



**The Royal
Melbourne
Hospital**

Advancing health for everyone, every day.

Could this be you?

**Join the Royal
Melbourne
Hospital team**



Position Description

HARP 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.

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.

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:	HARP Physiotherapist
Service:	Hospital Admission Risk Program (HARP), Home First, Ambulatory & Complex Care Services, RMH
Location:	Melbourne Health Royal Park Campus
Reports To:	HARP Care Coordination Team Leader
Enterprise Agreement:	1. Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2021 – 2026
Classification:	Physiotherapist Grade 2 (VB1 – VB4)
Employment Status:	Part Time, Ongoing
Immunisation Risk Category:	Category A
Date of Review:	December 2025

POSITION SUMMARY

The HARP service aims to improve clients' health outcomes and reduce the risk of unnecessary presentations to the hospital and the emergency department. Services are delivered to the clients/carers in their homes, community health services or outpatient settings; through face-to-face, telephone or telehealth modalities. HARP clients include people with diabetes, chronic respiratory and chronic cardiac conditions, complex co-morbidities associated with advanced age and a range of complex psycho-social issues.

The HARP Physiotherapist is responsible for conducting specialist Physiotherapy assessments and time-limited clinical interventions in accordance with evidenced-based practice. The role will also flex to provide holistic comprehensive assessments, and client-centred care planning, to ensure HARP clients are safely supported at home with sustainable community services and coordinated healthcare.

The HARP Physiotherapist will:

- Respond to referrals from HARP clinicians across all HARP services.
 - Assess clients whose function is limited by pain and decreased mobility or who have been screened as high risk of falls and determine the appropriate referral pathway to community and sub-acute services as appropriate.
 - Advise HARP clinicians on clients' needs and treatment options and pathways.
 - Deliver a brief and focal course of Physiotherapy to enable the client's functional improvement which assists the attainment of HARP related goals (improved health outcomes and capacity to self-manage at home and reduce the risk of hospitalization).
 - Prescribe exercise regimes for clients and monitor outcomes, supported by an Allied Health Assistant.
-



Provide in-home treatment to reduce falls risk for a small proportion of clients who are motivated to achieve this key goal and are unable to attend other centre-based falls risk reduction services due to co-morbidities and complex psycho-social factors.

KEY ACCOUNTABILITIES

• All HARP Staff

- 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 RMH
- 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.
- Contribute to service development, evaluation and improvement
- Participate in relevant internal and external meetings
- Gathering of data to assist in the delivery of HARP services as required.
- Participate in research activities and service development initiatives as required
- Undertake other reasonable duties related to the role and services provided as required

• All HARP Clinical staff

- Identify risk and actively work towards implementing risk reduction strategies
- Collaborate with key stakeholders to provide best patient outcomes with a high level of clinical expertise
- Maintain timely and accurate clinical records and data.

- Prioritization of caseload and management of competing priorities
- Display sensitivity and knowledge of ethical and multicultural issues and provide culturally aware practice

• HARP Physiotherapist duties include:

- Effectively conduct and document comprehensive (generic) and Physiotherapy specific assessments in the home environment that accurately identify safety risks and issues, which may result in clients representing to hospital.
- Contribute to and develop client centred care plans and implement interventions in a timely and appropriate manner, in collaboration with clients, and others involved in their care.
- Develop and maintain excellent working relationships with clients, carers, HARP colleagues, program partners, GP's, local government, other acute, sub-acute & community services.
- Regularly review service area functioning; plan, implement and evaluate evidence-based improvements as required in collaboration with the team & team leader
- Maintain client records (electronic and written) as per Health Records Victoria Act 2001, Health independence Guidelines, EPIC guidelines & organizational policy and procedure
- Proactively identify learning needs as outlined in individual work plan, and seek appropriate training to address these needs
- Maintain knowledge of referral pathways for services relating to falls, pain, exercise and mobility issues.
- Develop and maintain data for specific positional outcome measures.



KEY RELATIONSHIPS

Internal

- HARP clinicians, managers, relevant partner staff
- Melbourne Health clinical leads and relevant parties
- Melbourne Health Staff including Medical, Nursing, Allied Health and Managers

External

- General Practitioners and practice staff
 - Community service agency staff including CHSP, HACC and NDIS service providers
 - Other staff at MH HARP partner agencies, cohealth, Holstep and Bolton Clarke
-

KEY SELECTION CRITERIA

Formal Qualifications

- Bachelor of Physiotherapy or equivalent
- Current registration with Australian Health Practitioners Regulation Agency (AHPRA).

Essential:

- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.
- Demonstrated experience in conducting functional assessments with complex clients in the home environment.
- Excellent assessment and clinical reasoning skills to improve health outcomes and quality of life for people with chronic diseases, complex medical co-morbidities and psycho-social issues
- Well-developed interpersonal skills including the ability to liaise and negotiate with clients, carers, General Practitioners & service providers
- Demonstrated ability to work effectively across a multi-disciplinary service.
- Sound decision making skills with a focus on identifying and understanding issues, problems, and opportunities.
- Demonstrated skills in empowering clients in self-management through provision of information and consultation regarding treatment and service options.
- Competent in use of Microsoft Office suite and computerised systems.
- Willingness to participate in program development and evaluation.
- Commitment to professional development and quality improvement
- Current Driver's License.
- Registered equipment prescriber with the State Wide Equipment Program (SWEP)
- Appointment to the position is subject to passing a national police check

Desirable:

- Relevant post graduate qualification
 - Experience in community-based service provision particularly in working with older persons, young people with disabilities and their carers, low income and marginalised communities.
 - Demonstrated ability to work with a wide range of clients, including those of CALD background, diverse cultural groups and clients with multiple high-risk complex-needs and challenging behaviours.
 - Experience working with clients with chronic disease and models of intervention.
-



-
- Awareness of factors which may cause clients to re-present to the Emergency Department and hospital settings
 - Demonstrated understanding and commitment to the principles of community health and chronic disease management.
-

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
 - Successful completion of required mandatory training activities, including training related to the National Standards
-

- 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 _____