Swan Hill District Health
Connected Care. Best Experience.



Inclusive ***Compassionate*** ***Progressive*** ***Accountable***

Physiotherapist - Grade 1 or Grade 2
(Negotiable EFT)

A part time or full-time position is available for a Physiotherapist to join our enthusiastic team of Health Professionals in the Exercise Physiology and Physiotherapy Department at Swan Hill District Health.

The Position

Our team works across a broad spectrum of areas, offering incredible variety in practice. This includes general musculoskeletal rehabilitation, Paediatrics, fracture management, post-operative rehabilitation, neurological rehabilitation, and Cardiac, Pulmonary, and Oncology Rehabilitation Programs, across our Outpatients and Community Rehabilitation settings – just to name a few. Our physiotherapists also contribute to the interdisciplinary care provided within the hospitals Acute and Sub-Acute wards.

Our facilities are exceptional, featuring a state-of-the-art, purpose-built Community Rehabilitation Centre where deliver most of the individual and group programs are facilitated. Additionally, we have a brand-new Emergency Department and Sub-Acute Ward with a dedicated gym space.

This role is ideal for someone who thrives in a varied environment and is eager to take on new challenges. New graduates are encouraged to apply, and we offer structured supervision and numerous opportunities for professional development for both early career and established physiotherapists.

Join our expanding Exercise Physiology and Physiotherapy team and seize this exciting and unique opportunity to work in the public health sector while enjoying the rewarding rural lifestyle that Swan Hill offers.

Mandatory requirements

- An Undergraduate Degree in Physiotherapy, the equivalent, or above (i.e. Masters)
- Current registration with 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.

Apply for this Position via our SHDH Website link: SHDH Apply for this Job providing:

- Completed Application for Employment Form
- Cover letter addressing the selection criteria (included in the Position Description on our website)
- Current Curriculum Vitae

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**

This Position will remain Open until filled or withdrawn

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

Position:	**PHYSIOTHERAPIST**
Classification:	PHYSIOTHERAPIST GR2 (YEAR LEVEL IN ACCORDANCE WITH EXPERIENCE)
Department:	Physiotherapy
Reports to:	Physiotherapy Manager
Position Summary:	To provide Physiotherapy services to acute, midwifery, community outpatients, rehabilitative services and Transitional Care Program, emergency department and aged Care.

Responsibilities:	**Clinical Skills and Abilities**
	• Provide physiotherapy services as rostered to patients in acute wards, Community Rehabilitation Centre, Midwifery, Inpatient Subacute Unit, Transitional Care Program (TCP), Aged Care, Community Outpatients, Paediatrics, Emergency Department and Hydrotherapy.
	• To make an assessment of patient's conditions, establish treatment goals and implement techniques by which these goals shall be met in clinical practice.
	• Participate in prenatal/postnatal management and New Mother's classes as rostered.
	• Provision of outreach services.
	• Participate in teaching and education programs for nursing, allied health and other hospital staff in relation to physiotherapy, including back care and correct lifting seminars. Swan Hill District Health implements the No Lifting policy.
	• To provide recommendations, advice and assistance to other staff, clients and carers with regard to manual handling, patient mobility and use/application of equipment.
	• To prescribe and assist in the provision of appropriate aids and equipment.
	• Perform other related duties as directed by the Executive Officer and Chief of Physiotherapy.
	• In rotation with other physiotherapy staff, to provide a weekend service as required.
	
	Supervisory
	The Grade Two Physiotherapist may be responsible for the support, supervision and education of:
	• Grade 1 Physiotherapists, within clinical supervision, under the direction of the Physiotherapy Manager
	• Undergraduate Physiotherapy Students
	• Work Experience Students
	
	Personal/Professional Development
	• To maintain an up to date knowledge and skill base to facilitate best possible client care.
	• To maintain an active professional development program by:
	  ○ Attendance and participation in relevant courses, workshops, lectures, etc.
	  ○ Sharing of knowledge with other staff through inservice and journal club programs.

	Customer Service
	• To provide education and act as a resource to:
	  ○ Other staff, students, clients 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 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 patient condition, progress and recommendations.
	• To liaise regularly with Physiotherapy Manager and Department Heads on client and administrative matters relating to work areas.
	• To attend team meetings as required and work in conjunction with other disciplines to achieve common goals.
	• Effective delegation of appropriate tasks to the Allied Health Assistant.
	• Participate in regular supervision sessions with Senior Physiotherapists.
	
	Documentation and Administration
	• Maintain statistics as required.
	• To record assessments, actions/treatment and progress in patient files.
	• Maintain an up to date written program for any groups conducted.
	• Participate in ongoing development, revision and implementation of policies and procedures.
	
	Continuous Quality Improvement
	• To 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.
	• To participate in Quality Improvement activities within the Physiotherapy department, team and organisation as required.

Key Selection Criteria:	• Bachelor of Physiotherapy or equivalent from a recognised university or college institution • Current registration with APRHA • Demonstrated experience and clinical skills across a broad range of physiotherapy areas/practice • To work independently, with initiative and without direct clinical supervision • Ability to work well in a multi-disciplinary team and with community members • Excellent communication and organisational skills • To be flexible and adaptable to varied clinical areas of physiotherapy • To demonstrate experience in supervising students and/or junior staff members. • Demonstrated experience of quality improvement in the healthcare setting, and knowledge of the Australian public health system • Current National Police Check • Evidence of immunisation records/history as part of the Health Services Act 1988, 2020 Amendment (Mandatory Vaccination of Healthcare Workers)

	Desirable: • Experience in public speaking and providing group education • Current Victorian Drivers License • 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) *Single Interest Enterprise Agreement 2021-2026*.
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:	• 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, patients 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 your safety and the safety of others while at work. • Report accidents, incidents and potential hazards as soon as reasonably practicable to your supervisor and record on VHIMS reporting system. • Advise your supervisor if you have an injury or illness that may affect your ability to perform the inherent requirements of your 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: **Current:**	Nov 2017, Jan 2018, Sept 2018, Jan 2020, Feb 2021, July 2021 Mar 2022, Feb 2023
Managers Name:	Emma Pay
Managers Signature:	
Employees Name:	
Employees Signature:	

Position Description signed by Exercise Physiology and Physiotherapy Manager Luke Phelan on 04/06/2026

Swan Hill District Health
Connected Care. Best Experience.

APPLICATION FOR EMPLOYMENT FORM

(To be attached to application)

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