



# **GREAT** OCEAN ROAD **HEALTH**

## **PHYSIOTHERAPIST**

**PART TIME**

**JANUARY / FEBRUARY 2024**

1. Information for Applicants
2. Position Description
3. Employment Application Form
4. Organisational Structure
5. Geographical Location

## INFORMATION FOR APPLICANTS

### PHYSIOTHERAPIST

1. Please provide a current **Resume** and prepare a **Cover Letter**. Applicants are also required to address each of the descriptors under the “**Required Education, Training, Knowledge and Experience**” section of the Position Description provided. Examples and descriptions of how you are able to meet these requirements must be provided.
2. Please complete the **Employment Application Form** and forward with your application.
3. Offers of employment will be conditional on relevant organisational pre-employment screening approvals including but not limited to a **Nationally Co-ordinated Criminal History Report**, current **Victorian Employee Working with Children Clearance** and **NDIS Worker Screening Check** (where relevant). **All** associated costs of obtaining all screening requirements are borne by the prospective employee.
4. All prospective employees are required to complete a **Staff Immunisation Pre-employment Questionnaire** and provide documented evidence of current immunisation. Fees associated with obtaining Serology reports are paid for by GORH.

In submitting your application you must be willing to participate in Great Ocean Road Health’s annual immunisation program as per Great Ocean Road Health’s Workplace Immunisation Policy. You understand and acknowledge that a state government public health order, direction and/or regulation may be applicable to the workplace and/or role that you are applying for. You acknowledge and agree to comply with any applicable COVID Health Requirement including, but not limited to, providing us with information regarding your COVID vaccination status upon our reasonable request. Evidence of COVID 19 and annual influenza immunisation is a condition of employment at GORH.

5. Salary and allowances will be paid in accordance with the Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2021-2026.
6. Position is permanent part time. Hours of work are 16 hours per week.
7. Great Ocean Road Health will pay superannuation in accordance with the *Superannuation Guarantee (Administration) Act 1992* to a nominated Superannuation fund.
8. Great Ocean Road Health provides equal opportunity and fair and equitable treatment in employment to all people without regard to race (including ethnic origin and nationality), colour, religion, gender, age, disability, political affiliation, marital status, actual or assumed physical, intellectual or psychological impairment, family or carer’s responsibilities, sex (including pregnancy and marital responsibilities) sexual orientation.
9. Great Ocean Road Health promotes a workplace that actively seeks to include, welcome and value the unique contributions of all people. GORH encourages applications from Aboriginal and Torres Strait Islander people, people of all religious, cultural and linguistic backgrounds and sexual orientations, those who are gender diverse and people with disabilities.
10. Attach copies of relevant qualifications and Registration Certificates (if applicable) to your application.
11. The names of three professional referees are required including, if possible, your supervisor if you are currently working or a previous supervisor if you are not currently working.
12. For further information please contact Manager Allied Health Campbell Craig, [campbell.craig@gorh.vic.gov.au](mailto:campbell.craig@gorh.vic.gov.au)
13. **Applications close 5pm Friday 9<sup>th</sup> February 2024.**

14. Address applications to  
People & Culture  
Great Ocean Road Health  
PO Box 84  
Apollo Bay VIC 3233 or [people.and.culture@gorh.vic.gov.au](mailto:people.and.culture@gorh.vic.gov.au)

## Position Description

### Physiotherapist

#### JOB TITLE

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<b>Position</b>	Physiotherapist
<b>Classification</b>	As per contract
<b>Award</b>	Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2021-2026.
<b>Performance Appraisal</b>	Initial review at three (3) months, then annually.

#### GREAT OCEAN ROAD HEALTH

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Great Ocean Road Health is a rural public health service that has campuses at Lorne and Apollo Bay in South West Victoria. Our community members are offered acute hospital beds, residential aged care beds, a renal dialysis unit (Lorne), a 24 hour urgent care service, medical centres, community health care and in-home support services. Great Ocean Road Health was formed in 2019 with the amalgamation of Lorne Community Hospital and Otway Health.

