - Attendance and participation in relevant courses, workshops, lectures, etc.
 - Sharing of knowledge with other SHDH staff through in-service and journal club programs. In-services to be provided bimonthly where indicated.

Customer Service

- To provide education and act as a resource to:
 - Other staff, students, consumers and carers.
 - Community groups and other agencies as appropriate and required.
- To work in accordance with the Code of Professional Conduct as set down by the Australian Physiotherapy Association.
- To comply with the Swan Hill District Health (SHDH) Code of Conduct.
- At all times promote good interpersonal relationships both within and outside of the Physiotherapy department, team and organisation.

Teamwork and Communication

- To make verbal or written reports on consumer condition, progress and recommendations where appropriate.
- To liaise regularly with Physiotherapy Manager and Department Heads on consumer and administrative matters relating to work areas.
- To attend team meetings as required and work in conjunction with other disciplines to achieve common consumer goals.

Documentation and Administration

- Maintain statistics as prescribed.
- To record assessments, actions/treatment and progress in consumer files.
- Maintain an up to date written program for any groups conducted.
- Continuously participate in ongoing development, revision and

	<p>implementation of policies and procedures and develop clinical protocols where required.</p> <ul style="list-style-type: none"> • Complete any audits within the specific area.
Key Selection Criteria:	<p>Essential:</p> <ol style="list-style-type: none"> 1. Bachelor of Physiotherapy or equivalent from a recognised university or college institution. 2. Demonstrated ability to manage a diverse and complex caseload of clinical lead area consumers. 3. Current registration with APRHA. 4. Demonstrated ability to engage with consumers in a therapeutic relationship. 5. To work independently, with initiative and without direct clinical supervision. 6. Ability to coordinate treatment times in cooperation with other staff and respecting consumer choice. 7. Excellent communication and organisational skills. 8. Experience in supervising students and/or junior staff members. 9. Demonstrated experience of quality improvement in the healthcare setting, and knowledge of the Australian public health system. 10. Extensive professional development within the clinical lead area. 11. Current Victorian Driver's Licence. 12. Current National Police Check. 13. Evidence of immunisation records/history as part of the Health Services Act 1988, 2020 Amendment (Mandatory Vaccination of Healthcare Workers), through either docus for all vaccine preventable illnesses. <p>Desirable:</p> <ol style="list-style-type: none"> 1. Previous experience working in a rural health service. 2. Post Graduate studies in relevant clinical lead area. <p>All applicants must be able to obtain a Medicare Provider number for SHDH site/s as required and commit to the contracted 100% donation model of MBS revenue to SHDH.</p>
Salary/Award:	Salary in accordance with Allied Health Professionals (Victorian Public Health Sector) <i>Single Interest Enterprise Agreement 2021-2026</i> .
First Nations:	Swan Hill District Health would like to acknowledge First Nations communities of Wamba Wamba, Wadi Wadi, Barapa Barapa, Latji Latji and the Tatti Tatti people on whose land, we work and live. We pay respect to all Elders past and present and honour their connection to the land and water.
Continuous Quality Improvement:	<ul style="list-style-type: none"> • Each staff member is expected to demonstrate a commitment to best practice. • All staff shall take responsibility for their own practice and share responsibility for creating and maintaining a system that provides safe, high quality health care. • All staff will participate in quality improvement activities aimed at improving patient outcomes and maintaining accreditation standards. • It is the responsibility of every staff member to be familiar with Health Service-wide and specific Department Policies & Protocols.
Person Centered Care:	The Health Service supports in its values the philosophy of Person-Centered Care to ensure all people, including health service providers, clients, their carers and family members are respectfully cared for and encouraged to

	<p>participate in the provision of quality health care.</p> <p>We recognise diversity is part of every person & as such providers of health care must be actively involved in developing models of care that are person centered.</p>
Child Safety:	<p>All children have the right to feel and be safe. Keeping children safe is everyone's responsibility. SHDH is committed to providing a child safe environment where children are safe and feel safe, and where their voices are heard about the decisions that affect them.</p> <p>SHDH have zero tolerance to child abuse.</p> <p>Each employee has a responsibility to adhere to this requirement. Any breach of this standard will result in disciplinary action.</p>
Our Purpose:	<p>Connected Care / Best Experience SHDH commits to meet the growing health care needs of our community through our new vision to provide better connected care and to achieve the best care experience.</p>
Privacy and Confidentiality:	<p>SHDH are committed to protecting patient and staff privacy and confidentiality, as it is an important aspect of our commitment to providing high quality services. In accordance to both the Health Records Act and the Information Privacy Act, information should only be used and disclosed for the primary purpose of its collection.</p> <p>Each employee has a responsibility with adhere to SHDH's Privacy and Confidentiality Policy, as it is a condition of employment. Any breach of the rules of privacy and/or confidentiality relating to health service business, patients or medical records will result in disciplinary action.</p>
Mandatory Training:	<p>All employees must be aware of and complete designated mandatory training within the required time frame.</p>
Safety:	<p>RESPONSIBILITIES: It is the responsibility of every staff member to:</p> <ul style="list-style-type: none"> • Take reasonable care for their safety and the safety of others while at work. • Report accidents, incidents and potential hazards as soon as reasonably practicable to their supervisor and record on VHIMS reporting system. • Advise their supervisor if they have an injury or illness that may affect their ability to perform the inherent requirements of their position. • Be familiar with emergency and evacuation procedures as detailed in the Emergency Procedures Manual. • Complete all Mandatory training requirements as identified and directed. • Comply with the Occupational Health and Safety Act and all SHDH O.H. & S. online Policies and Procedures.
Asset Management:	<p>Staff with asset management responsibilities are required to adhere to the Asset Management Policy and Protocols.</p>
Review:	<p>Completion of My Work Plan on a yearly basis.</p>
Previous Revision dates:	
Current:	<p>March 2026</p>
Managers Name:	

