

Physiotherapist

position number	iChris
status	Full Time, Fixed term (FT)
FTE	1.0
network	Services
agreement	Allied Health Professionals(Victorian Community Health Centres) (Multi-Employer) Enterprise Agreement 2022-2026
classification	Grade 2
reports to	Program Facilitator Allied Health Central

about us	cohealth is a not-for-profit community health organisation. We provide health and support services in Melbourne's CBD, northern and western suburbs, and on the East Coast of Tasmania. Our work is guided by our Strategy 2025–2035, a bold pathway toward our vision of healthy communities, healthy people.
what we do	We partner with communities to improve health and wellbeing and address health and social inequality. Our aspiration is for healthier communities where everyone – regardless of background or geography – can access quality care and experience better health and social outcomes.
our organisation	<p>cohealth is driven by a 10-year strategy shaped by over 900 coworkers, clients, community members, and partners. We aim to be the exemplar of place-based, integrated, person-centred care that empowers individuals and communities across Australia. To achieve this, we are focused on three strategic objectives:</p> <ul style="list-style-type: none"> • Demonstrating the value of the cohealth model • Enhancing the sustainability and resilience of our organisation • Scaling our impact <p>Our work is underpinned by five key enablers: people and culture, community connection, partnerships, ways of working, and infrastructure.</p>
our people	People who work at cohealth are passionate about social justice and committed to delivering high quality health care and promoting and protecting human rights.



**diversity and
inclusion**

We want people of all ages, gender identities, sexualities, cultural backgrounds, and abilities to feel safe to bring their whole selves to cohealth. We are a Rainbow Tick Accredited organisation with over 20% of our staff from the LGBTQIA+ community. To find out more about us click [here](#)



network overview

Services Network

Our vision is for healthy communities and healthy people. We do this by providing care for individuals, community, and society, improving the health and wellbeing of the communities we serve, and addressing inequality in society.

We champion universal health care and human rights and strive for health and social equity. This is what we mean when we say care for all. Care for all is achieved when all people have access to the full range of health services they need, when and where they need them, and without financial hardship.

cohealth's services network delivers strong, people-centred primary and community health care that prioritises individuals and communities experiencing inequality. Our services focus not only on preventing and treating disease and illness, but also on helping to improve wellbeing and quality of life.

position overview and purpose

This Physiotherapy role will provide community-based outpatient services across cohealth's Allied Health Central team, which includes our Niddrie, Glenroy and Kensington sites. Working within a multidisciplinary team, the Physiotherapist delivers holistic, client-centred care in collaboration with medical, nursing and allied health colleagues, in line with service funding agreements.

The role involves assessment, diagnosis and evidence-based treatment of acute and chronic musculoskeletal conditions, chronic disease and some neurological conditions, with a strong focus on diverse and marginalised communities including Aboriginal and Torres Strait Islander peoples, CALD, refugee and LGBTQI+ communities. Interventions include exercise therapy, manual therapy, health education, advocacy, goal-directed care and self-management strategies.

Services are primarily clinic-based with some outreach work, and the position is supported by administration staff and interpreting services.

key accountabilities

<p>direct care services</p>	<ul style="list-style-type: none"> • Provide high quality Physiotherapy services to clients in an individual and group setting in accordance with agreed targets; • Provide a high quality and flexible Physiotherapy service to clients from marginalised backgrounds; • Provide a welcoming environment where the consumers are able to inquire and learn about a range of health-related matters and engage in self-management. • Participate in multidisciplinary coordinated care activities to meet the needs of the target group; • Refer, consult and liaise with staff within the organisation and other local agencies including allied health assistants to ensure a holistic multi-disciplinary approach to health care provision; • Develop, review and evaluate Physiotherapy direct care and health promotion programs; • Incorporate health education into direct care contacts; • Participate in and contribute to quality student supervision and related tasks to support physiotherapy student placement and professional skill development; • Perform and contribute to grade one physiotherapist supervision; • Perform and contribute to Allied Health Assistant Supervision; • Perform other duties consistent with the aims and objectives of cohealth as directed by the program coordinator
<p>health education & health promotion</p>	<ul style="list-style-type: none"> • Contribute to and participate in health education and promotion programs aimed at maximising good health and preventing illness in accordance with program development and evaluation strategies in response to community needs; • Act as an advocate for individual clients/groups of clients as appropriate; and • Establish and maintain effective working relationships with stakeholders and regularly participate in team and organisational activities
<p>quality improvement</p>	<ul style="list-style-type: none"> • Participate in Physiotherapy professional development; and • Participate in organisational and discipline-specific Quality Improvement activities. • Development and evaluation of groups and discipline specific and multidisciplinary programs • Ensure safety and maintenance of physiotherapy equipment and supplies; • Adhere to infection control policy

