

Position Description

Position title	Senior Physiotherapist – Orthopaedics
Department / Division	Physiotherapy Department / Division of Allied and Digital Health
Classification	Grade 3 Year 1 – Grade 3 Year 4 (VB7 – VC1)
Position reports to	Manager, Physiotherapy
No. of direct & indirect reports	N/A
Location	The Royal Children's Hospital, Flemington Road, Parkville
Risk category	Category B - works in a patient facing setting but rarely or unlikely to have contact with blood or body fluids (or aerosols without PPE)

The Royal Children's Hospital

The Royal Children's Hospital's (RCH) vision is *a world where all kids thrive*.

RCH is located within the Melbourne Biomedical Precinct, with more than 45 world-class biomedical organisations and more than 50,000 of the brightest minds working together to make the Precinct number one in the Asia Pacific region for health, education, research, and training. Within this, RCH is also a cornerstone member of the Melbourne Children's Campus, partnering with Murdoch Children's Research Institute, The University of Melbourne Department of Paediatrics and The Royal Children's Hospital Foundation. Each organisation contributes to a paediatric academic health centre which is greater than the sum of its parts.

RCH has cared for the children and young people of Victoria for more than 150 years since it was founded in 1870. A full range of paediatric and adolescent health services are provided plus tertiary and quaternary care for the most critically ill and medically complex patients in Victoria. Tasmania, southern NSW and other states around Australia and overseas. The RCH is the only provider of heart transplant services and CAR T-cell therapy for paediatrics in Australia. RCH is an effective advocate for patients and their families with a particular focus on vulnerable children and increasingly, mental health in young people. The hospital also supports many health promotion and prevention programs. The Hospital has more than 6,000 staff, a budget of \$850M, 12 wards and 350 beds. Annually, the RCH has 300,000+ Specialist Clinic appointments, 90,000+ Emergency Department presentations and 20,000 elective surgeries.

We work collaboratively with hospitals to deliver the right care, in the right place, at the right time. The RCH is committed to the Child Safe Standards <https://www.rch.org.au/quality/child-safety/>.

RCH enjoys high employee engagement and is committed to staff safety and a positive culture through enactment of our Compact.

Further information on RCH is available at www.rch.org.au

ROLE CONTEXT

The Physiotherapy Department works within the Directorate of Allied Health and is comprised of Physiotherapists and Allied Health Assistants, providing tertiary level care to inpatients and outpatients at RCH. Our mission is to optimise children's health and function in partnership with families and provide evidence-informed physiotherapy care at the right time and in the right place.

The Grade 3 Physiotherapist works within the Orthopaedic Cerebral Palsy Service, which is part of the Department of Orthopaedics. The service provides multidisciplinary orthopaedic care to children and adolescents with Cerebral Palsy.

ROLE PURPOSE

The Grade 3 Physiotherapist will function as a senior member of the Orthopaedic Cerebral Palsy team, providing outpatient advanced practice physiotherapy services to children and adolescents with Cerebral Palsy (CP) and like conditions across the spectrum of physical function. The Grade 3 Physiotherapist is responsible for the ongoing assessment of musculoskeletal pathology in children and adolescents with CP or like conditions, who have been referred to the Orthopaedic Outpatient Department. In close consultation with the Orthopaedic Consultants, they will independently manage defined patient subgroups through physiotherapist-led outpatient clinics, including hip surveillance and musculoskeletal monitoring.

KEY ACCOUNTABILITIES

Provision of care

- Deliver excellent evidence-based physiotherapy assessments and interventions to children and adolescents with CP and like conditions referred to the Orthopaedic Outpatient Department
- Manage a complex and varied clinical caseload
- Provide a high level of clinical expertise with independent decision making
- Maintain a high standard of clinical documentation, records and data collection as per discipline specific guidelines and RCH procedures
- Lead the ongoing development, review and maintenance of administrative processes and improved communication mechanisms
- Actively participate in, provide and contribute to continuous improvement and continuing education opportunities
- Plan for, and effectively manage, contingencies that may affect the performance of healthcare activities
- Act to reduce error and sources of risk in own practice, as well as the broader discipline/service and healthcare setting
- Ensure timely provision of discipline services through appropriate prioritisation of stream, departmental caseload and patient needs
- Be a source of clinical expertise, advocacy and guidance within the Physiotherapy and Orthopaedic Departments
- Participate in the development and update of local procedures in line with best evidence and the changing needs of the service

