

## Position Description

<b>Position title</b>	Grade 2 Physiotherapist – Orthopaedics		
<b>Department / Division</b>	Physiotherapy Department / Nursing and Allied Health		
<b>Classification</b>	Grade 2 Year 1 – Grade 2 Year 4 (VB1-VB4)	<b>Employment Status</b>	Part-Time, Fixed-Term Maternity Leave Replacement 0.6 FTE After hours work required
<b>Position reports to</b>	Operational and Professional: Manager of Physiotherapy		
<b>No. of direct &amp; indirect reports</b>	N/A		
<b>Location</b>	The Royal Children's Hospital, Flemington Road, Parkville		

<b>The Royal Children's Hospital</b>
<p>The Royal Children's Hospital's (RCH) vision is <i>A world where all kids thrive</i>.</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 <a href="https://www.rch.org.au/quality/child-safety/">https://www.rch.org.au/quality/child-safety/</a>.</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 <a href="http://www.rch.org.au">www.rch.org.au</a></p>
<b>ROLE CONTEXT</b>
<p>The Physiotherapy Department works within the Directorate of Allied Health and is comprised of 28.9 FTE of Physiotherapists and Allied Health Assistants, providing tertiary level care to inpatients and outpatients at RCH, and over 2,000 direct patient encounters per month. 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.</p>

The Physiotherapy Department provides a clinical service seven days per week, including daytime and evening shifts. Grade 2 Physiotherapists are rostered across all hours and days of the Physiotherapy Department service.

#### **ROLE PURPOSE**

The Grade 2 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.

This role sits within the Physiotherapy orthopaedic stream. Areas of practice within this stream include inpatient and outpatient orthopaedic and musculoskeletal, post-operative and acute respiratory care, cerebral palsy surgery, burns, plastics, haematology, rheumatology, developmental care and aquatic therapy. Service delivery within other Physiotherapy streams may be required to meet workforce demands as directed by the manager.

#### **KEY ACCOUNTABILITIES**

##### **Provision of Care**

- Integrate information from multiple sources to develop and deliver a comprehensive and holistic treatment plan.
- Provide clinical care, advice and education in line with clinical guidelines and evidence relevant to the patient's conditions and clinical needs.
- Support junior staff in their patient management and clinical reasoning with complex patients.
- Maintain quality standards and excellence in clinical outcomes through evidence-based practice and partnerships with internal and external healthcare professionals and service providers.
- Continually evaluate patient management for effectiveness, efficiency and quality and modify plans appropriately.
- Ensure timely provision of physiotherapy services through appropriate prioritisation of own caseload, that of junior staff as well as patient needs.
- To be familiar with treatment protocols as conducted in the Physiotherapy Department and other designated units within RCH.
- Develop and update treatment protocols for areas of own clinical practice.
- Plan for, and effectively manage contingencies that may affect the performance of healthcare activities.
- 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**

- Work effectively and collaboratively as part of a multidisciplinary team to establish common goals and to develop and offer best care to children and families, ensuring that patient care is integrated and effective.
- Conduct appropriate clinical handovers and arrange for follow-up to ensure patient care is maintained.
- Act to remove personal barriers to effective communication.
- Take collective ownership of problems to develop a no-blame culture.
- Consider different points of view and compromise, where necessary and appropriate, to reach consensus.
- Establish therapeutic relationships with patients and families that are goal directed and recognise professional boundaries and power imbalances.

- Communicate effectively with patients and families to ensure their understanding, and that their needs and views are included in treatment, care plans and actions.

#### **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, equitable workload distribution and equity of access across the whole Physiotherapy Department service.
- Challenge own and team cultural assumptions, and demonstrate culturally safe and sensitive practice
- Initiate, support and maintain continuous improvement in the growth and development of the role and service.
- Participate in the review and development of clinical service delivery within the Physiotherapy Department as appropriate.

#### **Professional, Ethical and Legal Approach**

- Be aware and support others to be aware of the ethical and legal requirements of the role and adhere to the physiotherapy code of professional conduct and guidelines.
- Prioritise workload appropriately and complete tasks in a self-directed manner.
- Develop a healthy support network for self and the wider team.
- Identify when others are becoming stressed or overloaded and offer support.

#### **Lifelong Learning**

- Identify personal and professional development needs, and plan and implement strategies for achieving them.
- Support others to review, reflect on and evaluate their own practice.
- Provide effective supervision to junior and less experienced staff.
- Regularly seek and participate in two-way feedback of own performance through informal and formal supervision and performance reviews and evaluate feedback systematically, acting to improve performance as appropriate.
- Achieve and maintain competency in relevant skills in line with departmental requirements relevant to the role.
- Supervise and educate physiotherapy students undertaking clinical placements.

### **QUALIFICATIONS AND EXPERIENCE**

#### **Essential**

- Hold a Physiotherapy 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**

- Experience working in an acute tertiary hospital environment.
- Experience working in an acute paediatric setting.
- Demonstrated experience in the supervision and training of undergraduate students.

### **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.
- Communication, supervision and education skills of a level suitable for supervision of undergraduate students, Grade 1 Physiotherapists and Allied Health Assistants.
- Demonstrated ability to work in an acute care time-frame, manage competing demands and to appropriately prioritise and manage a caseload.
- Demonstrated ability to function independently and collaboratively with experience working in multidisciplinary teams with multiple stakeholders.
- Sound problem-solving and conflict resolution skills and the ability to apply these in practice.
- Commitment to ongoing education and skill development.
- Demonstrated skills and experience in areas of physiotherapy practice relevant to the clinical stream.
- Excellent computer literacy skills.

#### **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 LGBTIQI community and people with disability.**

<b>Position description last updated</b>	<b>February 2022</b>
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