

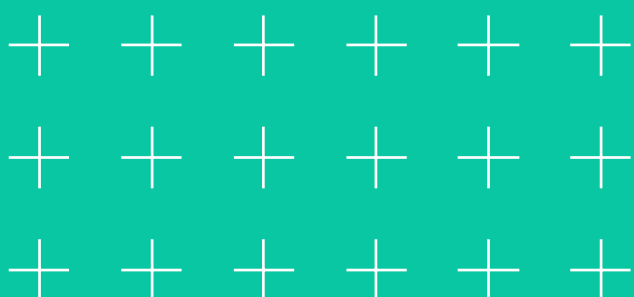


**The Royal
Melbourne
Hospital**

Advancing health for everyone, everyday.

Could this be you?

**Join The Royal
Melbourne
Hospital Team**



Position Description

Grade 2 Physiotherapist

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.

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 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:	Fixed Term / Permanent Opportunities
Immunisation Risk Category:	Category A
Date of Review:	August 2026

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

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.

KEY ACCOUNTABILITIES

- Work at least 75% patient related activities as per the Melbourne Health Allied Health benchmarks
 - 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
 - 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.

Internal

- ## External

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

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

- 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

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.

- ## ACCEPTANCE

Employee Signature

Employee Name (please print)

Date _____