Lifelong learning

- Participate in professional development activities to ensure that best clinical practice is maintained
- Ensure processes, frameworks and/or support tools are in place for enhancing learning through reflection
- Identify personal and professional development needs, and plan and implement strategies for achieving them
- Achieve and maintain competency in relevant skills in line with departmental requirements relevant to the role
- Ensure processes, frameworks and/or support tools are in place for enhancing learning through reflection

- Promote a culture in which clinical supervision is treated as part of core business of contemporary professional practice
- Foster a culture in which feedback is used as a positive strategy to enhance goals, awareness, and learning
- Maintain registration to practice as a Physiotherapist with AHPRA, including meeting the annual Continuing Professional Development standards
- Participate in teaching (internal and external)
- Model a commitment to continuing professional development, and support junior staff in developing and accomplishing professional goals and objectives
- Actively promote an environment of lifelong learning
- Supervise and educate physiotherapy students undertaking clinical placements within area of clinical practice

Collaborative practice

- Work in collaboration with multidisciplinary team
- Promote a work culture in which interprofessional teamwork and shared responsibility for the provision of care are normative practice
- Work with initiative and autonomy while leading others in the pursuit of team goals
- Promote and develop partnerships with healthcare and community providers as well as discipline networks
- Utilise a flexible and adaptable approach to functioning in a team environment to enhance the team's performance and ensure ongoing excellence in service delivery

Communication

- Apply highly developed verbal communication, interpersonal skills and attention to detail with the ability to interact with a variety of stakeholders
- Recognise issues that may lead to conflict, and constructively address issues as they arise
- Communicate effectively with patients and families to ensure their understanding and that their needs and views are included in plans and actions
- Facilitate open and effective communication across all levels of the Department and clinical service and more broadly across the organisation
- Ensure systems are in place for coordinating and performing appropriate clinical handover and arrange follow-up to ensure patient care is maintained

Continuous Improvement

- Develop effective time management skills to balance clinical requirements and to contribute to continuous improvement activities
- Balance priorities between clinical load and contribution to quality improvement activities
- Lead and contribute to improvements in departmental management and function
- Complete quality activities in a timely manner
- Act to reduce error and sources of risk in own practice
- Contribute positively to change processes, through demonstrating flexibility and openness to change
- Develop awareness of governance requirements including safety and quality clinical practice guidelines, procedures and policies including how they apply to clinical role
- Empower team to identify, analyse, report and manage risks
- Manage local risks and escalate appropriately to line manager and relevant stakeholders

Supervision, Leadership and People management

- Participate in clinical supervision in accordance with local standard operating procedures and/or the RCH Allied Health Clinical Supervision Guideline

- Provide clinical supervision to staff and students, and deliver regular, constructive and developmental feedback to team
- Provide clinical and operational leadership in area of expertise, ensuring consultation with the manager or clinical service lead as appropriate
- Recognise how own leadership style influences staff experiences of the work environment, and act to modify behaviours accordingly
- Exhibit a high level of emotional self-control and flexibility in complex, changing and/or ambiguous situations and when confronted with obstacles

Organisation and Planning

- Apply highly developed organisational and planning skills with ability to prioritise workload and competing demands

Research

- Understand the principles of evidence-based practice, and critically evaluate clinical practice in light of available evidence, experience and patient/family values and circumstances
- Find, critically review, evaluate and interpret literature and apply to current role/service
- Support a research culture and agenda
- Contribute to research agenda through assisting research projects
- Appropriately share evidence
- Work with team/department/service to identify research gaps and take opportunities to engage academic partners

QUALIFICATIONS AND EXPERIENCE

Essential:

