
ABOUT OUR TEAM





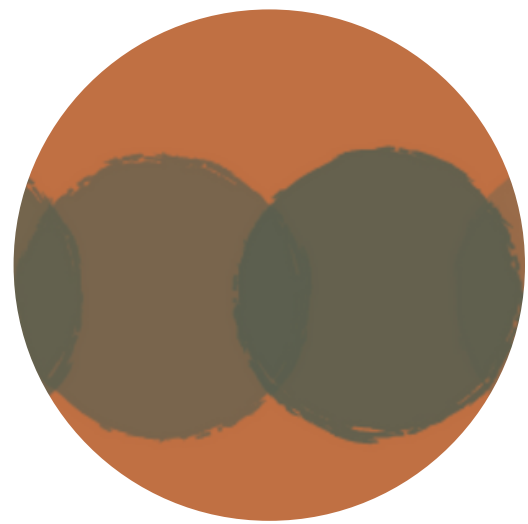
We are a multidisciplinary clinic providing quality healthcare.
Our services include Exercise Physiology, Physiotherapy,
Dietetics and Occupational Therapy.

We have three clinics in Freshwater, Brookvale and Warriewood
servicing clients over the Northern Beaches of Sydney.



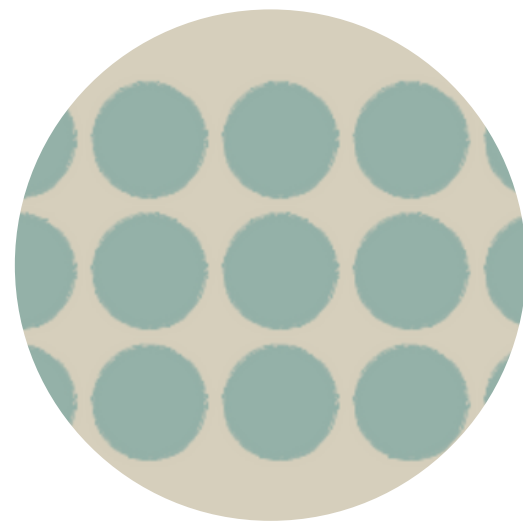
OUR CORE VALUES

Rebound Health is guided by our core values, ensuring a welcoming, caring, and supportive environment for clients and our team. Our core values are at the heart of everything we do from the small things through to the big things.



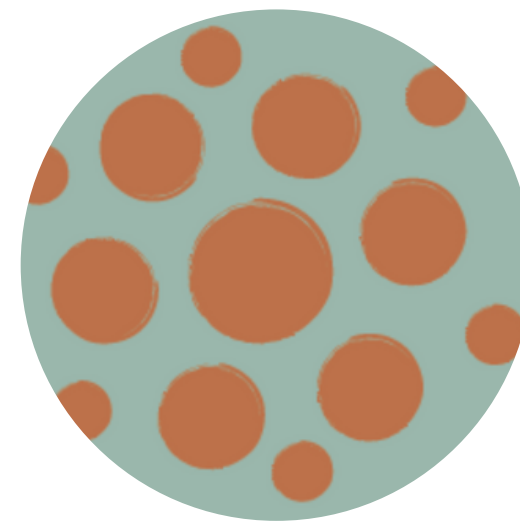
WE ARE FOR THE PEOPLE

- We aim to be the best part of clients day
- We aim to make clients smile
- We listen to clients stories
- We create Individualised Experiences
- We Exceed Expectations



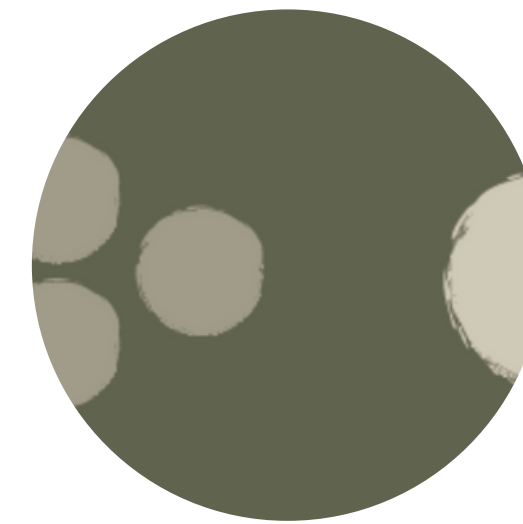
WE ARE A BOMB ASS TEAM

- We practice what we preach
- We are present with clients
- We pick up the slack
- We have Growth Mindset



WE ARE LEADERS

- We believe competition brings out our best
- We Create win:win
- We make Positive Community Impact



WE ARE FAMILY

- We cultivate raving fans
- We embrace change
- We work to find a better way
- We care deeply about helping others



A group of people, likely a sports team or staff, are posed for a photo. They are wearing dark-colored uniforms with the 'REBOUND' logo. The background is a blurred indoor setting. The text is overlaid on a semi-transparent orange-bordered box.