#### OUR VISION

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To create a person-centred, high quality experience for every great ocean road health consumer, every time.

#### OUR PURPOSE

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To provide Great Health Care to enable people to live purposeful, healthy and engaged lives.

#### OUR VALUES

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- ❖ **Genuine:** We are authentic; we do what we say we will do and motivated to extend ourselves in everything we do.
- ❖ **Respect:** We demonstrate integrity in every interaction, and we value the insights of staff, community members and our partners.
- ❖ **Empathy:** We listen to our staff, patients, residents and community member needs and help them on their journey to enhanced health and wellbeing.
- ❖ **Accountable:** We are accountable for all our actions and decisions - we deliver our strategic priorities in order to fulfil our purpose and best meet our community needs.
- ❖ **Teamwork:** We actively seek opportunities to work together in the spirit of collaboration.

#### POSITION BACKGROUND

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Great Ocean Road Health's priority is to work with its client base and community to strengthen the community and ensure that people are well supported and able to improve and enhance their wellbeing.

## KEY RESPONSIBILITIES

### RESPONSIBILITY AREA 1: Organisational Responsibilities

ROLE SPECIFIC TASKS	MEASURES
<p>Organisation Culture</p> <ul style="list-style-type: none"> <li>▪ To understand and adopt GORH values in all areas of responsibility with attention to consumer focus, teamwork and community orientation.</li> <li>▪ GORH strongly supports Equal Opportunity and Access to Services, and expects all staff to be sensitive and inclusive of individual needs including but not limited to cultural, religious, sexual diversity and orientation.</li> </ul>	<ul style="list-style-type: none"> <li>▪ GORH values are demonstrated by the individual and assessed in performance reviews.</li> </ul>
<p>Occupational Health and Safety</p> <ul style="list-style-type: none"> <li>▪ Proactively take responsibility for your own health and safety and for the health and safety of anyone else who may be affected by our acts or omissions in the workplace.</li> <li>▪ Understand and proactively work within Occupational Health and Safety Acts, regulations and codes of practice.</li> <li>▪ Minimise exposure to incidents of infection/cross-infection of patients, residents, staff, visitors and the general public by adhering to the organisation's Infection Control policies and procedures, including compliance with GORH vaccination program</li> </ul>	<ul style="list-style-type: none"> <li>▪ Level of compliance as determined through health and safety audits.</li> <li>▪ Action taken to identify and report unsafe acts or hazards.</li> <li>▪ Timeliness and effectiveness of corrective action.</li> <li>▪ Demonstrated use of incident management system.</li> <li>▪ Completion of required mandatory training and education.</li> </ul>
<p>Risk Management</p> <ul style="list-style-type: none"> <li>▪ Ensure effective and timely risk identification, assessment, control and issue resolution processes are maintained.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Awareness of risk management responsibilities.</li> <li>▪ Evidence of issues identified and reported.</li> </ul>
<p>Management and Control</p> <ul style="list-style-type: none"> <li>▪ Ensure all activities are within the approved policies, legal and ethical framework of the organisation.</li> <li>▪ Understand and take responsibility to work within the delegations of authority.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Evidenced by relevant audits.</li> <li>▪ Reviewed in annual performance review.</li> </ul>
<p>Safety &amp; Quality</p> <ul style="list-style-type: none"> <li>▪ Report incidents on the incident reporting system.</li> <li>▪ Lead or participate in quality activities in ensuring that opportunities for improvement are actively explored and best practice is achieved.</li> <li>▪ Understand the quality standards and accreditation requirements relevant to the role and ensure systems and processes are consistent.</li> <li>▪ Partner with patients, carers and other consumers in activities to improve the safety and quality of care.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Evidence of incident reporting.</li> <li>▪ Evidence of initiation of and participation in relevant quality activities.</li> <li>▪ Adherence to the relevant Standards.</li> <li>▪ Demonstrated consumer focus of quality activities.</li> <li>▪ Outcomes of all quality activities are recorded on the Quality Activity Register.</li> </ul>
<p>Professional Development</p> <ul style="list-style-type: none"> <li>▪ Ensure skills are up to date and in accordance with best practice guidelines.</li> <li>▪ Keep up to date with changes in Policies and Procedures.</li> <li>▪ Ensure all mandatory LMS training is undertaken within all required timeframes.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Demonstrated participation in the training/education of less experienced staff, undergraduate students and other professionals.</li> <li>▪ Evidence of the identification of training and development needs and appropriate action being taken to address gaps in skills and/or knowledge.</li> </ul>
<p>Child Safe</p> <ul style="list-style-type: none"> <li>▪ Demonstrate an understanding of Child Safe Standards and comply with the Great Ocean Road Health Child Safe – Code of Conduct.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Signed GORH Child Safe Code of Conduct.</li> <li>▪ Assessed in performance review.</li> </ul>