- Hold a Physiotherapy qualification from an accredited course/university
- Registration to practice as a Physiotherapist with the Australian Health Practitioner Regulation Agency (AHPRA)
- Satisfy the Physiotherapy Board of Australia Continuing Professional Development and Recency of Practice Guidelines
- Uphold the Physiotherapy Board of Australia Code of Conduct
- Demonstrated commitment to work and contribute as part of a team
- Proven capacity for clinical leadership in a team environment and ability to work well as a senior team member

Desirable:

- Minimum 7 years of paediatric physiotherapy clinical experience
- A relevant post-graduate qualification in a specialty field or working towards one, and/or publication in peer reviewed journals
- Demonstrated knowledge and experience in the orthopaedic and physiotherapy management and musculoskeletal screening of children and adolescents with CP and like conditions
- Demonstrated advanced skills and knowledge in biomechanical musculoskeletal assessment, interpretation and management

KEY SELECTION CRITERIA

- Experienced and skilled clinician with consolidated clinical assessment, formulation, and clinical reasoning abilities
- Demonstrated experience in the provision of independent musculoskeletal assessment, hip surveillance and physiotherapy management of children and adolescents with CP and like conditions

- Excellent professional, interpersonal and self-reflection skills to enable effective work with people of different personalities and backgrounds
- Autonomous behaviour, independence of thought, awareness of own effectiveness and internalised responsibility
- Ability to work flexibly in a fast-paced clinical environment, managing competing demands according to departmental and organisational requirements
- Capacity for effective negotiation, conflict resolution and wide consultation at all levels, to maintain and foster key interpersonal relationships
- Demonstrated commitment to building professional skills and capacity
- Communication, supervision and education skills of a level suitable for supervision of students, Grade 1 and 2 staff and Allied Health Assistants
- Demonstrated capacity to work constructively and collaboratively with a range of disciplines towards common goals
- The ability to engage children of different ages and abilities, and to advocate for patients and their families
- Demonstrated ability to manage project/research work independently
- Excellent computer literacy skills

OTHER REQUIREMENTS

- Employees are required to undertake a National Criminal Record Check and a Working with Children Check prior to commencing employment
- Employees are required to maintain a valid Working with Children Check throughout their employment
- A current, full driver's licence for the State of Victoria which is appropriate for the type of vehicle being driven, and comply with any restrictions on their licence (e.g. wearing glasses) while undertaking hospital duties (If applicable)
- Employees are required to maintain compliance with RCHs "Staff Immunisation - Prevention of Vaccine Preventable Diseases" procedure.

IMPORTANT INFORMATION

All employees are required to adhere to the Royal Children's Hospital Values:

- Curious - We are creative, playful and collaborative
- Courageous - We pursue our goals with determination, ambition and confidence
- Inclusive - We embrace diversity, communicate well, build connections and celebrate our successes together
- Kind - We are generous, warm and understanding

RCH COMPACT

All new and existing employees commit to the RCH Compact to contribute to a strong and respectful culture.

- We do better work caring for children and families when we also care for each other
- I bring a positive attitude to work – I share, I laugh, I enjoy other's company
- I take responsibility for my behaviour and its impact on others
- I am curious and seek out ways to constantly learn and improve
- I celebrate the good stuff, the small stuff, the big stuff – it all matters
- I speak up when things aren't right
- I value the many different roles it takes to deliver great patient care



- I actively listen because I want to understand others and make better decisions
- I am inclusive and value diversity
- When it comes to teamwork, I don't hold back – I'm all in

QUALITY, SAFETY AND IMPROVEMENT

RCH employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety and Improvement by:

- Acting in accordance and complying with all relevant Safety and Quality policies and procedures
- Identifying risks, reporting and being actively involved in risk mitigation strategies
- Participating in and actively contributing to quality improvement programs
- Complying with the requirements of the National Safety & Quality Health Service Standards
- Complying with all relevant clinical and/or competency standards
- Complying with the principles of Patient and Family Centred Care that relate to this position

The RCH is committed to a diverse and inclusive workforce. We encourage applications from Aboriginal and Torres Strait Islander people, people from culturally and/or linguistically diverse backgrounds, all members of the LGBTQI community and people with disability.

Position description last updated	December 2025
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