<p>administrative responsibilities</p>	<ul style="list-style-type: none"> • Maintain and complete client files and statistical/program records in keeping with the organisation's policy and funding requirements; • Participate in the recruitment and selection of staff as appropriate; • Monitor and order educational materials, literature and Physiotherapy clinic supplies; and • Independently manage stock and maintain current ordering processes with budgetary constraints
<p>team & policy Development</p>	<ul style="list-style-type: none"> • Participate in multi-disciplinary team meetings and Physiotherapy team meetings; • Develop and deliver appropriate health strategies and information for clients; • Participate in the planning, development and evaluation of Physiotherapy and Multidisciplinary Team services. • Professional conduct in the execution of all duties by regulating own behaviour and understanding organisational structure and culture; and <p>Establish and maintain effective working relationships with stakeholders and regularly participate in team and organisational activities</p>
<p>culture and teamwork</p>	<ul style="list-style-type: none"> • Champion cohealth's culture to promote teamwork, employee development and empowerment in order to foster a culture of high performance and a workforce which demonstrates behaviours consistent with cohealth's values
<p>quality and continuous improvement</p>	<ul style="list-style-type: none"> • Contribute to the principles of continuous improvement as contained in cohealth's quality system and ensure compliance with cohealth policies/procedures. • Contribute to the implementation and improvement of the quality systems within cohealth, in particular the [network name] Network, and ensure compliance with documented procedures and processes
<p>health & safety compliance</p>	<ul style="list-style-type: none"> • Provide and maintain a working environment that, as far as reasonably practicable, is safe and without risks to the health, safety and wellbeing of all (employees, contractors, volunteers). • Maintain awareness of and compliance with health and safety policies and procedures to maintain a safe working environment. • Take corrective action to remedy safety hazards or risks and restore a safe working environment

position requirements

- Tertiary qualification in Physiotherapy
- At least two years clinical Physiotherapy experience
- Demonstrated clinical competency in the areas of musculoskeletal, cardiorespiratory and/or neurological outpatient physiotherapy
- Experience as a member of a multidisciplinary team, forming collaborative working relationships, as well as an ability to work independently
- Demonstrated capacity to manage competing priorities and to deliver high quality outcomes
- Sound decision making skills with a focus on identifying and understanding issues, problems and opportunities
- Working with Children's Check (WWCC)
- Nationally Coordinated Criminal History Check (NCCHC)
- Victorian Driver's License
- Immunisation Category A to be produced for sighting upon request

key selection criteria

- Current registration with Australian Health Professionals Regulation Agency as a Physiotherapist
- Understanding of the principles of chronic disease management
- Demonstrated understanding and commitment to the principles of community health
- Substantial experience as a Physiotherapist in a Community Health environment and/or demonstrated experience working with marginalised communities and from culturally and linguistically diverse backgrounds
- Knowledge and skills in program planning, implementation and evaluation
- Commitment to professional development and quality improvement
- Experience (or a desire to participate) in the supervision of Physiotherapy students, grade one physiotherapists and /or Allied health assistants
- Highly developed communication and interpersonal skills
- Demonstrated commitment to community participation and ongoing engagement with consumers
- Strong belief and personal alignment in cohealth Values and Mission

cohealth is a child safe and equal opportunity employer that offers generous salary packaging and opportunity to undertake professional training and development opportunities. Aboriginal and Torres Strait Islander people, and those who speak languages other than English are encouraged to apply.

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