<ul style="list-style-type: none"> <li>▪ A current Working with Children Check may be required for Great Ocean Road Health Employees</li> </ul>	
<b>National Criminal History Check</b> <ul style="list-style-type: none"> <li>▪ A current National Criminal History Check is required for Great Ocean Road Health Employees.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Current criminal history check</li> </ul>
<b>COVID – 19 Immunisation</b> <ul style="list-style-type: none"> <li>▪ COVID -19 immunisation is a condition of employment in Aged Care Facilities and for authorised workers during a State of Emergency.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Evidence of COVID – 19 Vaccination</li> </ul>
<b>General Statement of Duties</b> <ul style="list-style-type: none"> <li>▪ Perform the inherent responsibilities of the position and other related duties as directed and assigned to you, having regard to your skills, qualifications, training and experience, to contribute to meeting client and community needs and program requirements.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Assessed in performance review.</li> </ul>

**RESPONSIBILITY AREA 2: Clinical Practice / Professional Practice**

Great Ocean Road Health strives to deliver the highest level of care possible. To enable this to occur, all personnel need to develop and maintain appropriate professional behaviours in all areas of practice. This covers both clinical and non-clinical workplaces, and is the physical manifestation of the Great Ocean Road Health values.

**Clinical –**

<b>ROLE SPECIFIC TASKS</b>	<b>MEASURES</b>
<ul style="list-style-type: none"> <li>▪ Ensure all patients have access to quality, efficient and effective Physiotherapy Services based on current best evidence. Facilitate evidence-informed practice through ongoing professional development and research.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Demonstrated integration of evidence with clinical practice.</li> </ul>
<ul style="list-style-type: none"> <li>▪ Assesses, plans, implements and evaluates effective care plans and treatment of clients, within the framework of the integrated approach and in consultation with the allied health teams and the client/carer.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Review at annual performance review.</li> </ul>
<ul style="list-style-type: none"> <li>▪ Contribute actively to the daily functioning of the Department</li> </ul>	<ul style="list-style-type: none"> <li>▪</li> </ul>
<ul style="list-style-type: none"> <li>▪ Facilitate the smooth transition of clients through the health care system, liaising with relevant staff and community agencies to ensure continuity of care for individual patients/clients and their families.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Attendance at relevant ward rounds/case conferences and family meetings.</li> </ul>
<ul style="list-style-type: none"> <li>▪ Work collaboratively with patients, family and carers to ensure therapy and therapy goals are client focussed.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Evidence of consumer involvement in clinical care</li> <li>▪ Majority of time attributed to direct client contact time.</li> </ul>
<ul style="list-style-type: none"> <li>▪ Manage an appropriate caseload reflective of a high level of experience and expertise.</li> </ul>	<ul style="list-style-type: none"> <li>▪</li> </ul>
<ul style="list-style-type: none"> <li>▪ Identify needs and participate in an appropriate Clinical Supervision program for self.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Evidence of clinical supervision</li> </ul>

