

Position description

Position title	Physiotherapist, Children's Pain Management Clinic
Department / Division	Anaesthesia and Pain Management (Division of Surgery)
Classification	Grade 3 Year 1-Year 4 (VB7-VC) 0.6FTE
Position reports to	Operational: Head of Pain Management Professional: Manager, Physiotherapy
Location	The Royal Children's Hospital, Flemington Road, Parkville
Risk category	Category B - works in a patient facing setting but rarely or unlikely to have contact with blood or body fluids (or aerosols without PPE)

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 PURPOSE

The purpose of this position is to deliver physiotherapy services to children and adolescents with persistent pain and to provide leadership within the physiotherapy discipline in the Children's Pain Management team. This service is provided on an outpatient basis with the primary objective to return children and adolescents to their normal level of functioning.

The incumbent is expected to work as part of multidisciplinary pain management team providing clinical care and expertise as well as contribute to research and teaching.

The multidisciplinary Children's Pain Management Clinic (CPMC) was established in 1998 to assess and manage chronic (persistent) pain in children and adolescents. It is the only multidisciplinary clinic of its type in Victoria.

KEY ACCOUNTABILITIES

CLINICAL

- Integrate information from multiple sources to develop and deliver excellent, evidence-based and holistic clinical care to young people with chronic pain
- Maintain quality standards and excellence in clinical outcomes through evidence-based practice and partnerships with internal and external healthcare professionals and service providers.
- Be a source of clinical expertise, advocacy and guidance within the clinical team and across the wider RCH
- Collaborate with team members on the development, updating and implementation of treatment protocols across the clinical team
- To maintain adequate record keeping including physiotherapy reports, assessments, treatment aims, interventions and outcomes
- To be involved in the ongoing development and facilitation of Pain Education with patients and families

COLLABORATIVE PRACTICE

- Promote and develop partnerships with healthcare and community providers as well as discipline networks.
- Ensure systems are in place for coordinating and performing appropriate clinical handover and arranging follow-up to ensure patient care is maintained.
- Act to resolve complex issues by achieving common understanding on diverging interests, and mediating conflict situations as necessary.
- Facilitate open and effective communication across all levels of the team and more broadly across the organisation.
- Promote a work culture in which interprofessional teamwork and shared responsibility for the provision of care are normative practice.
- Write and send discharge summaries when appointed case manager for children/adolescents
- Coordinate appointments with other members of the multidisciplinary team to minimise school absence for treatment and workplace disruption for patients and their parents
- Contribute to departmental planning, evaluation of services and departmental goals and activities.
- Maintain departmental materials and resources.
- Maintain accurate departmental statistics pertaining to individual patient attributable care and clinical support activity.

EDUCATION AND PROFESSIONAL DEVELOPMENT

- Participate in both internal and external continuing education programs (e.g., case presentations, in-services, special interest group meetings and professional development events) and to demonstrate a commitment to improving professional performance and development.
- Educate RCH staff, students, and members of the community about physiotherapy services provided in the hospital setting.
- 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

RESEARCH AND QUALITY IMPROVEMENT

- To lead quality improvement and/or research projects relevant to physiotherapy and chronic pain
- To ensure physiotherapy practices within the team are consistent with current evidence-based practice (eg. Performing literature reviews, reviewing current assessment and treatment protocols)

