

Position Description

Position title:	Physiotherapist – Women's Health
Department:	Physiotherapy, Occupational Therapy & Speech Pathology
Classification:	Grade 3 (VB7-VC1)
Agreement:	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026)
Reporting to:	Manager - Physiotherapy, Occupational Therapy & Speech Pathology

About us

Located in Melbourne on the traditional lands of the Wurundjeri people of the Kulin Nation, the Royal Women's Hospital is Australia's first and leading specialist hospital for women and newborns. We offer expertise in maternity services, neonatal care, gynaecology, assisted reproduction, women's health and cancer services. We advocate for women's health in areas that have long been overlooked or stigmatised, including abortion, endometriosis, family violence, female genital mutilation, menopause, women's mental health, sexual assault and substance use in pregnancy.

Our vision, values and declaration

The Women's vision, values and declaration reflect our promise to our patients and consumers and articulate our culture and commitment to our community and each other.

Our vision is **'Creating healthier futures for women and babies'**.

Our values are:



Courage



Passion



Discovery



Respect

The Women's declaration reflects the principles and philosophies fundamental to our hospital, our people and our culture.

- **We are committed to the social model of health**
- **We care for women from all walks of life**
- **We recognise that sex and gender affect health and healthcare**
- **We are a voice for women's health**
- **We seek to achieve health equity**

Our commitment to inclusion

The Women's is committed to creating and maintaining a diverse and inclusive environment which enhances staff and consumer wellbeing and nurtures a sense of belonging. We strongly encourage anyone identifying as Aboriginal and/or Torres Strait Islander to join us. We offer a range of programs and services to support First Nations employees. We invite people with

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disability to work with us, and we welcome anyone who identifies as linguistically, culturally and/or gender diverse, people from the LGBTQIA+ community and people of any age.

About the department/unit

The Department provides Physiotherapy, Occupational Therapy, and Speech Pathology (PT/OT/SP) services to patients of the Women's and encompasses the clinical streams of Women's Health and Neonatal care. The department is part of the Allied Health and Clinical Support Services Directorate. Physiotherapy care involves a holistic approach to the prevention, diagnosis, and therapeutic management of disorders of movement or optimisation of function to enhance the health and welfare of women and newborns.

Our aims are:

- To provide a high quality, safe and effective service that meets the needs of Victorian women and newborns
- To provide an efficacious, innovative and evidence-based model of care
- Undertake clinical research that is relevant to community needs
- To provide a sustainable learning environment for current and future clinicians

Our major areas of focus are:

- Ante-natal management - both inpatient and outpatient services
- Post-natal management - both inpatient and outpatient services
- Oncology services
- Gynaecology services
- Primary contact continence assessment and management
- Vulval pain and sexual dysfunction
- Chronic pelvic pain clinic
- Women's Alcohol and Drug Service (WADS)
- Gestational Diabetes management
- Menopausal symptoms
- Neonatal services - NICU/SCN and early intervention clinics
- Education and training of undergraduate and post graduate students
- Clinical research projects and service delivery improvements

Position purpose

The Senior Physiotherapist in Women's Health provides safe specialised physiotherapy treatment to women's health patients, including for acute and chronic conditions such as incontinence, prolapse, sexual dysfunction, vulval conditions and chronic pelvic pain. This entails both inpatient management and outpatient follow-up and primary contact. The role ensures evidenced-based practice, and a philosophy of individualised support underpins all elements of clinical care. In addition, this role consults with nursing, medical, other allied health staff, patients and their carers.

Key responsibilities

Clinical practice

- Administer safe specialised pelvic floor physiotherapy treatment for acute and chronic conditions such as incontinence, prolapse, sexual dysfunction, vulval conditions and chronic pelvic pain

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- Work in a primary care practitioner role specifically in the assessment and management of urogynaecological conditions
- Coordinate patient treatments in consultation with the multidisciplinary team where required
- Lead group exercise and education classes
- Provide prompt assessment of newly referred patients and ensure that discharged patients are referred to adequate follow-up therapy as appropriate
- Involve patients/carers in the decision-making of treatment goals and discharge
- Develop and maintain links with relevant community organisations and act as a clinical resource to healthcare professionals within and outside the Women's.
- Display sensitivity and knowledge of ethical and multicultural issues and provide culturally aware practice
- Ensure adequate and appropriate clinical documentation in medical records including via electronic medical record (EMR)
- Maintain the standards, condition and safety of equipment and advise on equipment needs
- Plan and manage own workload to ensure adequate time for achievement of the objectives of the position
- Contribute to the strategic and operational planning of the Women's PT/OT/SP Department under the guidance of senior clinicians
- Communicate effectively with patients, family members, staff, and departments individually and as part of a team to support high quality patient care
- Ensure that written communication is in line with the Women's communication guidelines and written in a way that optimises understanding and engagement
- Develop and maintain effective working relationships with internal and external stakeholders
- Any other duties as required that meet relevant standards and recognised practice