**Professional –**

<b>ROLE SPECIFIC TASKS</b>	<b>MEASURES</b>
<ul style="list-style-type: none"> <li>▪ Contribute to the community team through attendance and participation in meetings and in-services.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Attendance at, and participation in, relevant team meetings.</li> </ul>
<ul style="list-style-type: none"> <li>▪ Actively participate in the inter-disciplinary team approach through reporting at meetings, goal setting and other duties.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Evidence of working collaboratively as a part of the multi-disciplinary team.</li> </ul>
<ul style="list-style-type: none"> <li>▪ Where required, supervise Allied Health assistants to ensure services are provided in the designated clinical</li> </ul>	<ul style="list-style-type: none"> <li>▪ Performance and capability of Allied Health Assistant staff.</li> </ul>

area in an effective and timely manner.	
<ul style="list-style-type: none"> <li>Promote an environment of co-operation for continual improvement of team performance.</li> </ul>	<ul style="list-style-type: none"> <li>Achievement of individual and team plans within stated timeframes.</li> </ul>
<ul style="list-style-type: none"> <li>Work collaboratively and liaise with key stakeholders within the Barwon South West region.</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of effective teamwork and co-operation.</li> </ul>
<ul style="list-style-type: none"> <li>Participate in formal annual performance development review.</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of participation in designated staff performance development review.</li> </ul>
<ul style="list-style-type: none"> <li>Resolve or refer all grievances and complaints in line with LCH/OH grievance and complaint handling procedures to minimise negative effects on employees and the organisation's operations.</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of grievance and complaint resolution or referral in line with OH/LCH's procedures</li> </ul>
<ul style="list-style-type: none"> <li>Ensures service delivery output is maintained and measures are taken to grow physiotherapy services as appropriate.</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>
<ul style="list-style-type: none"> <li>Contributes to the development of an annual budget that reflects the service targets based on identified need.</li> </ul>	<ul style="list-style-type: none"> <li>Develop, implement and evaluate physiotherapy work plan within agreed timeframes each financial year; to grow physiotherapy services.</li> </ul>
<ul style="list-style-type: none"> <li>Coordinate, develop and evaluate at least two training sessions per year for Lorne Community Hospital in relation to manual handling.</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>

**RESPONSIBILITY AREA 3: Information Management (inc Communication & Documentation)**

Great Ocean Road Health understands the need for effective communication and rigorous documentation in the delivery of health care. How we manage information within the organisation is crucial for our customers trust, our reputation in the wider community and how they perceive Great Ocean Road Health.

<b>ROLE SPECIFIC TASKS</b>	<b>MEASURES</b>
<ul style="list-style-type: none"> <li>Use available IT systems to ensure effective and efficient documentation and recording</li> </ul>	<ul style="list-style-type: none"> <li>Documentation audit results.</li> </ul>
<ul style="list-style-type: none"> <li>Ensures all reporting requirements are met.</li> </ul>	<ul style="list-style-type: none"> <li>Relevant activity data recorded.</li> </ul>
<ul style="list-style-type: none"> <li>Complete all documentation in accordance with Great Ocean Road Health guidelines.</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of incorporation of IT systems into documentation and recording practices.</li> </ul>
<ul style="list-style-type: none"> <li>Manage communication in a timely fashion, using appropriate electronic or other communication tools.</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrated use of relevant IT in facilitating communication.</li> <li>PDR feedback regarding communication style</li> </ul>
<ul style="list-style-type: none"> <li>Adhere to Great Ocean Road Health policy regarding privacy and confidentiality</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>

## SCOPE OF PRACTICE

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The Physiotherapist will be limited to:

- Activities described within the position description
- Other activities as agreed with Line Manager.

