

## BENDIGO COMMUNITY HEALTH SERVICES

### POSITION TITLE: PHYSIOTHERAPIST (WOMEN'S HEALTH)

<b>Award:</b>	Victorian Stand-Alone Community Health Centres, Health Professionals Multi-Employer Agreement 2021-2022
<b>Classification:</b>	Dependent on skills and experience
<b>Site:</b>	This position is primarily based at our Central site, however may be required to work from any BCHS site or outreach location as negotiated.
<b>Hours per fortnight:</b>	15.2 hours per fortnight (0.2 FTE)
<b>Tenure:</b>	Fixed Term to 30 June 2026
<b>Position description developed:</b>	September 2023
<b>Responsible to:</b>	Practice Manager

#### We want (Vision)

Better health and wellbeing across generations.

#### We exist (Mission)

To work hand in hand with our community to achieve healthier lives.

#### We strive for (Values)

- Integrity**  
 We are authentic and accountable, and we honour our obligations.
- Respect**  
 We build respectful relationships through trust, empathy and collaboration.
- Inclusive**  
 We recognise and promote accessible, safe and holistic supports and services as a basic human right.
- Innovation**  
 Through continuous learning, we ensure an agile, responsive and sustainable service.
- Togetherness**  
 We create a sense of connectedness, pride and support through enjoying our work and being passionate about making a difference.

Our pillars	Consumer and Community	Influence	Visible	Sustainable
The change we want to see	People in our community, especially those most in need, have improved health and wellbeing	We use evidence, data and the voice of our community to shape our supports and services	Our service is identified as a quality provider and our people are recognised as leaders	Our sustainability is based on a healthy culture, improved systems, outcomes and growth

## **BENDIGO COMMUNITY HEALTH SERVICES**

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### **The Role of the Team**

The Better Health portfolio involves the planning and provision of medical, paediatrics, chronic disease management, sexual and reproductive health, workplace health, multi-disciplinary complex nursing, social support in Elmore, physiotherapy, dietetics, and doctors in secondary school's program.

The Better Health division works together to provide the community with accessible healthcare and seeks to optimise health outcomes for all patients. The sexual and reproductive health team provide an integrated community based multidisciplinary health service which includes a strong focus on women's and men's sexual and reproductive health. They also demonstrate a strong focus on health promotion and the social model of health and a commitment to equity and access.

### **Position Role**

This position will provide pelvic health therapy within the Bendigo Community Health Services (BCHS) pelvic pain and endometriosis clinic. Responsibilities include but not limited to; coordination of care within the pelvic pain and endometriosis clinic, providing techniques, exercise programs, and education to empower women in managing their pelvic pain and/or endometriosis, collaborate with our sexual and reproductive health team and other healthcare professionals, including gynaecologists and psychologists to ensure holistic care and optimise treatment outcomes.

### **Position Responsibilities**

The responsibilities of the position are:

- Assess pelvic pain and function and identify & diagnose potential issues.
- Develop personalised treatment plans for managing pelvic pain, including conditions such as endometriosis.
- Provide hands-on techniques, exercise programs and education to empower people to manage their pelvic pain and endometriosis.
- Educating patients about pelvic health, offering guidance on lifestyle modifications, and providing strategies for prevention and self-management.
- Collaborating with other healthcare professionals to provide comprehensive care for patients with complex pelvic pain issues.
- Maintain accurate and confidential records, documenting assessments, treatments, and progress in line with funding requirements
- Staying up to date with the latest research and developments in pelvic health physiotherapy.
- Pursuing ongoing education and professional development to enhance skills and knowledge.
- Other duties as directed.

## **BENDIGO COMMUNITY HEALTH SERVICES**

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### **Key Selection Criteria**

#### **Essential**

1. A Bachelor of Physiotherapy (equivalent or higher) and current registration with the Australian Health Practitioner Regulation Agency (AHPRA).
2. Demonstrated experience, and passion for working in a community setting with patients with sensitive and complex needs.
3. Demonstrate excellence in communications and documentation (written and verbal) and evidence the ability to engage with vulnerable persons, and other service providers.
4. Make evident a personal commitment to promoting equality, diversity, and human rights in all aspects of service delivery.
5. Demonstrated experience in working as a member of a multidisciplinary team.
6. A current Driver's License.
7. A current Police check, Working with Children Check and meeting NDIS worker requirements.

