

Position Description

Position title	Grade 2 Occupational Therapist – Palliative Care
Department / Division	Occupational Therapy Department / Division of Allied health
Classification	Grade 2 Year 1 – Grade 2 Year 4 [VF6-VF9]
Position reports to	Operationally: Occupational Therapy Manager Professionally: Director, Victorian Paediatric Palliative Care Program
No. of direct & indirect reports	NA
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 <i>"A world where all kids thrive"</i>. 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
Occupational Therapy is within the Allied Health Directorate, in the Division of Ambulatory Services, and comprises of over 20 occupational therapists, who provide assessment and intervention across 8 distinct clinical streams. Led by the senior leadership team, the streams cover inpatient trauma, neurodevelopmental disabilities, hand therapy,

palliative care, rehabilitation, pain services and ISALS. These streams provide evidence-based care to inpatient and outpatient infants, children, adolescents, and their families. As part of a tertiary hospital, the RCH occupational therapy team collaborates with community services, universities, and other external agencies to optimise occupational outcomes and quality of life for all children.

The Victorian Paediatric Palliative Care Program (VPPCP) is an alliance between The Royal Children's Hospital, Monash Health and Very Special Kids, and managed under the auspices of the RCH. The Occupational Therapists sit professionally within this team, and delivery services alongside medical, nursing, and other allied health staff. The Program uses a multi-disciplinary consultation- liaison model of care that provides consultation to health professionals across Victoria in the acute paediatric and community palliative care sectors. Primary responsibility for day-to-day patient care remains with the treating unit and community palliative care and allied health teams. The VPPCP also manages a Flexible Funding Program which provides funding for services and equipment which families cannot access through other programs. In addition to clinical consultation and liaison, one of the aims of the VPPCP is to build the capacity of the broader health care system to provide the best possible palliative care to children and their families regardless of diagnosis. This is done through education, research and advocacy.

ROLE PURPOSE

This role provides occupational therapy assessments and interventions that optimise quality of life for paediatric palliative care patients and their families. The Grade 2 OT will work collaboratively within the VPPCP to support children with life limiting conditions through a consultation and liaison model. There is a strong focus on partnership with other healthcare and community agencies, to provide coordinated, expert advice and compassionate care across hospital, home and community settings.

The position focuses on enhancing comfort, access to specialised equipment and environmental adaptation to promote quality of life goals of care, access and participation. Clinicians contribute to supporting mobility and independence, personal care, pressure care, safety and transport working collaboratively with community providers to ensure continuity of care across hospital, home and regional settings.

KEY ACCOUNTABILITIES

Provision of Care

- Deliver excellent evidence-based practice Occupational Therapy interventions specific to palliative care
- Maintain clinical documentation, records and data as per discipline specific guidelines and RCH procedures
- Provide clinical handover to required standard
- Actively contribute to continuous improvement
- Ensure timely provision of discipline services through appropriate prioritisation of own caseload, that of junior staff as well as patient needs
- Develop and update treatment protocols for areas of own clinical practice.

Lifelong Learning

- Participate 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
- Support others to review, reflect on and evaluate their own practice
- Provide effective supervision to junior and less experienced staff
- AHPRA registration and meets CPD requirements of relevant professional body

Collaborative practice

- Provide child centred, family focused care through partnership with parents/ families
- Work in collaboration with multidisciplinary teams
- 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

- Apply 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 contribute, as an individual and as a member of a team, to the continuous improvement of health care quality and patient safety
- Act to reduce error and sources of risk in own practice
- Escalate 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, as required.

Organisation and Planning

- Apply well-developed organisation and planning skills

Research

- Understand the principles of evidence-based practice
- Evaluate current practice with respect to the evidence
- Find, critically review, evaluate & interpret literature and apply to current role/service
- Support research agenda for team or work unit
- Develop methods to keep up to date with evidence related to area of clinical interest or current role
- Share evidence with colleagues within own team and wider service (e.g. special interest groups, journal clubs, department in-services, inter-professional education sessions)

QUALIFICATIONS AND EXPERIENCE

Essential:

- Entry to practice tertiary qualification
- Post qualifying clinical experience
- Demonstrated commitment to work and contribute as part of a team
- Demonstrated/embedded clinical practice and experience beyond entry-level
- AHPRA registration

Desirable:

- An understanding of the healthcare sector and / or child development
- Demonstrated experience working in palliative care setting.
- Demonstrated experience working in an acute tertiary hospital environment.
- Demonstrated experience working in an acute paediatric setting.
- Demonstrated experience in the supervision and training of undergraduate students.
- 3+ years' experience in health or related field

KEY SELECTION CRITERIA

- Experienced and skilled clinician with consolidated clinical assessment, formulation, and clinical reasoning abilities
- 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, junior 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
- Excellent computer literacy skills
- Ability to work across both hospital and community settings
- Ability to work in an interdisciplinary team environment.

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
- 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

July 2026