## ORGANISATION CHART

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Reports to: Director Community Services  
Manager Allied Health

Supervises: Allied Health Assistants

External Liaisons: Represents Great Ocean Road Health to the community as required  
Establishes and maintains relevant networks and links with appropriate agencies

Internal Liaisons: Executive Staff  
Administration Team  
All Great Ocean Road Health staff

## REQUIRED EDUCATION, TRAINING, KNOWLEDGE AND EXPERIENCE

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1. Essential Education:
  - Tertiary qualification in Physiotherapy from an Australian Physiotherapy Council accredited course.
  - Current national registration as a physiotherapist with the Australian Health Professionals Regulation Agency.
  - Eligible for full membership of the Australian Physiotherapy Association.
2. Essential Requirements:
  - Selection is based on ability to demonstrate that the skills, knowledge, qualifications, experience and ability criteria can be met and the ability to undertake the key responsibilities of the position is evident
  - Experience in working with multidisciplinary teams
  - Experience in program planning, development and evaluation
  - Written communication skills: Ensures written communications contain necessary information to achieve their purpose; uses appropriate style and formats
  - Computer Skills: Understands the purpose of, and is able to use, common software applications for word processing and email
  - Organising and Planning: Regularly plans and tracks progress on work tasks; methodical approach to work; addresses priority tasks first
  - Self-Management: Plans and prioritises work to ensure outcomes are achieved
  - Customer Focus: Committed to delivering high quality outcomes for clients
  - Drive and Commitment: Enthusiastic and committed; demonstrates capacity for sustained effort and hard work
  - Teamwork: Cooperates and works well with others in pursuit of team goals
  - Creativity and Innovation: Generates new ideas; draws on a range of information sources to identify new ways of doing things
  - NDIS worker screening check
3. Desirable Skills:
  - Proficiency in group therapy programmes.
  - Knowledge of health care system and clear understanding of the role of health promotion and education in the maintenance of health and well-being and achieving health outcomes for clients.
  - Self-motivated and able to work without supervision.
  - Ability to act in an advisory role to management.

**PERFORMANCE STANDARDS**

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Evidence of completion of competencies relating to your current role.

**AGREEMENT**

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**Pre-Employment Health Declaration**

**Prior to any person being appointed to this position, it will be required that they disclose full details of any pre-existing injuries or disease suffered, or existing injuries or disease that a person continues to suffer of which they are aware and could reasonably be expected to foresee, and could be affected by the nature of the proposed employment.**

Position Description Approved \_\_\_\_\_ Date \_\_\_\_\_  
Manager/Director Signature

\_\_\_\_\_  
Position

*I acknowledge and accept that this position description represents the duties, responsibilities and accountabilities that are expected of me in my employment in the position.*

\_\_\_\_\_  
Employee Signature

Date \_\_\_\_\_

\_\_\_\_\_  
Employee Name (please print)



## EMPLOYMENT APPLICATION FORM

### Position Applied For

**Title :**

### Personal Details

**Name :**

**Postal Address :**

**Home Address :**

**Email Address :**

**Telephone No(s) Home**  **Mobile Phone**

**Do you wish to be contacted at work?** Yes  No  **If yes, Work No:**

### Residency Status

Australian Citizen     Permanent Resident     Other: *(specify, including status of work visa)*

Passport Number and Country of Issue .....

Are you Aboriginal or Torres Strait Islander?    Yes  No

### Languages Spoken

**Do you speak languages other than English?** Yes  No  **If yes, specify:** .....

### Police Check

**Do you have a current police check dated within the last 6 months?**    Yes  No

**Have you lived overseas for 12 months or more in the last ten years?**    Yes  No

**If yes do you have an International Police Check?**    Yes  No

**Current Employment**

Tick if already provided on CV and go to next section

**Employer:** .....

Name and Address: .....

.....

**Position:** .....

**Length of Service:** From ..... To .....

Classification/Grade .....

Period of notice: .....

**Status: (X)**      **Full Time**       **Part Time**       **Permanent**       **Temporary**

**Are any family members or friends currently, or have ever been employed by Great Ocean Road Health (including former Lorne Community Hospital and Otway Health)?**

**Yes**    **No**    **If yes, please state:**

Position: .....      Area of Service: .....

Dates employed: .....

