The Royal Melbourne Hospital









Advancing health for everyone, everyday.

Could this be you?

Join The Royal Melbourne Hospital Team

Position Description

Grade 2 Physiotherapist

The Royal Melbourne Hospital

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

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.

Lead with Kindness

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

Excellence Together

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.

Together 2035 - Our 10 year ambition positions the organisation to have a meaningful impact. Acknowledging the need for ability, adaptability and failing fast, it is assumed throughout this strategy cycle that nothing will stay stagnant. We will continuously strive for excellence in health - through data insights, the latest research, responding to community sentiment, and global trends and importantly the views, needs and feedback of patients, consumers, carers and community.

Strategic Pillars

Redesigning Together - We are redesigning world-class care
Thriving Together - We are thriving through inspiration & curiosity
Innovating Together - We are leading research excellence for clinical impact

Strategic Drivers
Systems Thinking
Digital Intelligence
Performance & Sustainability.

The Royal Melbourne Hospital

Position Description

Position Title:	Grade 2 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:	VB1 – VB4 (Based on experience)
Employment Status:	Full Time, Ongoing
Immunisation Risk Category:	Category A
Date of Review:	November 2026

POSITION SUMMARY

A Grade 2 Physiotherapist possesses established clinical knowledge and skills, and provides clinical leadership and supervision within their designated area. They possess an awareness and understanding of wider influences on their clinical area.

A Grade 2 Physiotherapist through their clinical experience and skill ensure excellence in patient management, fostering multi-disciplinary team work both locally at a Clinical Service area and across the Physiotherapy Department. They contribute to the development of staff, the Physiotherapy department and profession; may be required across both campuses at Melbourne Health and contribute to the Weekend Physiotherapy service.

A Grade 2 Physiotherapist will provide supervision for junior staff and students and where applicable allied health assistants. They assist the senior clinician to work with key stakeholders to develop innovative models of care for a variety of patients and maximise the role of physiotherapy within their designated work area. A Grade 2 Physiotherapist contributes to the Research portfolio of the team

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

- Work at least 75% patient related activities as per the Melbourne Health Allied Health benchmarks
- Triage and prioritisation of caseload and management of competing priorities including delegation where appropriate
- Provide evidenced based assessment and management of a wide variety of patients
- Demonstrate effective communication strategies within a multi-disciplinary team
- Practice person centred care and contribute to decision making with patients and carers, including National Disability Insurance Scheme paperwork.
- Contribute to the operational needs of the department across a 7 day service model
- Participate in the staff clinical supervision program
- Provide supervision to grade 1 staff, students and allied health assistants as per discipline guidelines
- Manage risk and actively work toward implementing risk reduction strategies
- Work with senior clinicians and clinical services staff to establish clinical governance framework
- Display an understanding of quality improvement principles and actively participate in quality improvement activities
- Participate in the development, implementation and review of physiotherapy student education in conjunction with senior staff
- Assist in maximising opportunities to further expand the role of physiotherapists within the organization
- Demonstrate knowledge of wider organisation strategy, structure and goals
- 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.
- 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.

KEY RELATIONSHIPS

Internal

- Physiotherapy and Deputy Physiotherapy Managers
- Senior Physiotherapist/supervisor
- 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

KEY SELECTION CRITERIA

Formal Qualifications

- Recognised degree or equivalent in Physiotherapy
- Professional registration as a Physiotherapist with the Australian Health Practitioner Regulation Agency (AHPRA)
- 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
- Professional standards of behaviour and presentation
- Demonstrated ability to work as part of a team and modelling of interdisciplinary practice
- Ability to impart knowledge to staff at all levels as well as members of the wider community
- Previous participation in programme development
- High level organisational skills
- Established skills in literature review
- Computer literacy
- Satisfactory Police Check , Immunization Assessment and Working with Children Check

Desirable:

- Membership of Australian Physiotherapy Association
- Previous experience in supervision of staff and students
- Supervision training
- Developing skills in research
- Developing skills in programme development and evaluation

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, 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.

OUR COMMITMENT:

- 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.

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.

Employee Signature

Employee Name (please print)

Date