



**The Royal
Melbourne
Hospital**

Advancing health for everyone, everyday.

Could this be you?

**Join The Royal
Melbourne
Hospital Team**



Position Description

Hand Therapist Grade 1

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.

- Be a great place to work and a great place to receive care
- Grow our Home First approach
- Realise the potential of the Melbourne Biomedical Precinct
- Become a digital health service
- Strive for sustainability

- 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.
- Provide at least 85% patient related activities as per the Melbourne Health Allied Health benchmarks
- Provide quality patient focused care to patients and their carers through competent clinical assessment, treatment, and discharge planning skills in line with evidence-based practice
- Ensure documentation of patient care is in accordance with Melbourne Health and Profession specific guidelines and completed within a timely manner
- Participate in clinical supervision program, individual development, work planning and annual discussion
- Maintain high level professional standards and patient care
- Demonstrate effective communication strategies by demonstrating sound verbal, non-verbal and written skills.
- Demonstrate the ability to assume extra responsibilities as requested by the supervisor or senior clinicians
- Contribute to organisation-wide and service/division initiatives and planning activities.
- 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.
- Participate in a coordinated team approach to patient care
- Display sound organisational skills through efficient time management and professional responsibility
- Display sensitivity and knowledge of ethical and multicultural issues and provide culturally aware practice
- Assist in the review and implementation of policies and procedures specific to the profession and clinical area
- Participation in continuous quality improvement activities both within the clinical team and department as required
- Exchange knowledge with other professionals through providing both formal and informal learning opportunities as directed
- Development of resource knowledge and effective use of resources in practice
- Comply with Quality Management policies, Occupational Health and Safety Legislative obligations, Equal Employment and Opportunity Legislation and Melbourne Health Policies and Procedures
- Participate in research activities, presentations, conferences, workshops, and service development initiatives as required

External

- RMH Nursing, Surgical, Medical and Allied Health staff
- Post-Acute Care Service
- Consultation Liaison Rehabilitation and Aged Care (CLARAAC) and Specialist Clinics
- Transport Accident Commission (TAC)
- Diagnosis specific services

- Bachelor of Occupational Therapy or Physiotherapy (or equivalent)
- Current professional registration with the Australian Health Practitioner Regulation Agency

Essential:

- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.
- Demonstrated ability to work collaboratively as part of a team and in co-operation with others.
- Demonstrated effective interpersonal and communication skills both written and verbal.
- Competent level of patient assessment, intervention, clinical reasoning, and discharge planning in acute and/or sub-acute health.
- Professional behaviour and conduct which reflects self-initiative, confidentiality, self-evaluation, and commitment to professional development.
- Ability to manage a demanding workload, effectively prioritise tasks, and contribute to service development.
- Previous health sector experience.
- Experience in teamwork and conflict resolution.
- Evaluation of own clinical care and patient management.
- Valid Working with Children's Check, Police Check and Immunization Assessment.
- Current Victorian Driver's Licence.

Desirable:

- Membership to Australian Hand Therapy Association
- Evidence of further education in hand therapy
- Demonstrated interest in hand therapy through attendance at AHTA conferences webinars, special interest groups, or other upper limb education sessions.
- Experience in outpatient services

KEY PERFORMANCE INDICATORS

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.

- **Equity, Inclusion, Belonging and Safety**
 - 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.
- **First Nations Commitment**
 - 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.
- **Child Safe Standards**
 - 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.
- **Equal Opportunity and Accessibility**
 - 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.
- **Thriving Together**
 - 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 _____