

Position Description

Position title	Palliative Care Registrar
Department / Division	Palliative Care/Medicine
Classification	HM25-HM30
Position reports to	Head of Department, Victorian Paediatric Palliative Care
No. of direct & indirect reports	none
Location	The Royal Children's Hospital, Flemington Road, Parkville
Risk category	Category B - works in a patient facing setting but rarely or unlikely to have contact with blood or body fluids (or aerosols without PPE)

The Royal Children's Hospital
<p>The Royal Children's Hospital's (RCH) vision is A world where all kids thrive.</p> <p>RCH is located within the Melbourne Biomedical Precinct, with more than 45 world-class biomedical organisations and more than 50,000 of the brightest minds working together to make the Precinct number one in the Asia Pacific region for health, education, research, and training. Within this, RCH is also a cornerstone member of the Melbourne Children's Campus, partnering with Murdoch Children's Research Institute, The University of Melbourne Department of Paediatrics and The Royal Children's Hospital Foundation. Each organisation contributes to a paediatric academic health centre which is greater than the sum of its parts.</p> <p>RCH has cared for the children and young people of Victoria for more than 150 years since it was founded in 1870. A full range of paediatric and adolescent health services are provided plus tertiary and quaternary care for the most critically ill and medically complex patients in Victoria, Tasmania, southern NSW and other states around Australia and overseas. The RCH is the only provider of heart transplant services and CAR T-cell therapy for paediatrics in Australia. RCH is an effective advocate for patients and their families with a particular focus on vulnerable children and increasingly, mental health in young people. The hospital also supports many health promotion and prevention programs. The Hospital has more than 6,000 staff, a budget of \$850M, 12 wards and 350 beds. Annually, the RCH has 300,000+ Specialist Clinic appointments, 90,000+ Emergency Department presentations and 20,000 elective surgeries.</p> <p>We work collaboratively with hospitals to deliver the right care, in the right place, at the right time. The RCH is committed to the Child Safe Standards https://www.rch.org.au/quality/child-safety/.</p> <p>RCH enjoys high employee engagement and is committed to staff safety and a positive culture through enactment of our Compact.</p> <p>Further information on RCH is available at www.rch.org.au</p>

ROLE CONTEXT

The Victorian Paediatric Palliative Care Program (VPPCP) is an alliance between The Royal Children's Hospital, Monash Health and Very Special Kids, but managed by and under the auspices of the RCH. The VPPCP team is comprised of medical, nursing, and allied health staff. The Program uses a multi-disciplinary consultation- liaison model of care that provides consultation to health professionals across Victoria in the acute paediatric and community palliative care sectors. Primary responsibility for day-to-day patient care remains with the treating unit and community palliative care team. The VPPCP also manages a Flexible Funding Program which provides funding for services and equipment which families cannot access through other programs. In addition to clinical consultation and liaison, one of the aims of the VPPCP is to build the capacity of the broader health care system to provide the best possible palliative care to children and their families regardless of diagnosis. This is done through education, research and advocacy.

ROLE PURPOSE

The Palliative Care Registrar is involved in ensuring the best possible palliative care is provided to children with a range of life-limiting conditions. This includes symptom management, liaison with community and hospital-based supports, assistance with decision-making and the psychosocial support of families. The registrars are also involved in providing education, developing clinical resources and contributing to research and quality initiatives.

KEY ACCOUNTABILITIES

Provision of Care:

The VPPCP is a consultation-liaison program. Working as part of a team, the registrar will be required to:

- Work across inpatient and community settings. This will involve home visits, visits to Monash Medical Centre and other hospitals and Very Special Kids (children's hospice)
- Discuss potential and actual referrals to the Program with treating clinicians
- Participate in a multidisciplinary assessment of all new referrals to the VPPCP
- Assist in the provision of information to families (incl. an explanation of palliative care and the supports available)
- Participate in the provision of palliative care including symptom management, support for the child and family and assistance with clinical decision-making
- Assist in care planning with particular responsibility for symptom management including provision of written plans to staff and families
- Monitor patient progress – this will include inpatient ward rounds and review (by phone or home visit) of patients receiving home or hospice-based care
- Liaise in an ongoing fashion with treating team/s and community-based care providers
- Keep adequate patient records
- Advocate for the needs of patients within the broader health care sector
- Follow families up in their bereavement

Departmental meetings and training activities

Meetings include:

- Weekly VPPCP clinical meeting
- Monthly VPPCP team meetings
- Monthly VPPCP psychosocial meetings
- Meetings of other clinical units (both at RCH and MMC) where VPPCP patients or potential referrals are discussed
- Case meetings

Teaching opportunities include:

- Bedside teaching
- Grand Rounds
- FRACP training programs in Paediatrics and/or Palliative Medicine
- Post-graduate Diploma of Palliative Medicine (University of Melbourne)

Supervision includes:

- Day-to-day work with consultants
- Supervision meetings

Education

The VPPCP provides education to health professionals from a range of disciplines and context. Once confident, the registrar will be expected to participate in the provision of education.

