

Position Description

Position title	Consultant in Neonatal Retrieval
Department / Division	Paediatric Infant Perinatal Emergency Retrieval (PIPER)
Classification	In accordance with the Medical Specialists (Victorian Public Health Sector) (AMA Victoria/ASMOF) (Single Interest Employers) Enterprise Agreement 2022 – 2026
Position reports to	Director, Paediatric Infant Perinatal Emergency Retrieval (PIPER)
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
<p>The Royal Children's Hospital's (RCH) vision is <i>a world where all kids thrive</i>.</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
<p>PIPER</p> <p>The role of the Paediatric Infant Perinatal Emergency Retrieval (PIPER) service is to improve health outcomes for newborn babies, children and women by:</p> <ul style="list-style-type: none"> • Providing and coordinating Emergency and non-emergency interhospital transfer operations.

- Providing a Perinatal referral coordination service
- Monitoring and Coordinating the use of NICU/PICU and non-tertiary neonatal and perinatal beds across the State.
- Collaborating with key stakeholders in the planning and implementation of strategies to improve neonatal, paediatric and maternity services in Victoria. This includes the provision of clinical guidelines and specific information on resuscitation and stabilization management prior to arrival of the transport team.
- Providing information, resources and advocacy for non-tertiary clinicians caring for newborn babies, children and high-risk pregnant women.

PIPER NEONATAL PURPOSE

PIPER Neonatal provides:

- An emergency and non-emergency medical retrieval services for sick newborn infants
- An emergency consultation advice service for clinicians caring for sick newborns
- Outreach education programs in perinatal care to clinicians in non-tertiary neonatal and maternity services in Victoria
- Advice and support to medical practitioners, nurses, midwives and allied health personnel on stabilisation and transport of sick newborn infants and acts as a resource for advice on organisation of facilities for newborn care.
- PIPER Neonatal utilises evidence based Clinical Guidelines, Policies and Procedures within an environment of innovation, education and advocacy. The contributions of our employees, consumers, diverse communities and other agencies that share our goals are fundamental to our success. Our resources are committed to health services that are ethically, socially and financially responsible

STRATEGIC DIRECTIONS

Within the Victorian health care system, the role of PIPER Neonatal is to improve health outcomes for newborn babies by:

- Providing emergency and non-emergency transfer operations, perinatal coordination and monitoring and coordination of perinatal bed usage across the State
- Providing statewide, multimodal education
- Collaborating with key stakeholders in the planning and implementation of strategies to improve neonatal and maternity services in Victoria. This includes the provision of clinical guidelines and specific information on stabilization management prior to the arrival of the transport team.
- Providing information, resources and advocacy for newborn babies.

ROLE PURPOSE

The primary role of the PIPER Neonatal Consultant is to collaboratively provide clinical and logistic leadership to the triage and medical retrieval process. The Consultant also provides input into a broad range of clinical, governance, administrative, education and research activities of the service. The role is resourced by a 24/7 on duty shift model.

KEY ACCOUNTABILITIES

- Lead the triage and stabilisation advice process including identification of an appropriate receiving unit bed.
- Be available to go on a retrieval according to service policy.
- Work with nursing colleagues to ensure appropriate solutions for complex clinical and logistic issues including perinatal bed finding.
- Lead escalation processes when appropriate.
- Development and implementation of research, audit and quality improvement projects.
- Lead and participate in multidisciplinary education activities which may include outreach education in non-tertiary hospitals.
- Provide professional guidance and support for the service's junior medical staff and nursing staff.
- Work collaboratively with the retrieval doctors and nurses in a team-based environment to ensure the baby's care is effective, safe and efficient.

QUALIFICATIONS AND EXPERIENCE

Essential:

- FRACP or equivalent in Paediatrics
- Consultant Neonatologist level of training
- Extensive experience in neonatal retrieval at Fellow or Consultant level
- Specialist Medical Registration with AHPRA.

Desirable:

- Demonstrated experience in participation and delivery of educational programs in the health care setting.
- Experience in neonatology in both surgical and perinatal settings

KEY SELECTION CRITERIA

- Consultant Neonatologist level of training
- Proven competence in technical procedures related to retrieval and management of neonatal patients, including, but not limited to, endotracheal intubation, cannulation of umbilical vessels and peripheral veins and arteries, and drainage of pneumothoraces.
- Demonstrated ability to use diagnostic reasoning, critical thinking and evidence in clinical practice.
- Demonstrated independent expertise in advanced health assessment and management of critically ill babies, including expert resuscitation skills.
- Demonstrated capacity to work harmoniously and collaboratively within a small team.
- Excellent communication skills
- Proven leadership skills
- Driver's license
- Computer skills (Word, Excel, Powerpoint or equivalent)

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

December 2025