Leadership

- Work within the Allied Health Team to lead and coach others, including role-modelling team behaviours, engaging, and influencing senior stakeholders and acting as a key support to the Manager
- Provide professional and clinical leadership and contribution to staff both informally and through attendance at staff meetings
- Participate in nominated Saturday morning shifts and the on-call roster (Sunday/public holidays)
- Assist the Manager with recruitment and staff planning as required
- Manage escalated client issues or complaints appropriately, and identify and address conflict independently
- Promote the importance of Allied Health services internally within the Women's and to the broader external community
- Be responsible for the clinical needs of undergraduate and postgraduate students and other staff as requested.
- In collaboration with the University sector, support the provision of high-quality clinical education to undergraduate and post-graduate allied health students

Quality, safety and improvement

- Maintain an understanding of individual and team responsibility for patient safety, quality & risk and contribute to organisational quality and safety initiatives
- Have a full working knowledge of emergency procedures
- Develop resource knowledge and effective use of resources in practice
- Modify service delivery practices in line with current evidence-based practice
- Actively participate in credentialing and scope of practice processes

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- Promote and participate in evaluation and continuous improvement processes within the physiotherapy department or women's health teams
- Review, develop, and implement procedures, guidelines, and frameworks for the department as requested

Learning and development

- Develop professional skills and knowledge through self-directed learning, critically reviewing and keeping up to date with professional literature and participating in seminars and conferences
- Actively participate in credentialing and scope of practice processes and complete all required mandatory competencies and training, and engage in the performance development review process annually
- Maintain knowledge of evidence-based technological and technical advances in therapeutic methods relevant to your specific allied health discipline
- Participate in or lead a variety of research activities in physiotherapy or women's health research and other relevant areas of practice/interest

Key Performance Indicators (KPI's)

KPIs are how you will be measured as meeting the responsibilities of the position. These will be set with you as part of your Performance Development Plan within the first six months of your appointment to the position.

Key selection criteria

Experience/qualifications/attributes

Essential:

- Degree in Physiotherapy as recognised by the Australian Health Practitioner Regulation Agency (AHPRA), and current registration with AHPRA
- Postgraduate qualification in Physiotherapy, specifically a certificate in Physiotherapy Women's Health or equivalent
- A commitment to a women-centred approach to service provision, and demonstrated performance excellence in a women's health setting
- Extensive experience in clinical management of patients with continence issues, pelvic floor dysfunction and pregnancy-related musculoskeletal disorders
- Experience in supervising and teaching physiotherapy students at undergraduate and postgraduate levels
- Experience establishing and maintaining partnerships across different health organisations and in the community sector
- Demonstrated experience and involvement in research and audit activities
- Well-developed communication and interpersonal skills, with the ability to problem solve and collaborate at a senior level
- Demonstrated ability to effectively work within a multidisciplinary team, and the capacity to work effectively in a changing organisational environment
- A flexible approach and the ability to balance competing and conflicting priorities
- Computer literacy and proficiency
- Embodiment of the Women's values

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Desirable:

- At least 7 years' experience, and evidence of CPD in line with registration requirements
- Experience with electronic medical records (EMR) and booking systems
- Academic success in undergraduate, or postgraduate course/s or degrees relevant to the role
- Experience identifying areas for research, designing, and implementing studies, successfully applying for approval through Human Resources Ethics Committees, reporting on and disseminating research findings
- Presenting to small or large groups
- Clinical and service-level report writing
- Assisting with writing business cases as requested
- Leadership experience and interest in developing these capabilities
- Member of the Australian Physiotherapy Association, and the Victorian Branch of Continence and Women's Health Physiotherapy Australia
- Previous experience in leading exercise and education classes

Organisational relationships

Internal relationships

- Allied Health administrative and other administrative staff
- Director of Allied Health and Clinical Support Services
- Director of Allied Health Research
- Women's health multidisciplinary team members and shift team leaders
- All RWH clinical and non-clinical staff

External relationships

- Patients, visitors and their families/carers
- Other health services and external agencies that engage with our departments
- Medical staff at other medical facilities
- Universities and specialised training facilities
- Special interest groups and communities of practice

Inherent requirements

Inherent requirements are the essential tasks and activities that must be carried out in order to perform this role, including with adjustments. The Women's is committed to providing workplace adjustments that support all people to work with us. We welcome you to discuss any adjustments with the manager of this role during the recruitment process or at any time during your employment, as we acknowledge and understand circumstances can change. You can also request a copy of our workplace adjustments procedure for more information.

