

Position Description

Position title	Physiotherapist Grade 2		
Department / Division	Paediatric Rehabilitation - Medicine		
Classification	Physiotherapist Grade 2 Year 1 – Grade 2 Year 4 (VB1-VB4)	Employment Status	Full time, fixed term 1.0 FTE
Position reports to	Operational: Manager Victorian Paediatric Rehabilitation Service RCH Professional: Manager Physiotherapy		
No. of direct & indirect reports	N/A		
Location	The Royal Children's Hospital, Flemington Road, Parkville		

The Royal Children's Hospital
<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 https://www.rch.org.au/quality/child-safety/.</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 www.rch.org.au</p>

ROLE CONTEXT

The Victorian Paediatric Rehabilitation Service (VPRS) at the Royal Children's Hospital is a state-wide specialist service which caters for the complex rehabilitation needs of children and adolescents recovering from major injury, illness and elective procedures aimed at functional maximisation. The VPRS at the RCH has a dedicated inpatient and ambulatory service focussing initially on the early, intensive rehabilitation needs of children and adolescents with neurological and musculoskeletal conditions.

VPRS also has services at Monash Health, Eastern Health and Bendigo Health Care Group, Barwon Health, Ballarat Health Services, Goulburn Valley Health Services and Latrobe Regional Hospital. The VPRS utilises a child- and adolescent-specific, interdisciplinary care model according to best practice and will focus on the transition from hospital to community- and home-based services. The service has a key role in providing long-term specialist follow-up clinics and ensuring transition to adult-based services where required.

ROLE PURPOSE

The Grade 2 Physiotherapist will provide specialist clinical care in an interdisciplinary model to children and adolescents requiring rehabilitation after major illness, injury or elective procedure.

The Physiotherapist is responsible for ensuring a best-practice approach to the delivery of rehabilitation, focussing on the child's needs in the context of everyday activities and lifetime opportunities; maximising operational effectiveness; developing organisational competencies; and creating strong partnerships within and outside RCH.

KEY ACCOUNTABILITIES

Clinical

- Provide a designated range of Physiotherapy (PT) services including evidence based, best practice PT assessments and interventions in an inpatient and outpatient rehabilitation setting. This could include working with children, and families of children, with cerebral palsy, acquired brain injury, orthopaedic surgery, spinal cord injury, chronic fatigue syndrome, complex medical conditions.
- Develop treatment goals and plans in conjunction with the patient, their families and other team members, focussing on maximising participation in lifetime everyday activities and lifetime opportunities.
- Provide education for patients and their families.
- Function effectively as part of an interdisciplinary team.
- Perform home and community facility visits to provide direct service and assist other clinicians.
- Prepare reports and provide effective verbal and written feedback to referrers, patients, and others, as appropriate to level of development.
- Participate in the development and implementation of RCH policies, procedures, new programs, quality improvement activities and staff education.
- Adhere to all clinical, treatment and policy protocols at RCH.
- Carry out compliance and improvement in line with the key elements and guidelines of quality and safety.

Education and Training

- Promote best practice paediatric rehabilitation care through intra-hospital and external education sessions, including presentations and the development of tools & resources.
- Participation in professional development activities to ensure that best clinical practice is maintained.
- Organise and participate in in-services and other educational activities conducted by the service for other RCH staff and external rehabilitation sector clinicians.

Professional Development and Performance Development

- Develop working relationships with existing key paediatric service providers in the community to ensure maximal utilisation of appropriate ambulatory services outside of VPRS and establish effective working relationships with other VPRS sites.
- Participate in the RCH performance and development program, including participating in annual performance appraisals with the Senior Physiotherapist and Manager of VPRS RCH.
- Be familiar with and adhere to clinical and administrative areas, emergency procedures and complete emergency training on an annual basis.

Other responsibilities

- Help promote an open, friendly, and supportive professional environment within the service.
 - Foster a relationship which ensures expertise flows between the Rehabilitation Service and the Physiotherapy department.
 - Be respectful of the needs of patients, visitors and other staff, and maintain a professional approach to all interactions.
- Participate in any other projects allocated or as required.

QUALIFICATIONS AND EXPERIENCE

Essential:

- Hold a Physiotherapy degree qualification from an accredited course/university
- Current registration with 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 clinical experience in the rehabilitation management of children and/ or adolescents
- Demonstrated experience in education and supervision of undergraduate and postgraduate students
- Post graduate qualification in paediatric Physiotherapy or other applicable area, or working towards
- Member of Australian Physiotherapist Association including involvement in Special Interest Groups

KEY SELECTION CRITERIA

- Demonstrated ability to be professional in the provision of Physiotherapy services
- Demonstrated and advanced knowledge and skills in the provision of evidence-based, best practice paediatric PT assessment, formulation, intervention and evaluation of outcomes with individuals and groups
- Demonstrated ability to work independently and collaboratively with excellent interpersonal skills
- Experience working effectively in interdisciplinary teams
- Proven commitment to professional development and quality improvement activities
- Sound skills in organisation, time management, planning and prioritising

- Demonstrated knowledge and ability to promptly understand and comply with policies, frameworks and strategic directions
 - Sound problem-solving and conflict resolution skills and the ability to apply these in practice
 - Demonstrated ability to maintain effective clinical documentation, records and data
- Excellent computer literacy skills
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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:

- Unity - We work as a team and in partnership with our communities
- Respect - We respect the rights of all and treat people the way we would like them to treat us
- Integrity - We believe that how we work is as important as the work we do
- Excellence - We are committed to achieving our goals and improving outcomes

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

March 2023