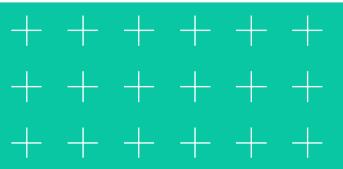


# Advancing health for everyone, everyday.

Could this be you?

Join The Royal Melbourne Hospital Team





Position Description

Grade 1 Physiotherapist





#### THE ROYAL MELBOURNE HOSPITAL

The Royal Melbourne Hospital (RMH) began in 1848 as Victoria's first public hospital. And while we only had 10 beds to our name, we had the community of Melbourne behind us, and we were ready to provide the best possible care for those in need.

Since those early years, we've moved forward with purpose. Always at the forefront, leading the way on improving the quality of life for all.

Today the RMH is one of the largest health providers in the state, providing a comprehensive range of specialist medical, surgical, and mental health services; as well as rehabilitation, aged care, outpatient and community programs.

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.

#### **OUR VISION**

## Advancing health for everyone, every day.

#### THE MELBOURNE WAY

At The RMH we're inspired by our vision of Advancing health for everyone, every day. While we're each going about our different roles, we're united by a shared understanding of the way we do things around here. We call it The Melbourne Way. We put people first — leading with kindness and working together, we excel as one Royal Melbourne Hospital.

### People First



Lead with Kindness



Excellence Together



People are at the heart of everything we do. We take the time to understand how we can make the most positive difference for them.

Our care and compassion sets us apart. We lead the way with a respectful, inclusive spirit — embracing the things that make us all unique.

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

#### **OUR PRIORITIES**

The RMH Strategic Plan: Towards 2025. Advancing health for everyone, every day is our plan for the future — one which we are committed to achieving together. This position contributes to the achievement of the five Strategic Goals, articulated in the plan:

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





# **Position Description**

**Position Title:** Grade 1 Physiotherapist

Service: Allied Health

Location: The Royal Melbourne Hospital – City and Royal Park

Campuses

**Reports To:** Physiotherapy and Exercise Physiology Manager

Enterprise Agreement: Allied Health Professionals (Victorian Public Health

Sector) Single Interest Enterprise Agreement 2021–2026

Classification: VA3 – VA7

**Employment Status:** Full Time / Part Time

Immunisation Risk Category: Category A

Date of Review: June 2025

#### **POSITION SUMMARY**

As a Grade 1 Rotational Physiotherapist, working across both sites of the Royal Melbourne Hospital, you will provide a key service to the multidisciplinary team, rotate through different clinical areas, and contribute to the Weekend Physiotherapy service. Through competent skills in patient assessment, treatment and management, the Grade 1 Physiotherapist will ensure optimal patient care in their designated clinical area of rotation.

The Grade 1 Physiotherapist participates in service improvement within the physiotherapy department and as part of their clinical area of rotation. The Grade 1 Physiotherapist assists senior Physiotherapy staff in fostering multi-disciplinary team work both locally at a Clinical Service area and across the Physiotherapy Department. The Grade 1 Physiotherapist supports and participates in the Health Services OHS procedures, and assists in maintaining a safe work environment by reporting any incidents of unsafe work practices, site/areas or equipment.

The Grade 1 Physiotherapist will work under the guidance and supervision of grade 2 staff and senior clinicians and is required to:

- Provide quality care to clients through competent clinical skills, effective communication, and active participation within a multidisciplinary team.
- Comply with Health Service and Divisional specific Regulations, Melbourne Health Policy and Procedures (available on MH intranet site http://info.mh.org.au), and the By-laws and Policies as apply from time to time.





#### DEPARTMENT DESCRIPTION

The Physiotherapy and Exercise Physiology team consists of approximately 130 EFT across RMH sites. We provide care to our patients within the acute, sub-acute and community therapy services. The department is supported by the Physiotherapy manager, Physiotherapy deputy manager, research leaders and senior clinicians. The Physiotherapy & Exercise Physiology team are committed to providing evidence-based intervention to improve physical function, independence and quality of life with a patient centred focus. Supervision, professional development and quality improvement initiatives are key focuses of Physiotherapy & Exercise Physiology at RMH.

The Allied Health team provides integrated multidisciplinary care across the acute, subacute and community sectors of Melbourne Health (with the exception of North West Mental Health). Allied Health professionals and support team work to improve the patient's physical and psychosocial functioning. The Allied Health structure complements a series of new and exciting developments aimed at supporting our workforce and creating innovative solutions in order to provide excellent patient care.

#### **KEY ACCOUNTABILITIES**

- Plan and implement an efficient, effective, culturally responsive and client centered exercise physiology assessment
- Involve the client and relevant others in the planning and implementation of safe and effective physiotherapy intervention using evidence-based practice to inform decision making
- Provide at least 85% patient related activities as per the Melbourne Health Allied Health benchmarks
- Contribute to the operational needs of the department
   Take reasonable care for your safety and across a 7 day service model
- Use clear accurate, sensitive and effective communication to effectively communicate and record exercise physiology assessment findings, outcomes and decisions with the client and relevant others
- · Reflect and assess practice against relevant professional benchmarks, recognise the limits of clinical expertise and competence and take timely action to effectively manage risk
- Evaluate learning needs, engage in clinical supervision and relevant continuing professional development and • Seek feedback on your work including participation recognise when to seek professional support
- Engage in an inclusive, collaborative, consultative, culturally responsive inter-professional and clientcentered model of practice
- Contribute to organisation-wide and service/division initiatives and planning activities.

- Participation in continuous quality improvement activities and/or relevant projects both within the clinical team and department as required
- 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.
- Comply with legal, professional, ethical and other relevant standards, codes and guidelines
- 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.
- 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.





#### **KEY RELATIONSHIPS**

#### Internal

- Physiotherapy and Deputy Physiotherapy Managers
- Senior Physiotherapist/supervisor for the specific rotation
- Physiotherapists and Physiotherapy Assistants across the network
- · RMH Nursing, Medical and Allied Health staff
- RMH Direct access unit
- Post-Acute Care Services
- CLRAAC

#### External

- Clients and their family/carers
- Community Services
- Diagnosis Specific Services
- Department of Human Services Two

#### **KEY SELECTION CRITERIA**

#### Formal Qualifications

- · Recognised degree or equivalent in Physiotherapy
- Professional registration as a Physiotherapist with the Australian Health Practitioner Regulation Agency
- Current Victorian Driver's Licence

#### Essential:

- Competent level of patient assessment, treatment and management in acute and/or sub-acute health
- Professional, culturally aware and ethical practitioner
- Effective verbal, non-verbal and written communication including conflict resolution skills
- Reflective practitioner and self-directed learner
- Collaborative practitioner: teamwork, promotes Physiotherapy/ Allied Health
- · Risk Management and safe working principles in the hospital environment
- Time management and prioritisation skills
- Computer literacy
- Satisfactory Police Check and Working with Children Check

#### Desirable:

- Membership of Australian Physiotherapy Association
- · Physiotherapy experience in a hospital setting





#### **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

#### AT THE RMH WE:

- 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, Effective, Person-centred Care (STEP) in line with our clinical governance framework.
- Are an equal opportunity employer, committed to providing a work environment free of harassment and discrimination. We promote diversity and inclusion in the workplace.
- 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.

#### **ACCEPTANCE**

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.

Employe	e Signatu	ıre			
Employe	e Name (	please print)			
	/	/			
Date					