TEAM FOCUSED ETHOS

When you join the team at Rebound you aren't just joining another workplace, you are choosing a clinic that is first and foremost invested in you, your needs and your overall wellbeing. Our culture isn't just about creating an awesome work environment, it's about providing you with an opportunity to thrive in all areas of your life.

A structured mentoring program, wages that are above the award, in house CPD, and regular team catch ups just some of the things we have in place to ensure we are always looking out for our team.

CLIENT FOCUSED CARE

When you become a part of the Rebound team you are joining a handpicked group of people who are passionate about healthcare and who are committed to supporting clients in their health journey.

We are thought leaders in the healthcare space and our aim is to provide clients with exceptional service that goes above and beyond the norms of traditional healthcare.

Our vision for the future is to make active healthcare part of the mainstream and to focus on getting clients well by providing them with the information, services and support they need to look after their health in the best way possible.



**HOW DO
WE DO
THIS?**



At Rebound we believe that people come first and that is why we want to create an environment that is focused on helping you achieve your best work in an environment that is setup to support you. Ongoing structured mentoring, quarterly development days, team social events, in house PD, wages paid above the award and flexible career pathways are some of the things that underpin our culture.

WHY CHOOSE REBOUND?



STRUCTURED MENTORING

We want you to be the best version of yourself which is why we place so much emphasis on the learning and sharing of knowledge.

When you join our team you will have your own mentor to help you with every step of your journey.



EDUCATIONAL SUPPORT

We strongly value ongoing education and professional development which is why we offer in house PD and financial contributions towards education and courses that provide ongoing opportunities for CPD.



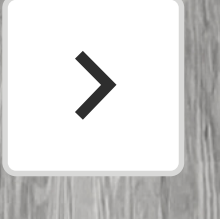
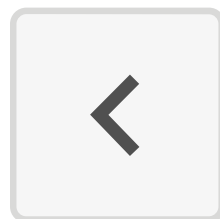
ABOVE AWARDS WAGES

When you become a part of the Rebound family, it's because we believe in you and we value your contribution to our team.



CAREER PROGRESSION PATHWAYS

When you join the team at Rebound you aren't taking on a job, you are embarking on a new adventure that will provide you with the opportunity to grow your career.



MENTORING & EDUCATIONAL SUPPORT



1:1 MENTORING SESSIONS

Regular 1:1 mentoring meetings with your team leader to help you grow and develop in every aspect of your practice.



100 DAY INDUCTION PROGRAM

We will guide you through your first 100 Days with us through a tailored induction to get you set up for success



INHOUSE CPD SESSIONS

In house training sessions are held on a regular basis with presentations from external partners as well as our own Rebound team members



WEEKLY PROFESSION-SPECIFIC TRAINING

Weekly team sessions are a great way to expand your skills and knowledge in the clinical setting so that you can help your patients achieve their best health outcomes.



FINANCIAL SUPPORT FOR ONGOING CPD

We highly value external training opportunities which is why we provide annual financial support for our team to attend pre-approved courses and seminars.



WEEKLY TEAM MEETINGS

Our weekly team meetings are a great way to get together as a group, share ideas, celebrate our wins and plan for the week ahead!

CAREER PROGRESSION



LEADERSHIP OPPORTUNITIES

We believe that all our team at Rebound are leaders in their field and therefore we strive to create as many opportunities for informal and formal leadership roles within our career pathways



FLEXIBLE WORK HOURS

We understand that the 38 hour work week isn't for everyone, so we offer our team the opportunity for flexibility where we can. If full time work isn't the right fit for you, we will work with you to find the best option for you



HIGH INCOME EARNERS

Once you have become a competent practitioner, have a full case load and have a number of local referrers sending clients directly to you, there are opportunities to become a high income earner. These discussions centre around your Desire Statement.



BONUS SCHEMES

Not only are our base salaries paid above the award rate, but our senior employees also have the opportunity to boost their wages even further by exceeding their KPI's.



PARENTAL SUPPORT

We're committed to supporting parents through flexible working arrangements to help with childcare responsibilities, etc.

WHAT TO EXPECT



TRANSPARENCY

We value honesty and transparency in our team, and we promise the same in every interaction with you.



TEAM FOCUSED CULTURE

Many businesses talk about being customer focused but at Rebound we are team focused as we believe that looking after our team is our number 1 priority! We only hire the best so we know our clients will always be looked after!



