

Position Description

Position title	Junior Resident Medical Officer (JRMO) – Rotational (≥PGY2)
Department / Division	Medical Workforce Unit, Medical Services & Clinical Governance
Classification	HM12 - HM23
Position reports to	Operational: Director, Medical Workforce (Strategy and Operations) Professional: Director, Medical Workforce (Professional)
No. of direct & indirect reports	n/a
Location	The Royal Children's Hospital, Flemington Road, Parkville
Risk category	Category A - works in a direct patient contact role and has or potential to have exposure to blood or body fluids.

The Royal Children's Hospital

The Royal Children's Hospital's (RCH) vision is A world where all kids thrive.

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.

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.

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/>.

RCH enjoys high employee engagement and is committed to staff safety and a positive culture through enactment of our Compact.

Further information on RCH is available at www.rch.org.au

ROLE CONTEXT

The Junior Resident Medical Officer (JRMO) – Rotational (≥PGY2) may be employed as either an accredited (RACP) trainee or unaccredited/prevocational trainee. Requirements for accredited trainees engaged in Basic Paediatric Training are overseen by the *Royal Australian College of Physicians*.

ROLE PURPOSE

Accredited and unaccredited/prevocational JRMO's complete several clinical rotations within each training year, including to secondment site partners. This enables JRMO's to obtain varied and wide-ranging clinical experience across various practice settings and diagnostic groups, and provides a solid grounding for subsequent paediatric training of any type. Rotations include the requirement for all JRMO's to complete evening and night shifts, standby on-call and relief rosters.

Key accountabilities outlined within this position descriptor are general and will be supplemented by additional role descriptors and orientation materials applicable to each clinical unit and/or secondment site.

KEY ACCOUNTABILITIES

Clinical care

- Deliver patient and family-centred care in line with medical and/or surgical procedures listed within the Australian Curriculum Framework for Junior Doctors (including supervision requirements) and best practice standards as set by the organisation and Medical Board of Australia.
- Apply evidence-based practice principles in clinical assessment, diagnosis, treatment planning and management.
- Actively understand and apply the principles of informed patient consent.
- Demonstrate and maintain competency in basic life support techniques.
- Maintain accurate and timely clinical documentation and record-keeping as per organisational policy/procedures.

Collaborative practice

- Work effectively and collaboratively as part of a multidisciplinary team to establish common treatment goals and to develop and offer best care to children and families, ensuring that patient care is integrated and effective.
- Conduct appropriate clinical handovers and arrange for follow-up to ensure patient care is maintained.
- Escalate issues outside of scope of practice to senior medical staff and/or other health professionals as appropriate.
- Communicate effectively with patients and families to ensure their understanding, and that their needs and views are included in treatment, care plans and actions.
- Establish therapeutic relationships with patients and families that are goal directed and recognise professional boundaries and power imbalances.
- Ensure effective communication with other staff and respond appropriately to communication and interpersonal challenges.

Health values

- Respect gender and cultural diversity, and recognise that the values, customs and beliefs of others may differ from your own.
- Challenge own and team cultural assumptions and demonstrate culturally safe and sensitive practice.
- Participate in the review and development of clinical service delivery (as directed).

Professional, Ethical and Legal Approach

- Contribute to a positive and professional work culture and lead by example via all communications, actions and behaviours.
- Lead a zero-tolerance approach towards disrespectful behaviour.
- Uphold the values outlined in the RCH Compact and other RCH policies, procedures and guideline documents (as relevant).

- Be aware of the ethical and legal requirements of the role, including complexities related to medical practice, and adhere to the Medical Board of Australia's code of professional conduct, ethics and guidelines.
- Comply with mandatory reporting requirements as relevant to role.
- Ensure the privacy and confidentiality of patient records and any sensitive information accessed in the context of the role.
- Adhere to agreed document management and cyber-security practices (including aligned regulatory/legislative requirements).
- Prioritise workload appropriately and complete tasks in a self-directed manner.
- Participate in team meetings and provide assistance to other medical staff/clinical areas when able or when requested.
- Maintain the positive image and reputation of RCH at all times.

Lifelong Learning

- Identify professional development needs, and plan and implement strategies for achieving them.
- Participate in educational opportunities (e.g. clinical meeting presentations, radiology/x-ray meetings, psychosocial meetings, bedside teaching, lunchtime tutorials, department meetings and grand rounds) and demonstrate a commitment to improving professional performance and development.
- Regularly seek and participate in two-way feedback of own performance
- Achieve and maintain competency in relevant skills in line with organisational requirements relevant to the role, including all mandatory training requirements.

Continuous quality improvement

- Demonstrate an emerging understanding of systems-approaches to continuous quality improvement, including the role of organisation-wide accreditation via the Australian Commission of Safety and Quality in Health Care's (AHSQHC) - National Safety and Quality Health Service (NSQHS) Standards.
- Identify areas of clinical practice for potential quality improvement.
- Participate in the review of policies, procedures and protocols and other quality improvement initiatives (as directed), including clinical audit and review meetings.

Other

- Adhere to all occupational health and safety requirement of the role and workplace, including if/when working remotely.
- Other duties as directed consistent with the individual's skill level and classification.

QUALIFICATIONS AND EXPERIENCE

- Recognised undergraduate or graduate entry qualification in medicine and surgery
- Successful completion of medical internship year, as specified by the Medical Board of Australia as at the commencement of clinical training year
- Eligibility for general registration as a medical practitioner with the Australian Health Practitioners Regulation Agency (Ahpra) at the commencement of clinical training year

KEY SELECTION CRITERIA

- Eligibility for general registration as a medical practitioner with the Australian Health Practitioners Regulation Agency (Ahpra) at the commencement of clinical training year
- Record of academic achievement
- Appropriate level clinical skills commensurate with JRMO level

- Satisfactory communication and interpersonal skills with demonstrated ability to work in a team environment
- Satisfactory self-management and organisational skills, and evidence of personal resilience
- High level professional and ethical behaviour

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's Check throughout their employment.
- A current, full drivers' 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

28 June 2024