

## Position Description

<b>Position title</b>	Senior Physiotherapist - Cardiorespiratory
<b>Department / Division</b>	Allied Health and Ambulatory Services
<b>Classification</b>	Grade 4 Year 1 – Grade 4 Year 4 (VB24- VB27)
<b>Position reports to</b>	Operational and Professional: Manager of Physiotherapy
<b>No. of direct &amp; indirect reports</b>	FTE 8.5
<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.

<p><b>The Royal Children's Hospital</b></p> <p>The Royal Children's Hospital's (RCH) vision is A world where all kids thrive.</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>
<p><b>ROLE CONTEXT</b></p> <p>The Physiotherapy Department works within the Directorate of Allied Health and is comprised of Physiotherapists and Allied Health Assistants, providing tertiary level care to inpatients and outpatients at RCH, and over 2,000 direct patient encounters per month. 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.</p>

The Physiotherapy Department provides a clinical service seven days per week, including daytime and evening shifts.

#### ROLE PURPOSE

The Grade 4 Physiotherapist will provide specialty physiotherapy services to children and adolescents as part of a multidisciplinary team. By working in close collaboration with medical, nursing and allied health staff, they will ensure that services provided at RCH are innovative, high quality, evidence-based and provided in a child and family centred context. In addition, the Grade 4 Physiotherapist will be responsible for the strong clinical and professional leadership within their team, the wider Physiotherapy Department, as well as across Allied Health and RCH. They will also lead a non-clinical portfolio within the department, which may rotate from time to time. These portfolio areas are:

- Access and flow – Responsibilities include managing daily workload across the development, monitoring activity (including capacity and demand) data and trends, managing referral intake and allocation, and managing department relief allocation.
- Research – Responsibilities include developing the research knowledge and activity of the department, providing support to staff considering research projects, and fostering strong and collaborative relationship with internal and external stakeholders.
- Service development – Responsibilities include overseeing completion of strategic and service planning documents, and collation of information to inform the strategic planning process.

This role works within, and leads, the Physiotherapy cardiorespiratory team. Areas of practice within this team include acute and chronic respiratory, critical care, post-operative, transplant, developmental care complex care and aquatic therapy. Service delivery within other Physiotherapy teams may be required to meet workforce demands as directed by the manager.

#### KEY ACCOUNTABILITIES

##### Provision of care

- Integrate information from multiple sources to develop and deliver excellent, evidence-based and holistic clinical care to children and families presenting with a broad range of complex needs.
- Be a source of clinical expertise, advocacy and guidance within the clinical stream, across the Physiotherapy Department and broader multidisciplinary team.
- Lead high-performing clinical teams, and provide expert, authoritative judgement and advice on clinical issues as required.
- Empower all staff to identify, analyse, report and manage risks and support staff who raise concerns about risk or patient safety.
- Lead the quality improvement program, service and role development within the stream and Physiotherapy Department.
- Act to ensure formal processes exist for evaluating whether treatment and care is evidence-based and meeting the needs of patients and families as well as the healthcare system.
- Ensure timely provision of physiotherapy services through appropriate prioritisation of stream and departmental caseload and patient needs.
- Oversee the development, update and implementation of treatment protocols across the clinical stream.
- 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.
- 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.)

#### **Collaborative practice**

- Promote and develop partnerships with healthcare and community providers as well as discipline networks.
- Lead and motivate staff to strive for and achieve interprofessional team goals and shared responsibility for the provision of care.
- Ensure systems are in place for coordinating and performing appropriate clinical handover and arranging follow-up to ensure patient care is maintained.
- Facilitate open and effective communication across all levels of the Physiotherapy Department and more broadly across the organisation.
- Anticipate and broker resolution of conflict situations, acting to keep a relative balance among the interests of stakeholders and to promote understanding, respect and trust between different groups.
- Promote a workplace culture in which the views of patients and families about treatment options are valued and deemed necessary by staff.
- Articulate and embody the purpose and values of RCH.

#### **Health values**

- Develop systems that support the review and reallocation of resources where potential gains in care provision or fund allocation can be identified.
- Through the implementation and endorsement of strategies that build cultural competency and safety, create a culture of mutual respect which encourages staff to understand individual and group differences and embrace diversity.
- Lead and contribute to improvement in department management and function, strategic direction and service planning.
- Lead change through planning, feedback and engagement of key stakeholders and demonstrate courage in acting for the long term.
- Build a culture of accountability for financial performance.

#### **Professional, ethical and legal approach**

- Set a positive culture and lead by example.
- Provide expert guidance and advice to assist others in satisfactorily resolving complex ethical and legal issues.
- Delegate healthcare activity to others according to their competence and scope of practice to ensure appropriate workload management and prioritisation across the department, ensuring others can self-manage and regulate their workload.
- Demonstrate emotional intelligence, particularly in stressful situations, to manage the impact of own assumptions, values, attitudes and behaviours on others.
- Make transparent decisions without favouritism or bias.
- Foster a culture in which leaders and managers are accessible and approachable for staff, and develop strategies to reduce stress in the workplace and promote workplace wellbeing.
- Recognise how own leadership style influences staff experiences of the work environment, and act to modify behaviours accordingly.

### **Lifelong learning**

- Identify personal and professional development needs, and plan and implement strategies for achieving them.
- Develop and foster a lifelong learning culture across the department, and support grade 1, 2 and 3 physiotherapists in developing and accomplishing professional goals and objectives through clinical support, supervision and performance reviews.
- Act to ensure processes, frameworks and/or support tools are in place for enhancing learning through reflection.
- Promote a culture in which clinical supervision is treated as part of core business of contemporary professional practice.
- Support other supervisors in becoming educationally prepared for their role.
- Foster a culture in which feedback is used as a positive strategy to enhance goals, awareness, and learning, and regularly seek and participate in two-way feedback of own performance, acting to improve performance as appropriate.
- Achieve and maintain competency in relevant skills in line with departmental requirements relevant to the role.
- Supervise and educate physiotherapy students undertaking clinical placements.

### **QUALIFICATIONS AND EXPERIENCE**

#### **Essential**

- Hold a Physiotherapy qualification from an accredited course/university
- Extensive specialised knowledge in Physiotherapy or an area of Physiotherapy relevant to an area/s of practice within the cardiorespiratory team of the Physiotherapy Department
- 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**

- At least ten years of paediatric clinical experience
- Demonstrated experience working in an acute tertiary hospital environment and/or an acute paediatric setting
- Demonstrated experience in the leadership and management of a clinical Physiotherapy team
- Demonstrated experience in the education and supervision of Physiotherapists
- A relevant post-graduate qualification in a specialty field, and/or publication in peer reviewed journals

### **KEY SELECTION CRITERIA**

- Excellent professional, interpersonal, interaction and self-reflection skills to enable effective work with people of different personalities and backgrounds.
- Demonstrated ability to build and maintain effective and positive working relationships with key internal and external stakeholders.
- Demonstrated experience supervision of physiotherapists and ability to manage work performance, both above and below expected level, of others.

- Demonstrated ability to manage and prioritise competing demands, both clinical and non-clinical, for self and across a team.
- Demonstrated ability to lead continuous quality improvement and service development.
- Demonstrated experience in workload and team management and the ability to prioritise needs and service delivery across a team as well as the broader department and organisation.

#### **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 LGBTQI community and people with disability.**

Position description last updated

August 2023