

Position Description

Position Title	Clinical Fellow in Paediatric Renal Medicine 2024		
Unit / Branch	Nephrology		
Classification	HM 25 – HM 30 As per Doctors in Training VPHS - AMA - Single Interest Employers Agreement 2022 - 2026	Employment Status	Full Time – Fixed Term
Position reports to	Department of Nephrology – Dr Joshua Kausman		
Location	The Royal Children's Hospital, Flemington Road, Parkville		
Position Contact	Department of Nephrology – Dr Joshua Kausman		

The Royal Children's Hospital

The Royal Children's Hospital (RCH) provides secondary and tertiary care to children and young people across the northern and western suburbs; specialist paediatric healthcare to the children of Victoria, Tasmania, southern NSW and parts of South Australia; and is the designated statewide provider of services including paediatric trauma, rehabilitation and forensic medicine. As a quaternary centre for complex cardiac surgery and organ transplantation, the RCH cares for the sickest children from around Australia.

The hospital employs 4,500 staff and has an annual budget of \$540million. It moved to a new, multi-award winning building at 50 Flemington Rd, Parkville.

The Royal Children's Hospital is committed to the safety and wellbeing of all children and young people. Click here for further information on our Commitment to Child Safety: <http://www.rch.org.au/quality/child-safety/>

The RCH values and pursues innovation, and in April 2016 became the first Australian hospital to implement the world-leading 'Epic' electronic medical record (EMR). The EMR includes an online portal to give families and young people the ability to manage and change appointments, quickly receive test results and renew scripts, and review outpatient notes. The EMR is a major investment in the digital transformation of healthcare: The real-time capture and analysis of data to drive improvements in care, and ultimately achieve better health outcomes for young patients.

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

ROLE PURPOSE

The Department of Nephrology at RCH provides quality clinical services, research and academic programs of excellence in infants, children and adolescents with disorders of the kidney, urinary tract, and associated metabolic systems. The department offers a comprehensive management program for all stages of chronic kidney disease, including peritoneal dialysis, haemodialysis and transplantation. Recent initiatives include commencement of a comprehensive renal genetics service and development of apheresis service in partnership with haematology and oncology.

The Nephrology Fellow is directly responsible to the ward Consultant for the management of inpatients and inpatient referrals. The Fellow is expected to have an up to the moment understanding of the disposition of all of the patients and, in the case of seriously ill patients they are expected to supervise the management of such patients to the exclusion of other duties. The Nephrology Fellow will supervise the Nephrology SRMO and will be expected to interact closely and cooperatively with the nurse co-ordinators involved in transplantation, peritoneal dialysis and haemodialysis.

The Nephrology Fellow is expected to actively manage patients in an ambulatory care setting. Approximately 100 new patients would be seen each year and several hundred review patients followed by the Fellow as principal tertiary health carer. This work would take place under the supervision of the Nephrology consultants.

The Nephrology fellow is expected to ensure that admissions for renal biopsy, and renal surgery including vascular access or transplantation is facilitated and runs smoothly.

KEY ACCOUNTABILITIES

1. Patient Care Activity
 - Medical management of patients with renal or urological problems.
 - Management of patients with acute kidney injury and its complications.
 - Management of patients with all stages of chronic kidney disease and its complications.
 - Care of patients on dialysis (haemodialysis and peritoneal dialysis, inpatient or out of hospital)
 - Patients on extra-corporal treatment including plasma exchange.
 - Care of patients pre-transplant, during transplantation and post renal transplantation.
 - Participation in specialists clinics (vasculitis, antenatal counselling, telehealth)
2. Teaching
 - Participation in department teaching is expected, this will include formal and informal teaching of allied Health professionals, medical and nursing staff.
 - Teaching of the renal registrar, allied health or nursing staff weekly.
3. Research:
 - Collaboration and involvement in clinical research within the department.
 - Authorship of at least one peer review publication per year.
 - Participation in one quality improvement project or completion of a clinical practice guideline.
4. Presentations:
 - Presentation at an international, national or local meeting.

QUALIFICATIONS AND EXPERIENCE

- MMBS or equivalent
- Completion of the written and clinical examination in paediatrics (RACP) or accepted equivalent
- Eligibility for registration with the Australian Health Professionals Regulation Agency (AHPRA)
- Advanced Trainee in Nephrology is preferred, although Advanced Trainees in General Paediatrics or other subspecialties will be considered.

Fellows trained in countries other than Australia and New Zealand will be assessed for suitability on a case by case basis.

KEY SELECTION CRITERIA

- Documented knowledge and clinical skills in renal medicine and paediatrics
- Possesses leadership and management skills.
- Demonstrates effective communication, interpersonal and negotiating skills
- Ability to work as part of a multidisciplinary team
- Evidence of emerging or established research skills

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 actively promote and celebrate our diverse team*
- *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 to others, because I want to make the best decision*

Potential employees will be required to undertake a National Criminal Record Check and a Working With Children Check.

QUALITY, SAFETY AND IMPROVEMENT

RCH Employees are required to:

- Act in accordance and comply with all relevant Safety and Quality policies and procedures
- Participate in and contribute to quality improvement programs and commit to RCH Values
- Comply with the Requirements of the National Safety & Quality Health Service Standards
- Comply with all relevant clinical and/or competency standards
- Comply 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, all members of the LGBTQI community and people with disability.

Position description last updated

9th May 2024