



Position Description

Position title	Fellow in Community Child Health		
Department / Division	Centre for Community Child Health (CCCH)/Division of Medicine		
Classification	Registrar Year 1-6 (HM25-HM30)	Employment Status	Fixed term F/T & P/T available
Position reports to	Professional: Associate Director, Clinical services – CCCH Operational: Director, CCCH		
Location	The Royal Children's Hospital, Flemington Road, Parkville		

The Royal Children's Hospital
<p>The Royal Children's Hospital's (RCH) vision is to be a great children's hospital – delivering Great Care, Everywhere.</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 PURPOSE
<p>These positions are developed for trainees interested in either an academic/leadership career in Community Child Health (eg. developmental-behavioural paediatrics, population health, child protection) or trainees intending to become general paediatricians with a special interest in developmental-behavioural paediatrics. Interested applicants will undertake advanced training under the Royal Australasian College of Physicians (RACP) Specialist Advisory Committee (SAC) in Community Child Health (CCH), General Paediatrics, or the combined SAC.</p> <p>The four core components of the fellowship year are training in developmental-behavioural paediatrics, population health, research and teaching.</p>

Progression to a second year of training in CCH within RCH is supported via the Senior Fellow in CCH position. Fellows interested in an academic/ leadership career in the field will be mentored in pursuing further clinical training or a higher research degree. The clinical Child Protection component of training in CCH may be completed in another RCH department, and other clinical activities as individually planned. The position forms part of the '12 month CCH Educational Tutorial series' as accredited by the SAC in Community Child Health.

KEY ACCOUNTABILITIES

Fellows will learn to manage the care of children in the hospital and community with developmental- behavioural difficulties, under the supervision of a consultant paediatrician and in partnership with allied health and education professionals. Supervision will be provided by clinic supervisors at RCH, community supervisors, and during weekly group supervision, as part of the year-long seminar program.

Core components

Training in developmental-behavioural paediatrics: This supervised clinical experience will equip the trainee with knowledge and skills to provide care for children with developmental, behavioural and psychosocial problems, in the context of their family and their community. Trainees will also develop independence in case management of complex patients, and develop skills in working with multi-disciplinary team members from the health and education sector

This will be delivered in two settings:

1. **Community:** The community setting enables the Fellows to develop different perspectives on the needs of children and their families, and an understanding of the roles played by various professionals and services in delivering health, educational and social services. Community placements are with the Community Health Centres or local government Child and Family Teams. Fellows receive referrals from a large variety of sources including Maternal and Child Health Nurses, Early Childhood Intervention Services, school nurses, teachers and day care coordinators.
2. **Hospital:** Clinical experience is also gained in the specialist clinics at The Royal Children's Hospital Centre for Community Child Health. Important links between hospitals and the community in the prevention, delivery, and research of health care are emphasised.

Population health: Fellows will be exposed to a range of health-promotion, prevention, advocacy and policy development activities, both within the Centre for Community Child Health and in community settings (via CCHC programs). These will include all levels of government, as well as nongovernment organisations, and will span policy areas including health, social services, education etc. In particular, innovative programs demonstrating community capacity building/community development designed to optimise child health and developmental outcomes at a population level will be demonstrated. Fellows will be given leave to attend the Child Public Health elective subject of the Master of Public Health course. This is held over one week in June/July.

Research: Fellows will be supported in developing and completing a research project during their fellowship year. It is expected that this work will be related to and inform any higher degree research program undertaken in subsequent years, as expected for those with an interest in an academic/ leadership career in CCH. Fellows will be offered support to attend training in basic research methods, and will be encouraged to enrol in a course such as the Master of Public Health or the Postgraduate Diploma of Epidemiology.

Teaching:

- **Seminar Program:** This is a three-hour program held every Wednesday afternoon. It is attended by all Fellows in the Victorian Training Program in CCH, based at The Royal Children's Hospital, and including Monash Health, Western Health, Barwon Health, Albury-Wodonga Health and Goulburn Valley Health, and advanced trainees from other departments and settings. This critical mass ensures lively, interactive, intellectually stimulating

sessions. The Seminar Program complements the clinical experiences by providing the theoretical background in community child health, including a broad public health perspective. Seminar sessions cover topics such as theories of child development, assessment and management of common developmental and behavioural problems, care for vulnerable children, evidence-informed practice, government policy and planning. Some sessions are held in community settings to enable exposure to key community services.

