



**Swan Hill
District Health**
Connected Care. Best Experience.



Inclusive

Compassionate

Progressive

Accountable

Emergency Department Advanced Musculoskeletal Physiotherapist - Grade 4

(Negotiable EFT between 0.6-1.0)

A part or full time position is available for an Emergency Department Advanced Musculoskeletal Physiotherapist (ED AMP) to join our progressive team of health professionals across the Emergency and Exercise Physiology/Physiotherapy Departments at Swan Hill District Health.

The Position

Servicing approximately 17,000 presentations each year, Swan Hill District Health's newly developed Emergency Department features modern, state-of-the-art facilities and is seeking an experienced musculoskeletal physiotherapist to join the team. If you're ready for your next challenge, this is a unique opportunity to step into an advanced practice role and have real clinical influence at the frontline of emergency care.

This is not a traditional physiotherapy role. As the Advanced Musculoskeletal Physiotherapist, you will work as a primary contact clinician - independently assessing, diagnosing, and managing patients with musculoskeletal complaints and injuries presenting to the ED. You will be pivotal in improving patient flow, reducing wait times, and delivering timely, high-quality care from presentation to discharge and follow-up. You will be embedded within the ED team, contributing to patient triaging, initiating management pathways without unnecessary delay, and working alongside medical, nursing, and allied health teams to deliver efficient and safe care.

Beyond clinical work, you will help shape and grow this service—supporting credentialing pathways, contributing to quality improvement, and playing a key role in preparing for the introduction of the Short Stay Unit. This is a rare chance to influence how advanced physiotherapy practice is embedded within a regional emergency department.

Flexibility and Scope

This role is designed with flexibility and can be negotiated to suit the right applicant. The core ED AMP role is funded at 0.6 EFT with negotiable hours, providing advanced musculoskeletal care within the Emergency Department. The opportunity exists to increase to 1.0 EFT through additional occupation within the Physiotherapy Department. For full time applicants, the role can be tailored to include:

- Fracture Clinic leadership and service delivery
- Outpatient musculoskeletal caseload, allowing continuity of care and expanded clinical scope

This flexibility makes the role ideal for clinicians wanting to maintain variety in practice while still working at an advanced level.

You Bring

- A Bachelor of Physiotherapy (equivalent or above Bachelor level) and current AHPRA registration
- Proven experience working in Advanced Musculoskeletal Physiotherapy, ideally within an Emergency Department, Fracture Clinic, and/or similar fast-paced setting
- A strong understanding of advanced scope of practice, including clinical decision-making, escalation, and patient triaging.
- Advanced clinical skills in the assessment, diagnosis, and management of acute musculoskeletal conditions, including fracture care such as plastering and thermoplastic splints.
- The ability to work independently, prioritise effectively, and thrive in a dynamic, high-demand environment.
- Excellent communication skills and a collaborative approach within interdisciplinary teams.
- A passion for teaching, leadership, and contributing to service development and quality improvement

Mandatory requirements (remove or add as per position description)

- A Bachelor Degree in Physiotherapy or above (i.e. Masters)
- Current registration with the Australian Health Practitioners Regulation Authority (AHPRA)
- Current National Police Check, or able to obtain.
- Current Working with Children's Check, or able to obtain.
- NDIS worker screening check, or able 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: 17 August 2026