**Pre-Employment Declaration**

Have you received an **Enhanced Resignation Package**?   **Yes**    **No**

Have you received a **Voluntary Departure Package** from any Victorian Government public sector department of agency within the last three calendar years?   **Yes**    **No**

Are you presently on **Long Service Leave** from another employer?   **Yes**    **No**

Previous Injuries?   **Yes**    **No**       WorkCover Claims?   **Yes**    **No**

**Educational Qualifications**

Tick if already provided on CV and go to next section

**Qualification Awarded (1):**.....      **Major Study?** .....

**Institution:** .....      **Years of Study (eg 92-95)** .....

**Qualification Awarded (2):** .....      **Major Study?** .....

**Institution:** .....      **Years of Study (eg 92-95)** .....

**Other Completed Course or Subjects:** .....

.....

**NB. Attach additional educational details.**

**Occupational Health & Safety**

- In the interests of providing a safe work environment for all staff, applicants shortlisted for interview with Great Ocean Road Health will be requested to disclose all pre-existing injuries or medical condition which could foreseeably be affected by the nature of employment for which they are applying (as per the Position Description).
- This disclosure will not influence the selection process unless it is clear the pre-existing condition would prevent the applicant from safely carrying out the requirements of the position.
- Applicants are advised to consult their Doctor if they have a pre-existing injury or medical condition and are unsure about its relevance to the position for which they are applying.
- Prior to an offer of employment successful applicants may be required to provide a letter of medical clearance from their Doctor to undertake the position.

**Referees**

Tick if already provided on CV and go to next

(Please provide names of 3 referees who may be contacted in relation to your work history, experience and performance *Reference checks will be conducted legally in an ethical manner and all information derived will remain confidential.*)

Name: ..... Position: .....  
 Employer Name: ..... Telephone No: .....  
 Address: ..... Mobile No: .....  
 .....

**2**

Name: ..... Position: .....  
 Employer Name: ..... Telephone No: .....  
 Address: ..... Mobile No: .....  
 .....

**3**

Name: ..... Position: .....  
 Employer Name: ..... Telephone No: .....  
 Address: ..... Mobile No: .....  
 .....

**Declaration:**

I certify that the statements made by me in this application form and any supporting documentation (eg. resume, academic results, qualifications) are true and complete. I understand that false, inaccurate, misleading or untrue statements or knowingly withheld information may disqualify me from employment, or result in termination of employment with this organisation. I give permission for my nominated referees to be contacted as part of the recruitment process. I understand that, a Nationally Co-ordinated Criminal History Check, and Working with Children Check are a requirement of employment with GORH.