Managers Signature:	
Employees Name:	
Employees Signature:	



The Application for Employment form is required to be submitted with the following documents:

- Covering letter in support of application
- Response to Key Selection Criteria
- Applicants Curriculum Vitae

Position Applying for	
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General Information

Name			
Address			
Contact	<u>Home phone</u>	<u>Mobile</u>	<u>Email</u>

Are you of Aboriginal/Torres Strait Islander Origin? No Aboriginal Torres Strait Islander
(This question is voluntary)

Do you wish to be identified under this category? Yes No

Are you an Australian Citizen or Permanent Resident: Yes No Date of Grant/...../.....

If no, what is your current Visa Status – Visa type _____ Expiry date/...../.....

Place/Country of issue: _____ Issue Number: _____

Do you require sponsorship? Yes No

Conditions of Employment

Employment conditions are governed by the relevant Public Sector Health Industry Awards and EBAs relevant to the position applied for:

Initial employment is subject to:

- 6 months' probationary period (*with a review at 3 months.*)
- Requirement to work any shift
- Requirement to work in any department as required

Hours of Work – _____ (Availability)

Discipline/Misconduct

Have you experienced discipline or misconduct action at any previous employment? Yes No

If **Yes**, please provide details:

Police and Working with Children Checks

Satisfactory Police Checks, and in some areas, Working with Children Checks are mandatory at the point of employment.

If you have a current Police Check and/or Working with Children Check, please show the check identifying numbers and the date of issue: _____

Upon engagement, you will be required to provide the necessary information to complete a Check. Please note that it is a condition of employment that you maintain a current satisfactory Police Check and, if required, Working with Children Check.

Pre-existing Health and Injury Declaration

Swan Hill District Health (SHDH) is committed to achieving a safe working environment for all employees. As part of this, it is our objective to ensure potential employees are not required to work in duties that they are not able to perform safely. As part of the application process for employment with SHDH, we request you to disclose any pre-existing injury or disease which may be adversely affected by the performance of the inherent requirements of the position you have applied for – as described in the Position Description for the position.

Pursuant to S.41 (1) and (2) of the *Workplace Injury Rehabilitation and Compensation Act 2013*, you are required to disclose to SHDH any pre-existing injury or disease that you have suffered of which you are aware, and could reasonably be expected to foresee, could be affected by the nature of this proposed employment.

Failure to make a disclosure, or the making of a false or misleading disclosure, would disentitle you to compensation pursuant to the *Workplace Injury Rehabilitation and Compensation Act 2013* should you suffer any reoccurrence, aggravation, acceleration, exacerbation or deterioration of your pre-existing injury or disease arising out of, or in the course of, or due to the nature of with SHDH. SHDH will rely upon any failure to disclose in accordance with the provisions of the *Workplace Injury Rehabilitation and Compensation Act 2013* as grounds for denying compensation in accordance with S.41 (1) and (2).

Should any alteration, change or rearrangement be necessary to enable you to carry out the inherent requirements of the position, we also request that you disclose these requirements. SHDH is an equal opportunity employer and will arrange any reasonable adjustment to enable a person with a disability to perform the inherent requirements of the position and therefore compete equally with other applicants for this position. Please disclose in the place below any pre-existing injury or diseases that you suffer from, or have suffered from, which could be affected by the nature of your proposed employment with Swan Hill District Health.

Disclosure advice: - (to be completed by the applicant)

I confirm that I have read and understood the contents of the above information and state that I have disclosed all relevant information in relation to my health and physical ability to carry out the inherent requirements of this position.

Signature of applicant: _____ **Date:**/...../.....

NOTE: If providing this form electronically, you accept that the information is true and correct by the action of submitting the form. You will be requested to sign the printed version at your interview if you are selected.

Enquiries:

Email address: employment@shdh.org.au

Phone: 03 50339315

Postal Address: PO Box 483 SWAN HILL VIC 3585