

Position Description

Position title	Grade 1 Physiotherapist		
Department / Division	Physiotherapy Department / Nursing and Allied Health		
Classification	Grade 1 Year 1 – Grade 1 Year 7 (VA2 – AF13)	Employment Status	Full-Time, Ongoing 1.0 FTE After hours work required
Position reports to	Operational and Professional: Manager of Physiotherapy		
No. of direct & indirect reports	N/A		
Location	The Royal Children's Hospital, Flemington Road, Parkville		

The Royal Children's Hospital			
<p>The Royal Children's Hospital's (RCH) vision is to be a great children's hospital – delivering Great Care, Everywhere.</p> <p>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.</p> <p>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.</p> <p>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/.</p> <p>RCH enjoys high employee engagement and is committed to staff safety and a positive culture through enactment of our Compact.</p> <p>Further information on RCH is available at www.rch.org.au</p>			
ROLE PURPOSE			
<p>As part of the paediatric rotation program (PRP), the Grade 1 Physiotherapist will provide physiotherapy services to children and adolescents as part of a multidisciplinary team at RCH. By working in close collaboration with medical, nursing and allied health staff, they will ensure that services provided to children at RCH are innovative, evidence-based and provided in a child and family centred context.</p> <p>The PRP involves rotations throughout the year. Rotation compositions change over time with respect to demand and workforce needs but generally include:</p> <ul style="list-style-type: none"> • Inpatient and outpatient orthopaedics and orthopaedic surgery • Burns, plastics, haematology and rheumatology 			

- Respiratory medicine
- Paediatric intensive care and developmental medicine
- Cardiac surgery and transplants
- Neurosciences
- Oncology, neurodevelopmental and aquatics
- Reliever

The Physiotherapy Department provides a clinical service seven days per week including daytime and evening shifts. Grade 1 Physiotherapists are rostered across all hours and days of the Physiotherapy Department service.

KEY ACCOUNTABILITIES

Provision of Care

- Be responsible for and provide an evidence-based physiotherapy service to patients referred by designated units in collaboration with senior clinicians to these units.
- To continually review and assess the physiotherapy treatment of patients to ensure modification or cessation of treatment where appropriate, and escalation to a more senior clinician when indicated.
- Ensure timely provision of physiotherapy services through appropriate prioritisation of own caseload and patient needs.
- To be familiar with treatment protocols as conducted in the Physiotherapy Department and other designated units within RCH.
- Hold knowledge and understanding of paediatric conditions and their impact on the health and wellbeing of patients, and utilise this in the development and delivery of treatment plans.
- Maintain accurate documentation of all patient related activity including completion of all system required data and detailed medical record documentation in keeping with department, hospital, professional and legal requirements.

Collaborative Practice

- Liaise and work collaboratively with a variety of health professionals involved in the patient's overall management within RCH and the community to ensure a holistic, collaborative and streamlined approach to care that best meets the needs of the patient and their family.
- Conduct appropriate clinical handovers and arrange follow-up to ensure patient care is maintained.
- Use appropriate language and methods of communication with children, families and colleagues.
- Recognise issues that may lead to conflict, and constructively address issues as they arise with escalation to senior clinicians as appropriate.
- Demonstrate sensitivity and responsiveness to the needs of patients and their families and work together within appropriate boundaries.
- Work with a patient and family focussed approach.

Health Values

- Work in a flexible manner and participate in other duties as allocated consistent with skill level to ensure adequate cover and clinical care across the whole Physiotherapy Department service.
- Treat colleagues, patients and families as equals and with courtesy, kindness and regard for how they wish to be treated.
- Be aware of and respect individual and cultural differences.

Professional, Ethical and Legal Approach

- Be aware of the ethical and legal requirements of the role and adhere to the physiotherapy code of professional conduct and guidelines.

- Manage own work schedule and contribute to department workload cover with escalation to supervisors when working to full capacity.
- Recognise own limits and seek assistance from supervisors or senior clinicians when appropriate.
- Accurately identify source(s) of own stress, and take steps to effectively manage these stressors.

Lifelong Learning

- Identify personal and professional development needs, and plan and implement strategies for achieving them.
- Regularly seek and participate in two-way feedback of own performance through informal and formal supervision and performance reviews and act upon it as appropriate to improve performance.
- Achieve and maintain competency in relevant skills in line with departmental requirements relevant to the role.
- Work with undergraduate physiotherapy students undertaking clinical placements at RCH.

QUALIFICATIONS AND EXPERIENCE

Essential

- Hold a Physiotherapy degree qualification from an accredited course/university
- Registered 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

Desirable

- Previous experience or demonstrated interest in paediatric physiotherapy
- Experience in an acute tertiary hospital environment

KEY SELECTION CRITERIA

- Excellent professional, interpersonal, interaction and self-reflection skills to enable effective work with people of different personalities and backgrounds.
- The ability to motivate children of different ages and abilities.
- Be an advocate for patients and their families.
- An ability to balance sometimes competing and conflicting priorities.
- An ability to consult with a range of community and acute health professionals and resources regarding the ongoing physiotherapy needs of patients.
- Excellent computer literacy skills.
- Well-developed self-care strategies.

OTHER REQUIREMENTS

- Employees are required to undertake a National Criminal Record Check, Working with Children Check and NDIS Workers Screening Check prior to commencing employment
- Employees are required to maintain a valid Working with Children's Check and NDIS Workers Screening 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:

- Unity - We work as a team and in partnership with our communities
- Respect - We respect the rights of all and treat people the way we would like them to treat us
- Integrity - We believe that how we work is as important as the work we do
- Excellence - We are committed to achieving our goals and improving outcomes

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

August 2021