

Position Description

Position Title	Stream Leader – Outpatient Rehabilitation Services
Position Number	30101042
Division	Community and Continuing Care
Department	Outpatient Rehabilitation Services
Enterprise Agreement	Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2021-2026 or Nurses And Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
Classification Description	Dependent on qualifications
Classification Code	Dependent on qualifications
Reports to	OPRS Manager
Management Level	Tier 4 - Shift Managers, Team Leaders & Supervisors
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	<ul style="list-style-type: none"> • National Police Record Check • Registration with Professional Regulatory Body or relevant Professional Association • Immunisation Requirements

Bendigo Health

Bendigo Health is a leading regional health service, learn more about us by visiting our website: [Bendigo Health Website - About Bendigo Health](#)

As an organisation we are committed to delivering safe, inclusive and high-quality care to our diverse communities across the Loddon Mallee Region. We value and respect the unique backgrounds, cultures and experiences of the people we serve and those who work with us.

We are a proud child safe organisation, dedicated to the safety, wellbeing and voice of all children and young people. We are committed to creating a culturally safe and welcoming environment where Aboriginal and Torres Strait Islander peoples—adults, children and families—are respected, supported and empowered to express and celebrate their culture.

Our Vision

To be a trusted regional healthcare service recognised for delivering exceptional care, being a great place to work, and being deeply connected to our community.

Our Values

PASSIONATE – We are passionate about doing our best – for our patients, our colleagues and our community.

ACCOUNTABLE – We take ownership of our actions and outcomes, always striving for integrity and improvement.

CARING – We care deeply for our community – and our community cares for us. Compassion is at the heart of everything we do.

TRUSTWORTHY - We are open, honest and respectful in all that we do – earning the trust placed in us every day.

The Position

Outpatient Rehabilitation Services (OPRS) sits within the Community & Continuing Care Division at Bendigo Health. The Community and Continuing Care Division provides a broad range of high-quality, person-centred care programs and services to consumers in inpatient, outpatient, and community settings. Each service within the division is designed to ensure holistic care and improve the overall well-being of our patients and communities.

The OPRS team provides specialist outpatient rehabilitation to children and adults in the Bendigo and Northern Victorian Region. Rehabilitation is time limited, goal orientated, aimed at maximising potential and quality of life, and can be provided either in the centre or in the client's home.

Most clients receive a range of services including:

- Physiotherapy
- Occupational therapy
- Speech pathology
- Social work
- Nursing
- Medical
- Podiatry
- Psychology and neuropsychology
- Exercise physiology
- Dietetics

The Multidisciplinary OPRS Team is separated into 5 streams, each managed by a stream leader.

Stream A is the Musculoskeletal stream which offers assessment and management for clients with musculoskeletal disorders who require rehabilitation.

Stream B focusses on Pulmonary/Long Covid rehabilitation, Chronic Pain & Back rehabilitation, along with specialist assessment & diagnostics in the Memory clinic.

Stream C focus is the neurological stream and also includes Falls Assessment Clinic, Young Adults Transition Service and Procedure clinic. The neurological stream team offer comprehensive assessments and management for clients with a broad range of neurological disorders who require rehabilitation.

Stream D includes the Lymphoedema, Hand and Driving Clinics as well as the OPRS Intake team.

Stream E includes the Paediatric rehabilitation (VPRS), Continence and Pelvic floor, Urodynamic procedures, Persistent Pelvic Pain, High Risk Foot (HRFC) and Wound clinic.

Responsibilities and Accountabilities

Key Responsibilities

- Be responsible for recruitment and operational management of designated multidisciplinary staff as delegated
- To facilitate a positive and supportive work environment for all team members
- Lead service development for nominated stream(s)
- Participate in intake and triage functions of OPRS
- Participate in both internal and external working groups(s), portfolios and special projects as relevant
- Ensure staff operate within the relevant funding and service guidelines both in relation to service delivery and reporting requirements
- Perform specific line management duties for all delegated staff including leave management and annual performance reviews
- With the OPRS Management Team, ensure that the service operates according to external accreditation standards and reporting requirements
- Ensure effective communication of relevant information to staff and management team
- Manage budget and other responsibilities as allocated by the OPRS Manager

Employees are required to carry out lawful directions outlined above or delegated to them. The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

Key Selection Criteria

Essential

1. Qualifications in Allied Health or Nursing preferred, with ability to meet AHPRA registration and/or Bendigo Health Credentialing requirements for the relevant discipline
2. A high level of understanding of key issues in rehabilitation services
3. Experience in direct line management of health professionals from a range of disciplines with strong communication skills
4. A demonstrated commitment to client-centred care and consumer engagement
5. Experience in leading service development
6. Well-developed problem-solving skills and ability to prioritise competing demands
7. A high level of initiative and ability to work independently as well as within a team
8. Excellent interpersonal skills with ability to build positive work relationships

Generic Responsibilities

All Bendigo Health staff are required to:

- Adhere to the **Victorian Government's Code of Conduct**
- Uphold **Occupational Health and Safety** responsibilities, including self-care, safeguarding others, and participating in safety initiatives and reporting.
- Comply with all **Bendigo Health policies and procedures**, including those related to clinical, managerial, and standard work practices.
- Follow **Infection Control** procedures to prevent cross-contamination and ensure the health and safety of all.
- Maintain **strict confidentiality** regarding all organisational, patient, and staff information.
- Engage in **continuous quality improvement** activities aligned with the National Safety and Quality Health Service Standards (NSQHSS).
- Recognise and respect **diversity**, fostering inclusive practices in the workplace and service delivery.
- Support research activities in alignment with the National Clinical Trials Governance Framework to ensure high-quality, safe, and ethical clinical trials and research practices across Bendigo Health
- Staff must carry out all lawful and reasonable directions and comply with relevant professional standards and ethical codes.
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Bendigo Health.
- Maintain ability to perform the inherent requirements of this role. Inherent requirements are the essential tasks necessary to perform this role, including reasonable adjustments. Bendigo Health is committed to a safe workplace that supports all employees. The role may require specific physical and cognitive abilities, which can be discussed with the manager during recruitment or at any time. We understand that personal circumstances can change and impact your ability to meet these requirements; additional policies are available to guide you through this process. Please request the relevant procedures for more information.

All Bendigo Health sites, workplaces and vehicles are smoke free.

This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.