

Position Description

Position title	Rehabilitation Occupational Therapist
Department / Division	Rehabilitation/ Division of Medicine
Classification	Grade 2 Year 1 – Grade 2 Year 4 (VF6-VF9)
Position reports to	Operational: Director Victorian Paediatric Rehabilitation Service RCH Professional: Manager Occupational Therapy
No. of direct & indirect reports	0
Location	The Royal Children's Hospital, Flemington Road, Parkville
Risk category	Category A - works in a direct patient contact role and has or potential to have exposure to blood or body fluids.

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

Victorian Paediatric Rehabilitation Service

The Victorian Paediatric Rehabilitation Service (VPRS) provide specialist rehabilitation in partnership with children and families who require interdisciplinary, goal-focused innovative care. VPRS at RCH provides services to both inpatient and ambulatory rehabilitation depending on the complexity of the client's needs.

The VPRS has services at Bendigo Health Care Group, Barwon Health, Ballarat Health Services, Eastern Health Goulburn Valley Health Services, Latrobe Regional Hospital and Monash Health.

Further information on VPRS is available at <http://www.vprs.org.au>

ROLE PURPOSE

The Grade 2 Occupational Therapist provides inpatient and ambulatory rehabilitation in partnership with children and families who require interdisciplinary, goal-focused innovative care.

The Occupational Therapist is responsible for ensuring a best-practice approach to the delivery of rehabilitation, focusing on the child's needs in the context of everyday activities and lifetime opportunities, empowering children to create their goals and own their rehab journey. They will create strong partnerships within and outside The Royal Children's Hospital and value diversity of opinion, values, background and life experiences.

KEY ACCOUNTABILITIES

Provision of Care

- Deliver excellent evidence-based practice Occupational Therapy assessments and interventions in an inpatient and ambulatory rehabilitation setting.
- Develop treatment goals and plans in conjunction with the patient, their families and interdisciplinary team members, focussing on maximising participation in lifetime everyday activities and lifetime opportunities.
- Prepare reports and provide effective verbal and written feedback to referrers, patients, colleagues and others, as appropriate to level of development.
- Maintain clinical documentation, records and data as per the RCH policy.
- Ensure timely provision of discipline services through appropriate prioritisation of own case-load, as well a patient needs.
- Actively contributes to ongoing improvements within service development and treatment protocols for own areas of clinical practice.
- Support grade 1-2 staff in their patient management and clinical reasoning with complex patients.

Lifelong learning

- Participate in in-services and other educational activities conducted by the service for other RCH staff and external rehabilitation sector clinicians.
- Promote best practice paediatric rehabilitation care through intra-hospital and external education sessions, including presentations and the development of tools & resources.
- Participation in professional development activities to ensure that best clinical practice is maintained.
- 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.
- Support others to review, reflect on and evaluate their own practice
- Provide effective supervision to junior and less experienced staff

Collaborative Practice

- Provide child centred, family focused care through partnership with parents/ families.
- Work in collaboration with multidisciplinary teams.
- Demonstrate ability to cooperate and work well with others in the pursuit of team goals.
- Actively participate as part of a team to ensure ongoing excellence in service delivery and contribute to continuous improvement.

Communication

- Well-developed verbal communication and interpersonal skills and attention to detail with the ability to interact with a variety of stakeholders.
- Communicate effectively with patients and families to ensure their understanding and that their needs and views are included in plans and actions.
- Act to remove personal barriers to effective communication.
- Take collective ownership of problems.
- Consider different points of view and compromise, where necessary and appropriate, to reach consensus.

Continuous improvement

- Actively contributes, as an individual and as a member of a team, to the continuous improvement of health care quality and patient safety.
- Acts to reduce error and sources of risk in own practice.
- Escalates risk appropriately within the healthcare team.
- Achieve and maintain competency in relevant skills in line with departmental requirements relevant to the role.

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 which are based on the DHHS Allied Health Clinical Supervision Framework.
- Provide clinical supervision to Grade 1 staff and students

Organisation and planning

- Well-developed organisation and planning skills

Research

- Understands the principles of evidence-based practice.
- Evaluates current practice with respect to the evidence.
- Finds, critically reviews, evaluates & interprets literature and applies to current role/service.

QUALIFICATIONS AND EXPERIENCE

Essential:

- **Hold an OT degree qualification or equivalent from an accredited course / university.**
- Post qualifying clinical experience which extends beyond entry-level.
- Be registered with AHPRA and as such satisfied the requirements of continuing professional development and recency of practice.
- Uphold the Code of Ethics, OT Australia.

Desirable:

- 3+ years' experience.
- Demonstrated clinical experience in rehabilitation.
- Demonstrated experience in education and supervision of undergraduate and postgraduate students.
- Demonstrate understanding of the health care sector and/or child development.

KEY SELECTION CRITERIA

- Well-developed assessment and intervention skills specific to paediatric clinical care or rehabilitation clinical care.
- Well-developed interpersonal skills and an ability to communicate and negotiate with multiple stakeholders in a professional, efficient and sustainable manner.
- Demonstrate the values of VPRS including family centred care, partnerships, excellence, participation and diversity.
- Commitment to evidence-based practice and demonstrate ability to integrate the principles to occupational therapy clinical practice and supervision. Critically reflect and evaluate current practice in respect to the evidence.
- Commitment to Quality Improvement principles, and evidence of initiation, implementation, and completion of projects.
- Actively participates as part of a team to ensure ongoing excellence in service delivery and contribute to continuous improvement.

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

April 2025