

## Position Description

<b>Position title</b>	Physiotherapist – Paediatric Rotation Program
<b>Department / Division</b>	Physiotherapy Department / Ambulatory Services
<b>Classification</b>	Grade 1 Year 1 – Grade 1 Year 5 (VA3 – VA7)
<b>Position reports to</b>	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>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>
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, with over 2,000 direct patient

encounters monthly. 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 1 Physiotherapists are rostered across all hours and days of the Physiotherapy Department service.

## ROLE PURPOSE

By working in close collaboration with medical, nursing and allied health staff, the Grade 1 Physiotherapist will ensure that services provided to children at RCH are innovative, evidence-informed and provided in a child and family centred context. Service are provided across both land-based and aquatic environments.

As part of the Paediatric Rotation Program (PRP), the Grade 1 Physiotherapist will rotate across different clinical areas within the Physiotherapy Department. Rotation compositions may change over time with respect to demand and workforce needs, but generally they include:

- Inpatient and outpatient orthopaedics and orthopaedic surgery
- Burns, plastics, haematology and rheumatology
- Respiratory medicine
- Intensive care, developmental medicine inpatients, cardiac surgery and transplants
- Neurology, neurosurgery, neuro-oncology, adolescent medicine and general medicine
- Oncology and neurodevelopment
- Reliever

## KEY ACCOUNTABILITIES

### Provision of Care

- Deliver excellent evidence-based practice physiotherapy assessments and interventions to patients referred by designated units, in collaboration with senior clinicians to these units.
- Ensure timely provision of clinical services through appropriate prioritisation of own caseload and patient needs.
- Be familiar with treatment protocols relevant to the Physiotherapy Department and other designated units within RCH.
- Hold knowledge and understanding of paediatric conditions and their impact on the health and wellbeing of patients, and utilise this in the development and delivery of treatment plans.
- Maintain clinical documentation, records and data as per discipline specific guidelines and RCH procedures.
- Conduct appropriate clinical handovers and arrange follow-up to ensure patient care is maintained.
- Actively contribute to continuous improvement.

### 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.
- Achieve and maintain competency in relevant skills in line with departmental requirements relevant to the role.
- Recognise own limits and seek assistance from supervisors or senior clinicians when appropriate.

### Collaborative Practice

- Provide child centred, family focused care through partnership with parents/families.
- Work in collaboration with multidisciplinary teams.
- Demonstrate ability to 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.
- Demonstrate sensitivity and responsiveness to the needs of patients and their families and work together within appropriate boundaries.
- Work in a flexible manner and participate in other duties as allocated, consistent with skill level, to ensure adequate cover and clinical care across the whole Physiotherapy Department service.

#### Communication

- Demonstrate 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.
- Recognise issues that may lead to conflict and constructively address issues as they arise with escalation to senior clinicians as appropriate.

#### Continuous Improvement

- With support, identify concerns about systems or processes and raise these with supervisor or manager.

#### Supervision, Leadership and People Management

- Participate in clinical supervision in accordance with local procedures and the RCH Allied Health Clinical Supervision Guideline.
- Work with undergraduate physiotherapy students undertaking clinical placements.

#### Organisation and Planning

- Demonstrate developed organisational skills.
- Manage own work schedule and contribute to department workload cover, with escalation to supervisor/s when working to full capacity.
- Accurately identify source/s of own stress, and take steps to effectively manage these stressors.

#### Research

- Understand the principles of evidence-based practice.
- Find, critically review, evaluate and interpret literature and apply to current role/service.

### QUALIFICATIONS AND EXPERIENCE

#### Essential:

- A Physiotherapy degree qualification from an accredited course/university.
- 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 Guidelines.
- Uphold the Physiotherapy Board of Australia Code of Conduct.

#### Desirable:

- Demonstrated experience working in an acute tertiary hospital environment.
- Demonstrated experience or interest working in an acute paediatric setting.
- Demonstrated experience in providing prioritised services within a busy, acute environment.

### KEY SELECTION CRITERIA

- Excellent professional, interpersonal 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, and to advocate for patients and their families.
- An ability to balance sometimes competing and conflicting priorities.
- An ability to consult with a range of community and acute health professionals and resources regarding the ongoing physiotherapy needs of patients.
- Excellent computer literacy skills.
- Well-developed self-care strategies.

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

Position description last updated

September 2025