- Journal Club: Weekly (Thurs 8am)
- Reading: A list of recommended texts is provided at the beginning of the training year.
- Fellows as educators: Fellows will be expected to be involved in teaching either community stakeholders (parents, teachers, early childhood professionals, family doctors) and/or University of Melbourne medical students

QUALIFICATIONS AND EXPERIENCE

Essential:

- FRACP paediatric written and clinical examination completed
- Advanced trainee in paediatrics

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.

KEY SELECTION CRITERIA

- Demonstrate an understanding of the importance of developmental-behavioural paediatrics and child and adolescent mental health in the care of all children.
- Demonstrate an understanding of the importance of a multi-disciplinary team in caring for children with complex presentations.
- Demonstrate a lifelong interest in learning, quality improvement and evidence-based medicine
- Demonstrate an understanding of the principles of public health and advocacy in child health

OTHER REQUIREMENTS

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- Employees are required to maintain a valid Working with Children Check throughout their employment
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IMPORTANT INFORMATION

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

- Unity - We work as a team and in partnership with our communities
- Respect - We respect the rights of all and treat people the way we would like them to treat us
- Integrity - We believe that how we work is as important as the work we do
- Excellence - We are committed to achieving our goals and improving outcomes

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

June 2022



Position Description

Position title	Fellow in Community Child Health		
Department / Division	Centre for Community Child Health (CCCH)/Division of Medicine		
Classification	Registrar Year 1-6 (HM25-HM30)	Employment Status	Fixed term P/T 0.5 FTE
Position reports to	Professional: Associate Director, Clinical services – CCCH Operational: Director, CCCH		
Location	The Royal Children's Hospital, Flemington Road, Parkville Telehealth outreach in the Wimmera Southern Mallee (WSM) region of Victoria Four x 2-day visits to the WSM region over 12 months (negotiable)		

The Royal Children's Hospital

The Royal Children's Hospital's (RCH) vision is to be a great children's hospital – delivering Great Care, Everywhere.

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

The Wimmera Southern Mallee (WSM) and the By Five Initiative

The WSM in western Victoria is 20% of Victoria's land mass but just 1% of its population, with one birthing hospital servicing a population of 50,000 people, and 4 LGAs in the top 10 for fertility.

In the WSM, children are more likely than their urban counterparts to arrive at school developmentally vulnerable. This gap is growing and, unless addressed, will contribute to generational cycles of poor health, economic, education and social outcomes.

However, WSM communities are rich in resilience, connection to place and social capital. Many local WSM professionals are experienced, knowledgeable and committed to better care for children and young people in their community. Local

WSM professionals working together in an integrated way can improve equity, consistent access, and quality of care for children and young people in their community.

By Five partners with families, communities, service providers and researchers to identify, test, implement and advocate for sustainable solutions to support children where they live, to thrive and succeed at learning and life.

ROLE PURPOSE

This position is developed for trainees interested in a leadership career in Community Child Health (e.g., developmental-behavioural paediatrics, population health, child protection) or trainees intending to become general paediatricians with a special interest in developmental-behavioural paediatrics. This position would especially suit those interested in delivering 'great care, everywhere' through an equity lens, supporting regional/ rural child health, using Telehealth and virtual conferencing to provide consultation and capacity building to the local health workforce. Interested applicants will undertake advanced training under the Royal Australasian College of Physicians (RACP) Specialist Advisory Committee (SAC) in Community Child Health (CCH), General Paediatrics, or the combined SAC.

The four core components of the fellowship year are training in developmental-behavioural paediatrics, population health, research and teaching.

Progression to a second year of training in CCH within RCH is supported via the Senior Fellow in CCH position. Fellows interested in an academic/ leadership career in the field will be mentored in pursuing further training such as gaining experience in an overseas setting or pursuing a higher research degree. The position forms part of the Program of Excellence as accredited by the SAC in Community Child Health.

KEY ACCOUNTABILITIES

Fellows will learn to manage the care of children in regional Victoria with developmental- behavioural and additional health care needs, under the supervision of a consultant paediatrician and in partnership with primary care, allied health and education professionals. Supervision will be provided by an RCH supervisor, and during weekly group supervision, as part of the year-long seminar program.

