



**The Royal
Melbourne
Hospital**

**Advancing
health
for everyone,
everyday.**

Could this be you?

**Join The Royal
Melbourne
Hospital Team**



Position Description

Specialist Rehabilitation Physician

Our reputation for caring for all Melburnians is as essential to who we are as any scientific breakthrough we make. We're here when it matters most, and we'll continue to be the first to speak out for our diverse community's wellbeing.

Advancing health for everyone, every day.

True excellence is only possible when we work as one Royal Melbourne Hospital community. Through collaboration, we set the highest of standards and achieve our goals.

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Position Title:	Specialist Rehabilitation Physician
Service:	Home First, Ambulatory & Complex Care Services
Location:	The RMH Parkville & The RMH Royal Park
Reports To:	Director Rehabilitation Medicine
Enterprise Agreement:	AMA Victoria - Victorian Public Health Sector – Medical Specialists Enterprise Agreement 2022–2026
Classification:	As per Medical Specialists Enterprise Agreement 2022–2026
Employment Status:	Fractional & Fixed Term
Immunisation Risk Category:	Category A
Date of Review:	July 2026

The Specialist Rehabilitation Physician provides consultant leadership across the Department of Rehabilitation, delivering specialist rehabilitation services within inpatient, consultative liaison and ambulatory settings. The role contributes to high-quality, patient-centred rehabilitation care through clinical service delivery, multidisciplinary collaboration, teaching, research, quality improvement and service development.

- Rehabilitation medicine assessments and consultative service for inpatients at RMH City Campus.
- Triage and bed flow/allocation for the inpatient rehabilitation ward in a team setting, working closely with patient flow, rehab team, and referring medical home teams, allied health, nurse unit managers and discharge coordinators.
- Liaison with external rehabilitation facilities for patients requiring specific state-wide service or rehabilitation services closer to home.
- Communication and liaison with Aged Care Service Assessment team.
- Education to referrers, patients, and community about rehabilitation pathways.
- Participate in multidisciplinary meetings, huddles and meeting conferences.

- Provide consultant medical leadership to the multidisciplinary inpatient rehabilitation team.
- Deliver comprehensive rehabilitation assessment, goal setting, treatment planning and discharge planning for patients admitted to the rehabilitation unit.
- Manage patients with neurological, orthopaedic, trauma, cancer, amputee, musculoskeletal and general rehabilitation conditions.
- Conduct regular consultant ward rounds and multidisciplinary case conferences.
- Attend progression of care huddles to facilitate timely goal based plans for patients.

- ## Consultant Responsibilities – Outpatient Rehabilitation Services

- ### Academic, Teaching & Quality Activities

- ## Department Description

Services include:

- Inpatient Rehabilitation
- Consultative Liaison Rehabilitation & Aged Care (CLRAAC)
- Rehabilitation@Home (subacute inpatient substitution)
- Outpatient Rehabilitation Clinics (Neurorehabilitation, Young Adult Transition, Spasticity, Amputee)

The service manages a broad range of rehabilitation conditions including neurological disorders, stroke, trauma, orthopaedic conditions, cancer, amputations, deconditioning and complex medical rehabilitation.

Approximate activity in Rehabilitation Department includes:

- >300 inpatients/annum treated at RPC rehabilitation unit
- Approximately 1000 outpatient occasions of service/annum
- 900 referrals/annum from acute referral facilities (including RMH city campus and other public and private facilities in Victoria) for rehabilitation assessment and suitability.
- RMH@Home SubAcute – 15-20 beds in the community (inpatient substitution program).

The Department has a strong commitment to excellence in clinical care, multidisciplinary practice, education, research and quality improvement, and is an accredited training site for the Australasian Faculty of Rehabilitation Medicine.

- Take reasonable care for your safety and wellbeing and that of others.
- Work in your scope of practice and seek help where required.
- Work in partnership with consumers, patients and where applicable carers and families.
- Work collaboratively with colleagues across all RMH teams.
- Continue to learn through mandatory training and other learning activities.
- Seek feedback on your work including participation in annual performance discussion.
- Speak up for safety, our values and wellbeing.
- Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.
- Respect that the RMH is a smoke-free environment.
- Participate, as part of a multi-disciplinary health care team, to ensure the optimum assessment, treatment and outcomes for patients.
- Participate in Rehabilitation program development and evaluation.
- Participate in Quality Improvement activities.
- Ensure direct reports receive regular feedback and participate in annual discussions.
- Contribute to organisation-wide and service/division initiatives and planning activities.
- Ensure training needs of direct reports are identified and undertaken.
- Ensure risk management activities are completed, effective controls are in place and incidents are recorded, investigated and corrective actions implemented as far as is reasonably practical.
- Create a psychologically safe work environment where everyone feels safe to speak up. Monitor and achieve relevant KPIs and targets and operate within their allocated budget.
- Ensure clinical services are delivered in line with established professional standards, protocols and departmental guidelines to meet the highest clinical standards.

Internal	External
• Clinical Director Medicine & Aged Care • Head of Unit Aged Care • Divisional Director Medicine & Community Care • Heads of Units and Senior Medical Staff	• DHHS

Formal Qualifications:

- ### Essential:

- Desirable:**

- Demonstrated clinical practice at a high standard
- Strong leadership and organisational skills

Your performance will be measured through your successful:

- Demonstration of RMH values
- Achievement of portfolio specific KPI targets
- Participation in and satisfactory feedback through the annual performance review process
- Ability to maintain a safe working environment and ensure compliance with legislative requirements

- Aim to provide a working environment that is safe and without risk to the health, safety and wellbeing of all employees, patients and consumers, and visitors.
- Speak up for patient, consumer, colleague and visitor safety, escalating issues if required.
- Deliver Safe, Timely, Equitable, Person-centred Care (STEP) in line with our clinical governance framework.
- Work in accordance with relevant policies, procedures, standards and legislation including those related to clinical or competency requirements, risk management, discrimination, equal opportunity and health safety and wellbeing.

- As a leader in healthcare, we recognise the need to foster a culture of equity, inclusion, and belonging — safe spaces where every individual is empowered to be their authentic self, contributing meaningfully to the collective well-being of our community.

- We acknowledge and pay our respects to the Traditional Owners of the lands on which we work and stand in solidarity with Aboriginal and Torres Strait Islander peoples. We are committed to creating a culturally safe environment that honours First Nations voices, knowledge, and self-determination through inclusive governance, respectful policies, and a steadfast commitment to anti-racism. The Royal Melbourne aspires to lead by example in addressing the injustices of colonisation and its ongoing impacts.

- RMH is a child safe organisation. We are dedicated to fostering an environment that respects and upholds the rights of children and young people, in line with the Child Safe Standards. We actively embed these standards in our culture, policies, and practices, ensuring that the safety and wellbeing of children and young people is a central priority.

- We are proud to be an equal opportunity employer that champions diversity in all its forms. We value the strengths and perspectives that come from people of all backgrounds, identities, abilities, and lived experiences. We encourage applicants from all communities, and we will provide reasonable adjustments to support equitable participation.

- Together, we are committed to fostering an environment where everyone feels respected, safe, and empowered to thrive.

I acknowledge and accept that this position description represents the duties, responsibilities and accountabilities that are expected of me in my employment in the position. I understand that The RMH reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

Date _____