



Swan Hill
District Health
Connected Care. Best Experience.



Inclusive

Compassionate

Progressive

Accountable

Physiotherapist Clinical Lead (Grade 3)

Fixed term contract – with ongoing employment opportunities

A full-time position is available for a Physiotherapist Clinical Lead Grade 3 to join our enthusiastic team of Health Professionals at Swan Hill District Health. This is fixed term, 11-month maternity leave, position with the potential for ongoing employment

The Position

We are looking for an experienced and motivated Physiotherapist to step into a Clinical Lead role and help drive the future of physiotherapy services at Swan Hill District Health. If you're ready to take the next step in your career — combining clinical expertise, leadership, and service development — this is your opportunity to make a real impact in a supportive rural health setting. The team works across a broad spectrum of areas and offers a true variety in your day-to-day work with acute and sub-acute inpatient care, outpatient services (1:1 and group programs), community rehabilitation and cardiac, pulmonary and oncology programs.

This is a hands-on leadership role where you'll:

- Lead and support a team of physiotherapists across diverse clinical areas
- Manage a complex and rewarding caseload
- Drive quality improvement and service development initiatives
- Provide clinical guidance, supervision and education to staff and students
- Work closely with multidisciplinary teams to deliver outstanding patient care

At Swan Hill District Health, **you'll work in modern, well-equipped facilities, including a purpose-built Community Rehabilitation Centre and newly developed clinical spaces** designed to support high-quality care.

You'll be part of a supportive and collaborative team culture where people are approachable, engaged, and invested in each other's success. And beyond work, you'll enjoy the lifestyle benefits of living in a welcoming regional community, offering a healthy work-life balance and a strong sense of connection

You Bring

- Bachelor of Physiotherapy (or equivalent from a recognised university or college institution)
- AHPRA registration
- Experience managing complex caseloads and supporting staff
- Strong communication, leadership and organisation skills
- Commitment to high-quality, patient-centred care

Mandatory requirements

- Current National Police Check, or willingness to obtain
- Working with Children's Check, or willingness to obtain
- NDIS worker screening check, or willingness to obtain
- Evidence of immunisation records/history as part of the Health Services Act 1988, 2020 Amendment (Mandatory Vaccination of Healthcare Workers).

About Swan Hill: Swan Hill is situated in North-West Victoria. Located on the beautiful banks of the Murray River with multiple tourist attractions and community events in the surrounding region.

About Swan Hill District Health: 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. At Swan Hill District Health (SHDH), our vision is to provide connected care, best experience for our community.

SHDH is a compassionate, family friendly employer where every employee is a valued team member. Whilst encouraging and supporting work/life balance, SHDH also provides:

- ®A dynamic workplace
- ®Discounted Corporate gym memberships
- ®Salary Sacrifice/Packaging
- ®Professional Development opportunities
- ®Employee Assistance Program

Attract Connect Stay; our community are excited to see you and your family arrive. Let us help you connect; schools, partner employment, clubs, housing and the things that matter to you when building your new life.

To apply for this position please email your Cover letter responding to the Key Selection Criteria and up-to-date CV, to employment@shdh.org.au.

You will find the position description on our website – [Vacant positions](#)

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. If you require any reasonable adjustments to the recruitment process or the role, please let us know by contacting employment@shdh.org.au

Applications close: 9am 11th of July 2026

Swan Hill District Health reserve the right to interview and appoint candidates prior to this date.



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:	