

Position Description

Position title	Allied Health Assistant – Physiotherapy
Department / Division	Physiotherapy Department / Division of Allied and Digital Health
Classification	Allied Health Assistant Grade 3 (IN30)
Position reports to	Manager, Physiotherapy
No. of direct & indirect reports	N/A
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

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.

ROLE PURPOSE
The Allied Health Assistant (AHA) will assist in the smooth running of the Physiotherapy Department through both clinical and non-clinical duties, working across both aquatic and land therapy environments. The AHA supports the Physiotherapy service through a range of activities including, but not limited to, delivering and assisting in patient treatment sessions, organising equipment and clinical supplies, ensuring a safe environment for the delivery of care, and organising and maintaining efficient day-to-day operation of the physiotherapy clinical services.
KEY ACCOUNTABILITIES
Provision of Care • Deliver excellent interventions under the direction of the physiotherapist and in line with the framework of supervision outlined by the Department of Health • Monitor the patient's response to treatment/intervention and recognise and promptly report changes in the health and functional status of the patient to the supervising physiotherapist • Assist physiotherapists to plan, prepare for and implement healthcare activities as required • Be familiar with treatment protocols relevant to the department and other designated units within RCH • Maintain clinical documentation, records and data as per specific guidelines and RCH procedures • Clearly and accurately explain own activity to the patient and family, and confirm understanding and agreement before proceeding • Act to reduce error and sources of risk in own practice and within the healthcare team • Consider risks to the safe, secure storage of health information, and act to manage these risks in daily practice Lifelong Learning • Demonstrate an interest in, and enthusiasm for learning • Obtain and act on advice from supervisors and other professionals regarding actions to improve own practice • Identify personal and professional development needs, and plan and implement strategies for achieving them Collaborative Practice • Provide child centred, family focused care through partnership with patients/families • Demonstrate sensitivity and responsiveness to patient's characteristics and needs • Work in partnership with other health professionals towards common goals, recognising that the interests of patients/families are the overriding shared objective for interprofessional healthcare delivery • Understand own role and the roles of others in the provision and coordination of care, and use this knowledge appropriately when working to meet patient needs and goals • Maintain flexibility and adaptability when working with others Communication • Communicate effectively with patients and families to ensure their understanding and that their needs and views are included in plans and actions • Contribute to, and participate in, handover processes • Liaise with a variety of health professionals responsible for the patient's management • Consider different points of view, and compromise, where necessary and appropriate, to reach consensus Continuous Improvement • Recognise areas for improvements, and suggest new ways of working to improve team functioning and effectiveness

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
- Reflect on own role within the team and seek input about the effectiveness and responsiveness of own actions
- Recognise accountability to the supervising physiotherapist, who has responsibility for overall provision of care, and work within the guidelines of supervision/delegation
- Provide effective supervision to less experienced practitioners, staff and students as appropriate

Organisation and Planning

- Prioritise workload appropriately, and establish realistic timeframes for the completion of work
- Complete tasks on time and in a self-directed manner, acting within own knowledge base and scope of practice
- Make appropriate arrangements for work to be completed in own absence
- Assist with administrative tasks to support efficient patient care
- Manage Physiotherapy Department equipment and stock levels, and liaise with relevant departments and suppliers when in need of repair or replacement

QUALIFICATIONS AND EXPERIENCE

Essential:

- Certificate IV – Allied Health Assistance or equivalent qualification

Desirable:

- Experience working with patients in acute hospital or healthcare environments
- Experience or knowledge of Physiotherapy
- Experience working or interacting with children and adolescents
- Bronze Medallion Life Saving Certificate / Pool Lifeguard Award / Australian swim teaching qualification or similar

KEY SELECTION CRITERIA

- Excellent verbal and written communication skills
- Excellent interpersonal skills and the ability to communicate with multiple stakeholders
- Excellent organisation skills
- Effective time management skills and the ability to balance sometimes competing and conflicting priorities
- Excellent computer literacy
- Demonstrate initiative, problem solving skills and flexibility
- Water confident and able to swim

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 LGBTIQI community and people with disability.

Position description last updated

December 2025