Physical demands	Frequency
Shift work – rotation of shifts – day, afternoon and night	Not applicable
Sitting – remaining in a seated position to complete tasks	Frequent
Standing – remaining standing without moving about to perform tasks	Frequent
Walking – floor type even, vinyl, carpet,	Frequent
Lean forward/forward flexion from waist to complete tasks	Frequent
Trunk twisting – turning from the waist to complete tasks	Frequent
Kneeling – remaining in a kneeling position to complete tasks	Occasional
Squatting/crouching – adopting these postures to complete tasks	Occasional
Leg/foot movement to operate equipment	Occasional
Climbing stairs/ladders – ascending and descending stairs, ladders, steps	Occasional
Lifting/carrying – light lifting and carrying less than 5 kilos	Rare

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– Moderate lifting and carrying 5 – 10 kilos	Occasional
– Heavy lifting and carrying – 10 – 20 kilos.	Rare
Push/pull of equipment/furniture – light push/pull forces less than 10 kg	Occasional
– moderate push / pull forces 10 – 20 kg	Occasional
– heavy push / pull forces over 20 kg	Rare
Reaching – arm fully extended forward or raised above shoulder	Occasional
Head/neck postures – holding head in a position other than neutral (facing forward)	Rare
Sequential repetitive actions in short period of time	
– Repetitive flexion and extension of hands wrists and arms	Occasional
– Gripping, holding, twisting, clasping with fingers/hands	Occasional
Driving – operating any motor-powered vehicle with a valid Victorian driver's license.	Not applicable
Sensory demands	Frequency
Sight – use of sight is integral to most tasks completed each shift	Prolonged/constant
Hearing – use of hearing is an integral part of work performance	Prolonged/constant
Touch – use of touch is integral to most tasks completed each shift	Prolonged/constant
Psychosocial demands	Frequency
Observation skills – assessing/reviewing patients in/outpatients	Prolonged/constant
Problem solving issues associated with clinical and non-clinical care	Frequent
Working with distressed people and families	Frequent
Dealing with aggressive and uncooperative people	Occasional
Dealing with unpredictable behaviour	Occasional
Exposure to distressing situations	Occasional
Definitions used to quantify frequency of tasks/demands as above	
Prolonged/constant	70 – 100 % of time in the position
Frequent	31 – 69 % of time in the position
Occasional	16 – 30% of time in the position
Rare	1 – 15% of time in the position
Not applicable	0% of time in the position

Employee awareness and responsibilities

- Employees are required to be aware of, and work in accordance with, hospital policies and procedures.
- Employees are required to identify and report incidents, potential for error and near misses, to improve knowledge systems and processes and create a safe environment for staff and patients.
- Employees agree to provide evidence of a valid employment Working with Children Check and provide complete details for the Women's to undertake a Nationally Coordinated Criminal History Check (NCCHC).
- Our vision is a future free from violence and discrimination in which healthy, respectful relationships are the norm. The Women's expects all staff to contribute to a culture that promotes and supports diversity, equity, respect and inclusion.
- The Women's provides pregnancy termination services as part of its public health responsibility to provide safe health care to women.

Vaccination requirements

As this role has direct physical contact with patients and clinical environments, employees are required to be vaccinated against or demonstrate immunity to influenza, COVID-19, whooping cough (pertussis), hepatitis B, chicken pox, MMR (measles, mumps, rubella) and may include hepatitis A, and complete screening for tuberculosis.

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Employment with the Women's is conditional upon the provision of satisfactory evidence of vaccination and/or screening, and we may withdraw an offer of employment if the required evidence is not provided at least five business days prior to the intended start date.

Declaration

By accepting this position description electronically, I confirm I have read, understood and agreed to abide by the responsibilities and accountabilities outlined.

Developed Date: July 2025

Developed by: Manager - Physiotherapy, Occupational Therapy and Speech Pathology

Date of next Review: July 2026

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