

## Position Description

<b>Position title</b>	Physiotherapist – Aquatic and Plagiocephaly
<b>Department / Division</b>	Physiotherapy / Ambulatory Services
<b>Classification</b>	Grade 3 Year 1 – Grade 3 Year 4 (VA7 – VC1)
<b>Position reports to</b>	Operational and Professional: Manager of Physiotherapy
<b>No. of direct &amp; indirect reports</b>	FTE 2.0
<b>Location</b>	The Royal Children's Hospital, Flemington Road, Parkville
<b>Risk category</b>	Category A - works in a direct patient contact role and has or potential to have exposure to blood or body fluids.

<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 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.</p>

The RCH Aquatic Therapy pool and program is operated and managed by the Physiotherapy Department, providing clinical aquatic physiotherapy to both public and NDIS-funded clients.

The Physiotherapy Department provides a clinical service seven days per week, including daytime and evening shifts.

#### ROLE PURPOSE

The Grade 3 Physiotherapist for Aquatic Physiotherapy and Plagiocephaly will be responsible for the management and operation of the RCH Aquatic Physiotherapy Service as well as delivery of clinical services to children referred to the plagiocephaly clinic in a primary contract model. They will play a pivotal role in the ongoing development of the Aquatic Physiotherapy and Plagiocephaly services at RCH and will work with the department manager, staff across the Physiotherapy Department, and other key stakeholders across Allied Health and RCH.

The Grade 3 Physiotherapist will provide specialist physiotherapy services to children and adolescents as part of a multidisciplinary team at RCH across both the aquatic and land environments. The Physiotherapist, by working in close collaboration with medical, nursing and allied health staff at RCH will ensure that services provided to children at RCH are innovative, evidence-informed and provided in a child and family centred context.

This role will sit within a larger physiotherapy stream and will provide support and assistance in service delivery across other clinical areas within that stream as well as the broader department to assist with workload management as required, in line with appropriate skills and capabilities.

#### KEY ACCOUNTABILITIES

##### Provision of Care

- Delivery excellent evidence-based practice physiotherapy assessments and interventions, particularly in the areas of aquatic therapy and plagiocephaly
- Maintain clinical documentation, records and data as per discipline specific guidelines and RCH procedures
- Develop, update and implement standards of practice, treatment protocols and local standard operating procedures for the aquatic physiotherapy service
- Plan for, and effectively manage, contingencies that may affect the performance of healthcare activities
- Implement and manage orientation and training to the aquatic physiotherapy service for new and existing staff
- Act to reduce error and sources of risk in own practice and as well as the broader department and healthcare setting
- Ensure timely provision of discipline services through appropriate prioritisation of stream and departmental caseload and patient needs
- Be a source of clinical expertise, advocacy and guidance within the clinical stream, across the department and within the broader multidisciplinary team
- Delegate healthcare activity to others according to their competency and scope of practice to ensure appropriate workload management and prioritisation across the department ensuring others can self-manage and regulate their workload

##### Lifelong Learning

- Participate in professional development activities to ensure that best clinical practice is maintained
- Act to ensure processes, frameworks and/or support tools are in place for enhancing learning through reflection
- Foster a culture in which feedback is used as a positive strategy to enhance goals, awareness, and learning
- Model a commitment to continuing professional development and support junior staff in developing and accomplishing professional goals and objectives

##### Collaborative Practice

- Work in collaboration with the multidisciplinary team
- Promote and develop partnerships with healthcare and community providers as well as discipline networks
- Have a flexible and adaptable approach to functioning in a team environment that enhances the team's performance to ensure ongoing excellence in service delivery and teamwork
- Promote a work culture in which interprofessional teamwork and shared responsibility for the provision of care are normative practice

#### **Communication**

- Have highly developed verbal communication, interpersonal skills and attention to detail with the ability to interact with a variety of stakeholders
- Recognise issues that may lead to conflict, and constructively addresses issues as they arise
- Communicate effectively with patients and families to ensure their understanding and that their needs and views are included in plans and actions
- Facilitate open and effective communication across all levels of the Physiotherapy Department and more broadly across the organisation
- Ensure systems are in place for coordinating and performing appropriate clinical handover and arrange follow-up to ensure patient care is maintained

#### **Continuous Improvement**

- Balance priorities between clinical load and contribution to quality improvement activities
- Act to reduce error and sources of risk in own practice
- Contribute positively to change processes, through demonstrating flexibility and openness to change
- Develop awareness of governance requirements including safety and quality clinical practice guidelines, procedures and policies including how they apply to clinical role
- Manage local risks and escalates appropriately to line manager and relevant stakeholders

#### **Supervision, Leadership and People Management**

- Participate in clinical supervision in accordance with local standard operating procedures and the RCH Allied Clinical Supervision Guideline
- Provide clinical supervision to staff and students, and provides regular, constructive and developmental feedback to team
- Oversee the Allied Health Assistant workforce within the Physiotherapy Department including provision of clinical supervision and leave management

#### **Organisation and Planning**

- Have highly developed organisational and planning skills with ability to prioritise workload and competing demands
- Contribute to strategic planning as part of departmental leadership team

#### **Research**

- Understand the principles of evidence-based practice, and critically evaluate clinical practice in light of available evidence, experience and patient/family values and circumstances
- Find, critically review, evaluate and interpret literature and applies to current role/service
- Support a research culture and agenda

### **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
- Demonstrated commitment to work and contribute as part of a team
- Proven capacity for clinical leadership in a team environment and ability to work well as a senior team member

**Desirable:**

- A relevant post-graduate qualification in a specialty field, and/or publication in peer reviewed journals
- Minimum 7 years experience in health or related field
- Experience working in an acute tertiary hospital environment
- Experience working in an acute paediatric setting
- Demonstrated knowledge and expertise in the area of aquatic physiotherapy
- Demonstrated experience in education and supervision of students and less experienced physiotherapists

**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
- Experience in supervision and clinical leadership of physiotherapy staff and students
- Demonstrated ability to work in an acute care time-frame, manage competing demands and to appropriately prioritise and manage a caseload
- Excellent time management skills and high degrees of flexibility
- Demonstrated ability to function independently and collaboratively with evidence of good interpersonal skills and experience working in multidisciplinary teams
- Experience in continuous quality improvement, service development and leadership, including critical reflective practice
- 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 Check and NDIS Workers Screening 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**

**June 2025**