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

Position:	Emergency Department Advanced Musculoskeletal Physiotherapist (ED AMP)
Classification:	PHYSIOTHERAPIST GR4 – Year 1 to 4 (YEAR LEVEL IN ACCORDANCE WITH EXPERIENCE)
Departments:	Exercise Physiology/Physiotherapy Department Emergency Department
Reports to:	Exercise Physiology/Physiotherapy Department Manager Clinical Director of Emergency
Position Summary:	The ED AMP will conduct comprehensive clinical assessments, provide an expert opinion and coordinate the management of services for patients presenting to the Emergency Department and Fracture Clinic with musculoskeletal complaints/injuries. The services of the ED AMP will ensure that patients presenting to the ED experience a clear and optimal care pathway from their initial in the emergency setting, to follow up rehabilitation in the outpatient setting. The role will lead the establishment and provision of Physiotherapy services within the ED, including setup of credentialling pathways for all physiotherapy staff working within the area. The clinician work seamlessly within the broader ED model of care, and oversee physiotherapy service provision within the ED and fracture clinics, collaborating with key stakeholders including ED staff, physiotherapy staff, and external orthopaedic specialists. As a senior clinician the ED AMP will provide clinical leadership in the area of musculoskeletal physiotherapy, including the facilitation of supervision to undergraduate and post graduate physiotherapy students, engagement in quality improvement activities, and be an advocate for the advanced practice physiotherapy role within the health service.
Responsibilities:	Clinical Skills and Abilities • Provide primary contact AMP services to the ED and Fracture Clinic with independence. • Have a thorough understanding of Advanced Scope of Practice and its limitations, including when to escalate care matters that are out of the clinicians' scope. • Independently triage fracture clinic referrals. • Build on established partnerships and recognise when to liaise with specialist services, including orthopaedics and plastics teams. • Work within a multidisciplinary care team and assist with secondary contact service provision when required. • Diagnose, treat and coordinate the care of patients with peripheral musculoskeletal injuries as they present to the ED. • Complete fracture management within the ED, including but not limited to plaster casting, thermoplastic application and fracture/joint reductions. • Utilise evidence-based assessment and management principles for all patients. • Be able to identify comorbidities when they may impact assessment, and modify treatment pathways to ensure the safety of patients presenting to the ED. • Educate patients on differing treatment options, the advantages/disadvantages and risks/benefits of each, as part of patient-centred care. • Provide recommendations, advice and assistance to other patients, carers and staff with regards to all presentations relating to musculoskeletal care. • Understand the role of, and collaborate with, other health professionals within the ED team and when to refer (for example, Nurse Practitioners and Medical Staff).

- Oversee and assist with outpatient Fracture Clinic management as required.
- Perform other related duties as directed by the Exercise Physiology/Physiotherapy Manager.
- Actively participate in annual competency reviews to ensure credentialling requirements.
- Seek guidance and support from appropriate employees when limited by own skills, experience, and scope of practice.
- Demonstrate extensive, evidence-based specialist knowledge, clinical reasoning and competencies, to lead and enhance patient care in the musculoskeletal area of practice.
- Demonstrate flexibility/responsiveness within professional practice/duties/roles and assume extra responsibility as required to meet organisational priorities, and appropriately delegate where necessary.
- Assist in creating an environment where clinicians have the opportunity to work to their full scope of practice and potential.

Supervision & Education

- Demonstrate expert knowledge of resources as relevant to the area, and act as a resource for other team members through formal and informal supervision and educative practices.
- Provide education to undergraduate and post graduate physiotherapy students, as well as broader allied health and medical staff in the area of musculoskeletal physiotherapy.
- Contribute to staff annual My Work Plans where indicated by the physiotherapy manager.
- Be able to assess the competency of other physiotherapy staff to perform skills that are considered beyond their skillset, and/or beyond the usual scope of practice for physiotherapists to establish service resilience and sustainability.
- Assist in undertaking a learning needs analysis and developing ongoing learning plans for other physiotherapy staff looking to complete credentialling in AMP practices.
- Develop and provide in-services, education sessions and case presentations to allied health, medical and nursing staff within the hospital consistent with the department's education and professional development practices.

Personal/Professional Development

- Complete regular professional development, to retain and up-to-date knowledge and skill base, to facilitate the best possible patient care in-line with evidence-based practice.
- Remain aware of current clinical procedures in-line with major hospitals providing specialist care through seeking external support and collaboration.
- Be able to self-identify gaps in own knowledge and ascertain learning pathways to fill these gaps. These may include networking, external courses, lectures, workshops etc.

Customer Service

- Manage patient complaints as they arise and escalate feedback in accordance with SHDH policy. Actively participate in the process of handling patient complaints and any related open disclosure proceedings.
- Work in accordance with the Australian Physiotherapy Association Code of Professional Conduct.
- Comply with the Swan Hill District Health Code of Conduct.

