

Position Description

Position title	Physiotherapist Gait Analyst
Department / Division	Hugh Williamson Gait Analysis Laboratory/Digital and Allied Health
Classification	Grade 2 Year 1 – Grade 2 Year 4 (VB1 – VB4)
Position reports to	Gait Analysis Laboratory Manager
No. of direct & indirect reports	0
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.

<p>The Royal Children's Hospital</p> <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>

<p>ROLE CONTEXT</p> <p>The Hugh Williamson Gait Analysis Laboratory (HWGAL) operates within the Directorate of Allied Health with a close working relationship with the Orthopaedic Surgery Department, Division of Surgery. The team includes staff from several professional disciplines, including Physiotherapists, Biomedical Engineers, Allied Health Assistants and Orthopaedic Surgeons. The HWGAL works closely with other professionals in a variety of different hospital departments such as Rehabilitation, Physiotherapy, Medical Imaging and Orthotics. We regularly liaise and consult</p>

with community Physiotherapists and external organisations providing care to children with disability or gait related problems.

ROLE PURPOSE

The Physiotherapist Gait Analyst will conduct all aspects of a clinical gait analysis session including data collection, quality checks, analysis of data, reporting and communication of findings for the gait analysis of children attending the HWGAL. They will participate in the HWGAL quality improvement, research, and development programs commensurate with qualifications, experience, and workload as nominated by the Gait Analysis Laboratory Manager. They will attend the Gait Analysis Reporting Meeting held on Friday mornings.

KEY ACCOUNTABILITIES

Provision of Care

Deliver excellent evidence-based practice by:

- Managing the gait analysis session with the child and their family to ensure understanding, compliance and the wellbeing of the child and family during the session
- Conducting physical examination and clinical gait analysis, in accordance with Clinical Local Standard Operating Procedures and Protocols, to ensure appropriate data are collected efficiently and accurately
- Contributing appropriate clinical expertise and participating in the clinical case discussions to the Gait Analysis Reporting Meetings
- Communicating and explaining findings to community clinicians and families
- Providing clinical care, advice, and education in line with clinical guidelines and evidence relevant to the patient's conditions and clinical needs
- Maintaining quality standards and excellence in clinical outcomes through evidence-based practice and partnerships with internal and external healthcare professionals and service providers

Maintain clinical documentation, records by:

- Analysing and compiling all assessment data, integrating information from multiple sources to for prepare written reports, present conclusions and analysis of individual patients gait analysis data to the clinical team at the weekly Gait Analysis Reporting Meeting
- Maintaining accurate documentation of all activity, including completion of all system required data and detailed medical record documentation in keeping with HWGAL, hospital, professional and legal requirements

Actively contribute to continuous improvement by:

- Developing and updating HWGAL protocols within skill level and experience for 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

Collaborative practice

- Provide child centred, family focused care through partnership with parents/ families
- Work in collaboration with multidisciplinary teams in pursuit of team goals

- Actively participate as part of a team to ensure ongoing excellence in service delivery and contribute to continuous improvement
- Work in a flexible manner and participate in other duties as allocated, consistent with skill level to ensure appropriate service delivery.

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 gait analysis skills in line with HWGAL professional quality check requirements

Supervision, Leadership and People Management

- Participate in clinical supervision in accordance with local procedures and/or the RCH Allied Health Clinical Supervision Guideline which are based on the DHHS Allied Health Clinical Supervision Framework
- Provide clinical supervision and education to staff and students commensurate with qualifications and experience

Organisation and Planning

- Apply well-developed organisation and planning skills

Research

- Understand the principles of evidence-based practice
- Find, critically review, evaluate & interpret literature and apply to current role/service
- Support research agenda of the HWGAL
- Develop methods to keep up to date with evidence related to gait analysis, gait pathology and conditions that may present with gait problems
- Share evidence with colleagues within the HWGAL team and wider service through forums such as journal clubs, department in-services, inter-professional education sessions, community education days, gait analysis courses

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
- Demonstrated/embedded clinical practice and experience beyond entry-level

Desirable:

- Demonstrated commitment to work and contribute as part of a team
- An understanding of the healthcare sector
- Knowledge of motor function in children with disabilities, in particular children with Cerebral Palsy
- Demonstrated experience working in a paediatric setting
- Demonstrated experience in the supervision and training of undergraduate students
- A minimum of five years' experience in paediatric physiotherapy
- Completion of a recognised course in clinical gait analysis or equivalent experience

KEY SELECTION CRITERIA

- Demonstrate knowledge of the physiotherapy management of children with disabilities and orthopaedic conditions
- Demonstrate knowledge of the biomechanical, anatomical and physiological basis of assessments used for clinical gait analysis
- Excellent professional, interpersonal and self-reflection skills to enable effective work with people of different personalities and backgrounds
- Demonstrate excellent time management and a flexible approach to workload
- Advanced skills in motivating children of different ages and abilities, advocating for and communicating with children and their families
- Demonstrated ability to function independently and collaboratively, with experience working in multidisciplinary teams with multiple stakeholders
- Sound problem solving and conflict resolution skills and the ability to apply these in practice
- Demonstrated commitment to ongoing education and skill development
- Communication, supervision and education skills of a level suitable for supervision of students, junior staff and Allied Health Assistants
- 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

March 2026