TREATED LIKE FAMILY

Joining Rebound means joining a caring family. Your welfare is our priority, always. Your best interests come first.



ACCOUNTABILITY

You can expect us to hold you to a higher standard than you hold yourself. We will not let you off, and we will not let you down. Expect us to give you individual mentoring so you can grow and improve in all areas of your role.



PRAISE & CONSTRUCTIVE FEEDBACK

Expect to receive plenty of praise and recognition for your accomplishments, along with constructive feedback for areas that may need improvement—just as we expect from you. We see mistakes and failures as opportunities for growth, aiming to do better in the future.

WHAT DO WE EXPECT FROM YOU?



HONESTY & INTEGRITY

Share concerns or issues in our workspace openly. We're committed to improving and making your job easier, but it requires open communication and a willingness to learn in all aspects of your work.



ACCEPT RESPONSIBILITY

We foster a culture of responsibility, expecting ownership of actions, patients, and outcomes. No blame, just accountability for excellence in care.



PLAN TO SUCCEED

At work, be present, positive, and ready to perform at your best. Efficient time management and task prioritization are crucial. Avoid taking work home by effectively managing your time.



PROVIDE SOLUTIONS, NOT PROBLEM

We trust you to handle work challenges. If an issue arises, inform us and provide a solution, being open to our feedback.



BE A TEAM PLAYER

As part of the Rebound family, we expect mutual support. Collaborate with team members, offering assistance and asking for help when needed.



EFFECTIVE COMMUNICATION

Regularly update us on your patients, tasks, and projects using our various communication channels for both formal and informal updates. Keep us informed about how you're travelling at all times.

EXAMPLES OF REBOUND PROGRAMS



OUR PROGRAMS

Onero Program

ONERO™ is an innovative Exercise Physiology program specifically designed for individuals with Osteoporosis. Our mission is to empower individuals with osteoporosis to take control of their bone health and improve their overall well-being. With our expert guidance and tailored exercise programs, you can regain strength, prevent fractures, and enhance your quality of life.

Clients Receive



- 60 min initial consult
- Twice weekly 45min classes
- supervised by an Exercise Physiologist.
- Max 8 Participants per class
- Regular functional assessments monitoring progress
- Resistance training working towards high intensities



PEERS®

The Program for the Education and Enrichment of Relational Skills (PEERS®) is an evidence-based social skills treatment program for people with autism spectrum disorder (ASD), attention deficit/hyperactivity disorder (ADHD), anxiety, depression, and other social challenges.

Led by Rebound's Occupational Therapists, our PEERS program provides social skills interventions for young adults motivated to improve their ability to make and keep friends and/or develop romantic relationships. Young adults attend 16 weekly 1.5 hour in-person sessions and their social coach (usually a parent, sibling, support worker, or other caregiver) attend 16 weekly group telehealth sessions for 1.5 hours



PEERS®

Graduation Day for one of Rebound's happy groups in 2023

OUR PROGRAMS

Gut Health & IBS

Our gut health dietitians are university qualified with additional training in management of IBS and food intolerances.

Our dietitians take a holistic approach and utilise a range of diet and lifestyle strategies to help improve your digestive health. We will utilise elimination style dietary protocols (e.g. FODMAP diet, RPAH elimination), simple dietary additions/ swaps, and addressing lifestyle factors known to impact gut health (e.g. stress, sleep, movement).

Clients Receive



- 60 min initial consult
- Personalised plan
- Practical resources
- 30-60 min follow - up consultations
- assessments monitoring progress



WHAT THE TEAM SAY

“As a new grad, I felt supported and valued from Day 1. Having weekly 1:1 mentoring sessions, as well as ongoing multidisciplinary meetings, means that I’ve always had opportunities to learn, grow, and check in. I have been able to pursue the caseload and special interests that I am most passionate about, and have had the chance to start building the foundation of a happy and long career!”

Kate
Physiotherapy



I love how supportive the team at Rebound is; we all have each others backs and are there to jump in and help when needed.

Being able to bring my dog to work is a huge bonus too.

Becca
Head of Occupational Therapy



Rebound is really one of a kind in the way that career progression and pathways for team members has been set up. I've been encouraged and supported in planning for what I want to be doing in the future and how I can tailor what I'm doing now to work towards it. Having a shared vision and plan for my career is one of the reasons I can see myself at Rebound for a very long time.

Archie
Head of Exercise Physiology



**COULD YOU
BE NEXT?**

**For a confidential
discussion about
joining our team,
please reach out to
Andrew.**

Rebound Health Director



(02)9907 6023



andrew@reboundhealth.com.au



reboundhealth



www.reboundhealth.com.au