Signature of Applicant :		Date :	
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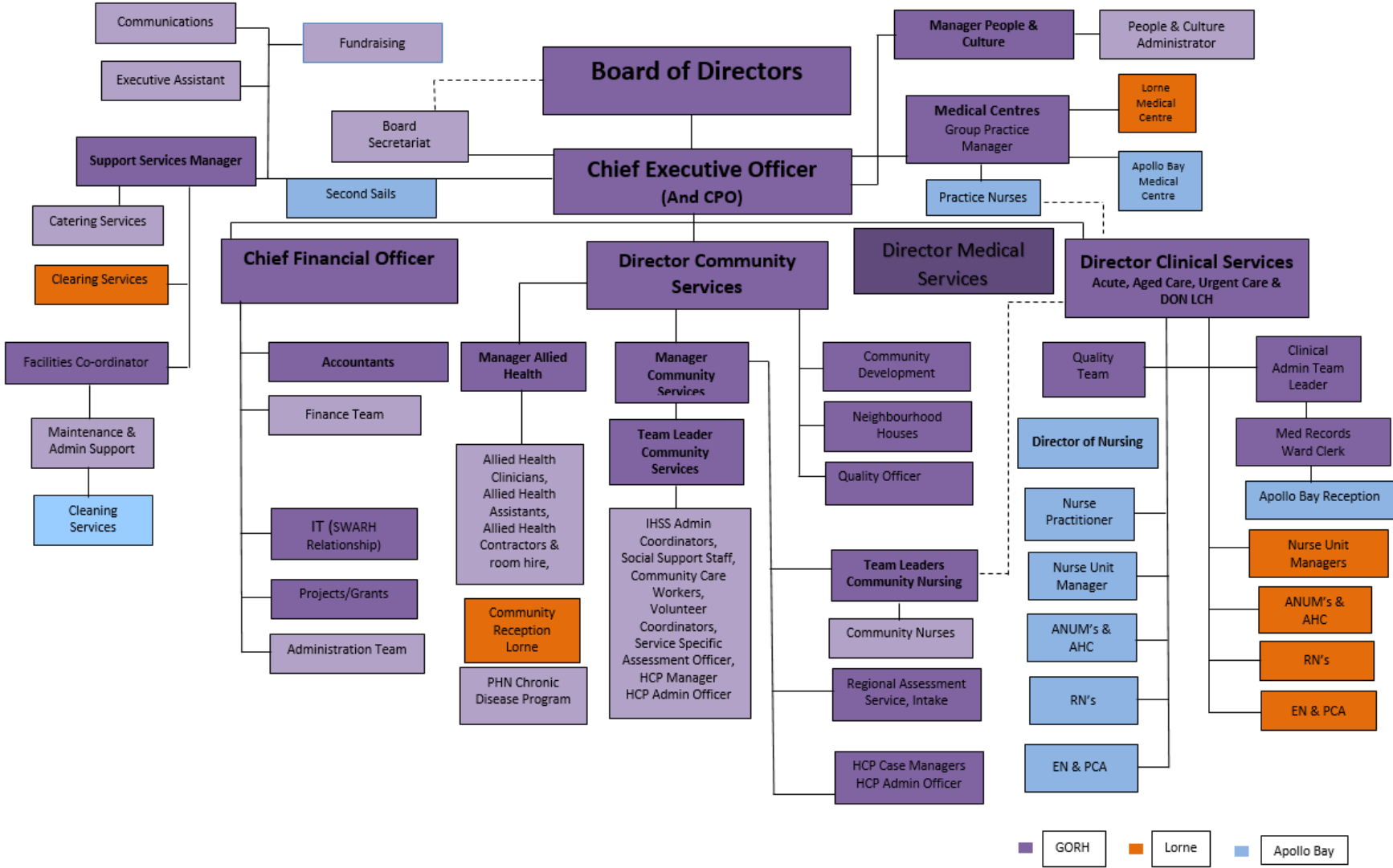
**Privacy Statement**

GORH respects the privacy rights of all applicants. Furthermore, the Board and Management are committed to ensuring that the organisation complies at all times with its obligations under the Information Privacy Act (2000), Health Records Act (2001), and the Commonwealth Privacy Act (1998).

GORH currently holds some information in relation to job applicants. This information includes, but is not limited to: Information relating to the personal details and work history of applicants (such as their home address, date of birth, nationality, residency status, languages spoken, their employment history, their educational qualifications, any illnesses or incapacities relevant to the position) There are a variety of reasons why GORH is required to hold this information. The purpose of the collection of this information includes: Ensuring the recruitment process is fair and equitable; and minimising risk to health, safety and welfare of all employees.

<p><b>Your application should be addressed to :</b></p> <p>People &amp; Culture          Great Ocean Road Health  <a href="mailto:People.and.culture@gorh.vic.gov.au">People.and.culture@gorh.vic.gov.au</a>          PO Box 84          Apollo Bay VIC 3233</p>	<p><b>Internal Use Only :</b></p> <p>Interview                      Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>Advised by : .....</p> <p>Date : .....</p> <p>Time : .....</p> <p>Comments : .....</p> <p>.....</p>
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# ORGANISATIONAL STRUCTURE 2023





## Geographical Location

Located along the Great Ocean Road

186km (2hrs 32 mins) from Melbourne