Project work/research

There will be the opportunity to undertake a project. Details can be negotiated with the supervisors.

Other learning opportunities

There will be the opportunity to participate in work relating to policy development, resource development, advocacy, quality initiatives etc.

Organisational Relationship

Internal Relationships

This position forms part of a multidisciplinary team comprised of staff from medical, nursing, social work, pharmacy and occupational therapy disciplines.

The position liaises closely with a range of clinical staff involved directly with the care of children with palliative care needs and their families.

External Relationships

This position is auspiced by the Victorian Paediatric Palliative Care Program at the RCH, and the registrar provides consultation-liaison regarding paediatric patients across all of Victoria. The registrar may be based at the RCH Melbourne, Monash Children's Hospital or Very Special Kids Hospice, depending on the needs of the statewide program.

The position involves liaison with staff from;

- medical units at RCH, MCH and other metropolitan and regional hospitals
- Very Special Kids
- community palliative care services
- schools
- disability services
- general Practitioners
- paediatricians

QUALIFICATIONS AND EXPERIENCE

Essential:

- Full registration as a medical practitioner with the Australian Health Practitioner Regulation Agency (AHPRA)
- Successful completion of the FRACP Written and Clinical Examination (or equivalent)
- Demonstrated commitment to work and contribute as part of a team

Desirable:

- Experience working in general or subspecialty Paediatric Medicine
- Experience working in Palliative Medicine

KEY SELECTION CRITERIA

- Excellent interpersonal, communication and presentation skills
- Ability to build and maintain working relationships with a range of stakeholders
- Ability to work both autonomously and as part of a team
- Highly developed organising and planning skills with the ability to change priorities accordingly
- Demonstrated understanding of working with acutely or chronically ill patients and vulnerable children
- Current Victorian, or equivalent, driver's licence
- Comfortable working with children who are dying and their families
- Experience in Palliative Care is likely to be beneficial in the context of future work
- Advanced computer skills including programs in the Microsoft Office Suite and experience/knowledge of data system usage

OTHER REQUIREMENTS

- Employees are required to undertake a National Criminal Record Check and a Working with Children Check prior to commencing employment
- Employees are required to maintain a valid Working with Children Check throughout their employment
- A current, full driver's licence for the State of Victoria which is appropriate for the type of vehicle being driven, and comply with any restrictions on their licence (e.g. wearing glasses) while undertaking hospital duties (If applicable)
- Employees are required to maintain compliance with RCHs "Staff Immunisation - Prevention of Vaccine Preventable Diseases" procedure.

IMPORTANT INFORMATION

All employees are required to adhere to the Royal Children's Hospital Values:

- Curious - We are creative, playful and collaborative
- Courageous - We pursue our goals with determination, ambition and confidence
- Inclusive - We embrace diversity, communicate well, build connections and celebrate our successes together
- Kind - We are generous, warm and understanding

RCH COMPACT

All new and existing employees commit to the RCH Compact to contribute to a strong and respectful culture.

- We do better work caring for children and families when we also care for each other
- I bring a positive attitude to work – I share, I laugh, I enjoy other's company
- I take responsibility for my behaviour and its impact on others
- I am curious and seek out ways to constantly learn and improve
- I celebrate the good stuff, the small stuff, the big stuff – it all matters
- I speak up when things aren't right
- I value the many different roles it takes to deliver great patient care
- I actively listen because I want to understand others and make better decisions
- I am inclusive and value diversity
- When it comes to teamwork, I don't hold back – I'm all in

QUALITY, SAFETY AND IMPROVEMENT

RCH employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety and Improvement by:

- Acting in accordance and complying with all relevant Safety and Quality policies and procedures
- Identifying risks, reporting and being actively involved in risk mitigation strategies
- Participating in and actively contributing to quality improvement programs
- Complying with the requirements of the National Safety & Quality Health Service Standards
- Complying with all relevant clinical and/or competency standards
- Complying with the principles of Patient and Family Centred Care that relate to this position

The RCH is committed to a diverse and inclusive workforce. We encourage applications from Aboriginal and Torres Strait Islander people, people from culturally and/or linguistically diverse backgrounds, all members of the LGBTQI community and people with disability.

Position description last updated

August 2025