Core components

Training in developmental-behavioural paediatrics: This supervised clinical experience will equip the trainee with knowledge and skills to provide care for children with developmental, behavioural and psychosocial problems, in the context of their family and their community. Trainees will also develop independence in case management of complex patients and develop skills in working with multi-disciplinary team members from the health, education and social care sectors. This will be delivered primarily via digital and telehealth technology including outreach, working with regional Maternal and Child Health (MCH) nurses, allied health professionals and GPs to support child health in regional Victoria. This community outreach setting enables the Fellows to develop different perspectives on the needs of children and their families, and an understanding of the roles played by various professionals and services in delivering health, educational and social services. Fellows will have a unique opportunity to learn from professionals with different clinical expertise by collaborating closely to best support children and their families. Through multi-disciplinary co-consultations, Fellows will have the opportunity to contribute to and build the capacity and confidence of local professionals in paediatric practice, while learning to navigate the unique challenges and develop the innovative skills required to deliver equitable access to high quality care to rural and remote children with complex conditions.

Population health: Fellows will be exposed to a range of health-promotion, prevention, advocacy and policy development activities, both within the Centre for Community Child Health and in community settings (via CCH programs). These will include all levels of government, as well as nongovernment organisations, and will span policy areas including health, social services, education etc. In particular, innovative programs demonstrating community

capacity building/community development designed to optimise child health and developmental outcomes at a population level will be demonstrated. Fellows will be given leave to attend the Child Public Health elective subject of the Master of Public Health course. This is held over one week in June/July.

Research: Fellows will be supported in developing and completing a research project during their fellowship year. It is expected that this work will be related to and inform any higher degree research program undertaken in subsequent years, as expected for those with an interest in an academic/ leadership career in CCH. Fellows will be offered support to attend training in basic research methods and will be encouraged to enrol in a course such as the Master of Public Health or the Postgraduate Diploma of Epidemiology.

Capacity Building and Engagement: Through case-based virtual seminars and other educational opportunities, Fellows will support local professionals to build and maintain a local community of practice and a learning environment of shared expertise, relational practice and translation of evidence to effective models of family-centred care.

Fellows will be involved in activities that promote supportive community environments and confident and connected families. Fellows will have the opportunity to be innovative, utilise their individual strengths and pursue interest areas to deliver this component of the role in collaboration with community stakeholders (parents, teachers, early childhood professionals, allied health and maternal and child health nurses, family doctors) and/or University of Melbourne medical students.

CCCH Fellows Education:

- Seminar Program: This is a three-hour program held every Wednesday afternoon. It is attended by all Fellows in the Victorian Training Program in CCH, based at The Royal Children's Hospital, Monash Health, Western Health, Barwon Health, Albury-Wodonga Health and Goulburn Valley Health, and advanced trainees from other departments and settings may also be invited to attend. This critical mass ensures lively, interactive, intellectually stimulating sessions. The Seminar Program complements the clinical experiences by providing the theoretical background in community child health, including a broad public health perspective. Seminar sessions are held both at RCH and MMC and cover topics such as theories of child development, developmental and behavioural assessment and management of problems, data systems, cultural and Koori issues, government policy and planning. Some sessions are held in community settings to enable exposure to key community services for children e.g., maternal & child health, early intervention, pre-schools.
- Journal Club: Weekly (Thurs 8am)
- Reading: A list of recommended texts is provided at the beginning of the training year.

QUALIFICATIONS AND EXPERIENCE

Essential:

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- Advanced trainee in paediatrics

Other Requirements:

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KEY SELECTION CRITERIA

- Demonstrate an understanding of the importance of developmental-behavioural paediatrics and child and adolescent mental health in the care of all children.
- Demonstrate an understanding of the role of supportive community environments and confident and connected families in ensuring children thrive.
- Demonstrate an understanding of social, educational and health issues facing families and children in regional, rural and remote Victoria.
- Demonstrate a commitment to innovation and outcome-focused approaches to delivering equitable access to high quality care for regional, rural and remote children.
- Demonstrate an understanding of the importance of a multi-disciplinary team and collaborative relationships in caring for children with complex presentations.
- Demonstrate a lifelong interest in learning, quality improvement and evidence-based medicine.
- Demonstrate an understanding of the principles of public health and advocacy in child health.

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