#### **Desirable**

1. Demonstrated experience working in sexual & reproductive health, women's health or pain management service.
2. Intermediate to high level skills in Microsoft Office programs.
3. Evidence of previous ongoing professional development activity with a focus on pelvic pain, endometriosis and/or women's health.
4. Experience in working with best practice Software (electronic client information management system).
5. Ability to provide vaccination status information that meets the requirements for healthcare workers.

#### **Probationary Period**

Employment with BCHS is conditional on satisfactorily completing a probationary period of six (6) months from date of commencement. During this period your performance will be reviewed with your manager and, assuming this is mutually satisfactory, your employment will be confirmed at the end of this period.

#### **Staff Review & Development (SRD)**

Each BCHS staff member is required to participate in the annual SRD process. The SRD will be based on the Position Role and Responsibilities and Key Selection Criteria in addition to the relevant Branch and Team Plans and the following Performance Indicators.

#### **Position Performance:**

Demonstrate achievement of negotiated performance indicators specific to your position.

- To meet agreed targets
- Clinical skills documentation meets standards consistent with the role
- Participate in supervision and professional development as negotiated with line manager.
- Knowledge and compliance with BCHS privacy and confidentiality procedures.
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- Knowledge and compliance with BCHS privacy and confidentiality procedures.

#### **Communication and Team Work:**

High level communication and interpersonal engagement that contributes to productive and collegial relationships between staff and with consumers

## **BENDIGO COMMUNITY HEALTH SERVICES**

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- Display your capacity for self-awareness through reflection, planning and communication.
- Show evidence of your ability to work co-operatively within a team to achieve team goals.
- Establish and develop as key functions of relationship management, regular and professional communication with all your relevant colleagues.
- Demonstrate alignment and integration of practice according to BCHS' Vision, Values, and Strategic Directions.

### **Self-Management:**

Demonstrated experience and understanding of the need for ongoing personal and professional development that contribute to self-satisfaction and professional growth.

- Continually develop personally and professionally to meet the changing needs of your position, career and industry.
- Demonstrate behaviours that lead you to achieving your goals.
- Demonstrate understanding and behaviour to reflect BCHS' values.

### **Administration and Documentation:**

Through the use of BCHS processes ensure that all administration and documentation requirements are initiated and completed in a professional and timely manner.

- Show evidence that the administrative tasks of your position are completed in an orderly, timely and accessible manner.
- Demonstrate that your documentation is completed in an accurate, legally and ethically compliant standard, and is produced to an appropriate professional standard.

### **Learning:**

Demonstrated knowledge and application of the capabilities required for this position including knowledge and understanding of appropriate equipment, legislation, policies and procedures.

- Show evidence of knowledge and understanding of BCHS Strategic Directions and the ability to link key strategic directions to individual and team work plans and individual self-development.
- Demonstrate initiative and enterprise skills that contribute to innovative outcomes.
- Display an appropriate level of awareness of the implications for BCHS of decisions and situations that involve you and others.

### **Diversity and Culture:**

BCHS treats all people with respect; values diverse perspectives; provides diversity training opportunities; and provides a supportive work environment. BCHS is committed to employing people from diverse backgrounds and providing a workplace free from discrimination and harassment.

### **Child Safety:**

BCHS values children from all backgrounds and is committed to making our community a safe, nurturing and welcoming place for children to grow and develop. We are committed to making sure **all** children to reach their individual potential.

## **BENDIGO COMMUNITY HEALTH SERVICES**

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### **Other Essential Requirements**

#### **Staff will:**

- Complete all required probity checks **before** employment is confirmed.
- Provide vaccination information that meets the requirements for healthcare workers.
- Present a copy of original professional qualifications document or registration (if required).
- Receive and comply with BCHS' policies and procedures including the Code of Conduct.
- Actively contribute to continuous quality and service delivery improvement through the organisation.
- Be proactive in risk identification, notification and management.

#### **BCHS believes that “Quality is everyone’s business, safety is my responsibility”**

Co-operate with and contribute to BCHS Occupational Health & Safety procedures and participate in appropriate safety information and education activities as required.

#### **Other Information**

- BCHS' Employee Assistance Program is available to employees and immediate family.
- BCHS is an Equal Opportunity Employer.
- All BCHS sites are smoke free workplaces.
- BCHS has a commitment to environmental sustainability.

APPROVED