Teamwork and Communication

- Escalate care of patients to others within the Emergency team when patient needs extend beyond the scope of the AMP.
- Establish and maintain professional interpersonal relationships in all interactions

	with staff within and external to SHDH. • Actively participate in multidisciplinary care of patients as required. • Provide patients with written information regarding conditions and treatment provided. • Liaise regularly with the Exercise Physiology/Physiotherapy Manager, Clinical Director of Emergency, ED Nurse Unit Manager, and any other relevant Department heads, on administrative and patient matters relating to care. • Proactively attend and participate in team meetings as required and work in conjunction with other disciplines to achieve common patient goals. Documentation and Administration • Provide clear documentation via patient notes, reflective of the patients care (assessments, treatment, recommendations and progress) as well as any communication/handover with medical and nursing staff, in patient files. • Maintain and complete statistics and reporting requirements regarding patient presentations and conditions. • Continuously participate in ongoing development, revision and implementation of policies and procedures and develop clinical protocols where required. • Complete any relevant audits within the specific area. • Create and revise credentialing requirements for all AMP's working within extended scope musculoskeletal roles (ED primary contact and Fracture Clinic), in accordance with SHDH policy and the Victorian Department of Health's Credentialing, Competency, and Capability Framework. Continuous Quality Improvement • Continually engage in quality improvement activities as they relate to the clinical care of patients presenting with musculoskeletal complaints and injuries. • Generate de-identified case presentations for ongoing learning purposes of physiotherapy, medical and nursing staff. • Assist in attaining any new equipment that may be required to maintain and expand quality treatment of patients in collaboration with the relevant managers and clinical directors. • Demonstrate a commitment to, and participate in quality improvement activities within the Physiotherapy and Emergency Departments, aimed at improving patient outcomes and safety, and maintaining accreditation standards. • Remain familiar, and comply with, the policies, procedures and protocols of SHDH.
Key Selection Criteria:	Essential: 1. Bachelor of Physiotherapy or equivalent from a recognised university or college institution. 2. Past experience providing Advanced Musculoskeletal Practice in a primary practitioner role to complex patients in the Emergency Department 3. Current registration with APRHA. 4. A working understanding of advanced scope of practice 5. A demonstrated ability to engage with patients in a therapeutic relationship. 6. Work independently, with initiative and without direct clinical supervision, in the area of advance musculoskeletal physiotherapy practice. 7. Ability to effectively assess and prioritise patients according to clinical needs, and safely and effectively coordinate their treatment. 8. Excellent communication and organisational skills in outpatient clinics and the faced-paced environment of the Emergency Department. 9. Experience in supervising students and colleagues. 10. Proven ability to work within a diverse multidisciplinary team. 11. Knowledge of the Australian public health system and demonstrated experience of quality improvement in the public healthcare setting. 12. Be able to provide evidence of extensive professional development within the field of acute musculoskeletal physiotherapy.

	13. Able to use technology and have basic computer literacy to complete administrative tasks. 14. Currently hold a Victorian Driver's License. 15. Currently hold or be able to acquire a National Police Check and Working with Children's Check. 16. Evidence of immunisation records/history as part of the Health Services Act 1988, 2020 Amendment (Mandatory Vaccination of Healthcare Workers), through either documentation or copy of serology report. It is required that there is immunization for all vaccine preventable illnesses. Desirable: 1. Previous experience working in a rural health service. 2. Post Graduate studies in Musculoskeletal Physiotherapy. 3. Extensive clinical experience (of at least 7 years) 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.
Salary/Award:	Salary in accordance with Allied Health Professionals (Victorian Public Health Sector) <i>Single Interest Enterprise Agreement</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.
Infection Control:	• Each staff member has a responsibility to minimise exposure to incidents of infection/cross infection of residents, staff, visitors and the general public. • The risk minimisation strategies are to be supported by all staff adhering to the Infection Control Manual policies, procedures and guidelines.
Continuous Quality Improvement:	• 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 participate in the provision of quality health care. 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.
Child Safety:	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. SHDH have zero tolerance to child abuse. Each employee has a responsibility to adhere to this requirement. Any breach of this standard will result in disciplinary action.

Our Purpose:	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.
Privacy and Confidentiality:	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. Each employee has a responsibility to 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, patient or medical records will result in disciplinary action.
Mandatory Training:	All employees must be aware of and complete designated mandatory training within the required time frame.
Safety:	RESPONSIBILITIES: It is the responsibility of every staff member to: • 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:	Staff with asset management responsibilities are required to adhere to the Asset Management Policy and Protocols.
Review:	Completion of My Work Plan on a yearly basis.
Previous Revision dates:	June 2026
Current:	
Managers Name:	Luke Phelan Evan Goh
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

General Information

Name

Address

Contact

Home phone

Mobile

Email

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