QUALIFICATIONS AND EXPERIENCE
<p>Essential</p> <ul style="list-style-type: none"> • Recognised degree qualification from an accredited Course/University in Physiotherapy • Current registration 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 and uphold the board's Code of Conduct • Extensive experience in chronic pain management • Post graduate qualification in Pain Management or Musculoskeletal Physiotherapy (or currently working towards) and/or is an APA Titled Pain Physiotherapist or Musculoskeletal Physiotherapist <p>Desirable</p> <ul style="list-style-type: none"> • Demonstrated clinic experience in Physiotherapy assessment and intervention in paediatrics and/or paediatric chronic pain management • Experience working in a multidisciplinary team • Experience in undertaking clinical research or quality improvement projects • Experience and competency using the EPIC electronic medical record system • High computer literacy
KEY SELECTION CRITERIA
<ul style="list-style-type: none"> • Comprehensive knowledge and assessment and intervention skills specific to children and adolescents with chronic pain • Highly developed discharge planning skills, including risk assessment, education provision and community referral/documentation. • Demonstrated strong clinical leadership and organisation • Highly developed interpersonal skills and an ability to communicate and negotiate with multiple stakeholders in a professional, efficient, and sustainable manner • High-level written skills, including clinical documentation, performance reporting and/or business cases • Ability to analyse, critique and synthesise data from a number of sources to inform clinical practice questions • Commitment to evidence-based practice, and demonstrated integration of principles to physiotherapy clinical practice, supervision/mentoring and service innovation • Demonstrated ability to work within a multidisciplinary team environment, and provide clinical leadership across disciplines appropriate to scope of role • Ability to educate patients/parents/carers/multidisciplinary team and members of the wider community to minimise risk and promote successful outcomes in patient care • Commitment to Quality Improvement principles, and evidence of initiation, implementation, and completion of projects aligned to service enhancement • Well-developed skills in supervision of Grade 1 and Grade 2 physiotherapists and students • IT/computer proficiency and literacy • Experience in change management related to clinical team performance and service development
OTHER REQUIREMENTS
<ul style="list-style-type: none"> • 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's 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:

- 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 LGBTIQ community and people with disability.

INHERENT REQUIREMENTS OF THIS ROLE

There are a number of critical work demands (inherent requirements) that are generic across all positions at The Royal Children's Hospital. The generic inherent requirements for this position are detailed below. These may be added to with more specific inherent requirements, if required, by your manager and Workplace Health & Safety.

Physical Demands		Frequency
Work Hours	This role is typically performed during standard business hours	Yes
	This role requires shift work, including day, afternoon, night & weekends	No
	This role is required to participate in an on-call roster	No
Sitting – remaining in a seated position to complete tasks		Frequent
Standing – remaining standing without moving about to perform tasks		Frequent
Walking – floor type even, vinyl, carpet		Frequent

Lean forward/forward flexion from waist to complete tasks		Occasional
Trunk twisting – turning from the waist to complete tasks		Occasional
Kneeling – remaining in a kneeling position to complete tasks		Occasional
Squatting/crouching – adopting these postures to complete tasks		Occasional
Leg/Foot movement – to operate equipment		Not Applicable
Climbing stairs/ladders – ascending/descending stairs, ladders, steps		Occasional
Lifting/Carrying	Light – less than 5 kilos	Rare
	Moderate – 5-10 kilos	Not Applicable
	Heavy – 10-20 kilos	Not Applicable
Push/Pull of equipment/furniture	Light forces – less than 10 kilos	Rare
	Moderate forces - 10-20 kilos	Not Applicable
	Heavy forces – over 20 kilos	Not Applicable
Reaching – arm fully extended forward or raised above shoulder		Frequent
Head/Neck Postures – holding head in a position other than neutral (facing forward)		Occasional
Sequential repetitive actions in short period of time	Repetitive flexion & extension of hands, wrists & arms	Frequent
	Gripping. Holding, twisting, clasping with fingers/hands	Frequent
Driving – operating any motor-powered vehicle with a valid Victorian driver's licence		Not Applicable
Sensory Demands		Choose an item.
Sight – use of sight is integral to most tasks		Frequent
Hearing – use of hearing is integral to most tasks		Frequent
Touch – use of touch is integral to most tasks		Frequent
Psychosocial Demands		Choose an item.
Observation skills – assessing/reviewing in/outpatients		Frequent
Problem solving issues associated with clinical and non-clinical care		Frequent
Attention to detail		Frequent
Working with distressed patients and families		Frequent
Dealing with aggressive and uncooperative people		Occasional
Dealing with unpredictable behaviour		Occasional
Exposure to distressing situations		Occasional

Definitions used to assess frequency of tasks/demands as above	
Prolonged/Constant	71-100% of time in position
Frequent	31-70% of time in position
Occasional	16-30% of time in position
Rare	0-15% of time in position
Not Applicable	

Position description last updated	June 2023
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