Position Description

Position title	Physiotherapist (Chronic Pain)
Department / Division	Physiotherapy Department / Division of Allied and Digital Health
Classification	Grade 2 Year 1 – Grade 2 Year 4 (VB1 – VB4)
Position reports to	Manager of 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 operates within the Directorate of Allied Health and is comprised of Physiotherapists and Allied Health Assistants, providing tertiary level care to inpatients and outpatients. 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.

The Physiotherapy Department provides a clinical service seven days/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 and allied health staff they will ensure that services provided to children at RCH are innovative, evidence-informed and provided in a child and family centred context. Through providing excellent clinical care and working to share knowledge and expertise, the Grade 2 Physiotherapist contributes to the organisational goals of being a leading paediatric academic hospital and supporting an integrated paediatric service system.

This role works within the Chronic Pain team and involves working with children and adolescents presenting with single and multi-site pain through the biopsychosocial lens. Services are provided in an outpatient setting, and in both land-based, aquatic environments and via telehealth.

KEY ACCOUNTABILITIES

Provision of Care

- Deliver excellent evidence-based practice physiotherapy assessments and interventions in collaboration with multidisciplinary team
- 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
- 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
- Maintain AHPRA registration, including meeting the Physiotherapy Continuing Professional Development Registration Standard and Recency of Practice Registration Standard

Collaborative practice

- Provide child centred, family focused care through partnership with parents/ families
- Work in collaboration with the Chronic Pain Team and external teams where appropriate
- 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

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
- Registration 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 Registration Standards
- Uphold the Physiotherapy Board of Australia Code of Conduct

Desirable:

- An understanding of the healthcare sector and / or child development
- 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

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	**October 2026**