

## Position Description

Position Title	Grade 2 Physiotherapist		
Department / Division	Wallaby Ward (Hospital in the Home)/ Ambulatory Care Services		
Classification	Grade 2 Year 1 – Grade 2 Year 4 (VB1-VB4)	Employment Status	0.5Eft until June 2022
Position reports to	Operationally: Senior Physiotherapist, Wallaby Ward Professionally: Nurse Unit Manager, Wallaby Ward		
Location	The Royal Children's Hospital, Flemington Road, Parkville		
Position Contact	Senior Physiotherapist, Wallaby		

### The Royal Children's Hospital

The Royal Children's Hospital (RCH) has cared for the children and young people of Victoria since it was founded in 1870. As a tertiary and quaternary centre, the RCH cares for the most critically ill and medically complex paediatric patients in Victoria. In addition to providing a full range of clinical services, the hospital also supports many health promotion and prevention programs. With more than 6,000 staff, 12 wards and 350 beds, the RCH is the major specialist paediatric hospital in Victoria, and also provides care for children and young people from Tasmania, southern New South Wales and other states around Australia and overseas.

We are the state's busiest paediatric Emergency Department, often experiencing more than 300 presentations on any given day. The RCH is committed to working with health services across the state and plays a significant role in many critical state and nationwide services. We work collaboratively with hospitals to deliver the right care, in the right place, at the right time, for the benefit of all Victorian children. The Royal Children's Hospital is committed to the safety and wellbeing of all children and young people. Click here for further information on our Commitment to Child Safety: <http://www.rch.org.au/quality/child-safety/>

In April 2016, the RCH became the first Australian hospital to implement the world-leading 'Epic' electronic medical record (EMR). RCH has a strong focus on supporting the successful delivery of the Parkville Connecting Care program – a shared EMR with the Royal Women's Hospital, The Royal Melbourne Hospital and Peter MacCallum Cancer Centre.

The RCH is located within the Melbourne Biomedical Precinct, which is home to more than 45 world-class biomedical organisations, with collectively more than 50,000 of the brightest minds working together to make the Precinct number one in the Asia Pacific region.

Further information on the RCH including the new RCH Strategic Plan 2019-21 Great Care, Everywhere is available at [www.rch.org.au](http://www.rch.org.au)

### 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, nursing and allied health staff they will ensure that services provided to children at RCH are innovative, evidence-based and provided in a child and family centred context.

This role sits within the Hospital In The Home department (Wallaby Ward). Physiotherapy care is delivered to inpatients within their own home. Areas of practice includes, but is not limited to, acute and chronic respiratory, oncology, developmental care, complex care.

The Wallaby physiotherapy service provides a clinical service seven days per week including daytime and late shifts. Grade 2 Physiotherapists are rostered across all hours and days of the Wallaby physiotherapy service.

### KEY ACCOUNTABILITIES

#### Provision of Care

- Integrate information from multiple sources to develop and deliver a comprehensive and holistic treatment plan.
- Provide clinical care, advice and education in line with clinical guidelines and evidence relevant to the patient's conditions and clinical needs.
- Maintain quality standards and excellence in clinical outcomes through evidence-based practice and partnerships with internal and external healthcare professionals and service providers.
- Continually evaluate patient management for effectiveness, efficiency and quality and modify plans appropriately.

- To be familiar with treatment protocols as conducted in the Physiotherapy Department and other designated units within RCH.
- Develop and update treatment protocols for areas of own clinical practice.
- Plan for, and effectively manage contingencies that may affect the performance of healthcare activities.
- Maintain accurate documentation of all patient related activity, including completion of all system required data and detailed medical record documentation in keeping with department, hospital, professional and legal requirements.

#### Collaborative Practice

- Work effectively and collaboratively as part of a multidisciplinary team to establish common goals and to develop and offer best care to children and families, ensuring that patient care is integrated and effective.
- Conduct appropriate clinical handovers and arrange for follow-up to ensure patient care is maintained.
- Act to remove personal barriers to effective communication.
- Take collective ownership of problems to develop a no-blame culture.
- Consider different points of view and compromise, where necessary and appropriate, to reach consensus.
- Establish therapeutic relationships with patients and families that are goal directed and recognise professional boundaries and power imbalances.
- Communicate effectively with patients and families to ensure their understanding, and that their needs and views are included in treatment, care plans and actions.

#### Health Values

- Work in a flexible manner and participate in other duties as allocated consistent with skill level to ensure adequate clinical care, equitable workload distribution and equity of access across the Wallaby Ward
- Challenge own and team cultural assumptions, and demonstrate culturally safe and sensitive practice
- Initiate, support and maintain continuous improvement in the growth and development of the role and service.
- Participate in the review and development of clinical service delivery within the Wallaby Ward as appropriate.

#### Professional, Ethical and Legal Approach

- Be aware and support others to be aware of the ethical and legal requirements of the role and adhere to the physiotherapy code of professional conduct and guidelines.
- Prioritise workload appropriately and complete tasks in a self-directed manner.
- Develop a healthy support network for self and the wider team.
- Identify when others are becoming stressed or overloaded and offer support.

#### Lifelong Learning

- 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.
- Regularly seek and participate in two-way feedback of own performance through informal and formal supervision and performance reviews and evaluate feedback systematically, acting to improve performance as appropriate.
- Achieve and maintain competency in relevant skills in line with requirements relevant to the role.
- Supervise and educate physiotherapy students undertaking clinical placements.

### QUALIFICATIONS AND EXPERIENCE

#### Essential

- Hold a Physiotherapy degree qualification from an accredited course/university
- Registered 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

- Experience working in an acute tertiary hospital environment.
- Experience working in an acute paediatric setting.
- Demonstrated experience in the supervision and training of undergraduate students.

#### 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's Check throughout their employment.
- A current, full drivers 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)

- The employee needs to ensure that they maintain compliance with RCHs “Staff Immunisation - Prevention of Vaccine Preventable Diseases” procedure.

#### KEY SELECTION CRITERIA

- Excellent professional, interpersonal, interaction 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.
- Be an advocate for patients and their families.
- Communication, supervision and education skills of a level suitable for supervision of undergraduate students
- Demonstrated ability to work in an acute care time-frame, manage competing demands and to appropriately prioritise and manage a caseload.
- 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.
- Commitment to ongoing education and skill development.
- Demonstrated skills and experience in areas of physiotherapy practice relevant to the clinical stream.
- Excellent computer literacy skills.

#### 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 actively promote and celebrate our diverse team
- 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 to others, because I want to make the best decision

#### 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, all*

*members of the LGBTQI community and people with disability.*

Position description last updated	November 2019
-----------------------------------	---------------