

Position Description

Position title	Trainee Clinical Perfusionist		
Department / Division	Perfusion Unit / Cardiac Surgery Department / Division of Surgery		
Classification	Perfusionist Grade 1	Employment Status	<i>Full Time Trainee, 3 year fixed term</i> 1.0 FTE
Position reports to	Director of Perfusion		
No. of direct & indirect reports	0		
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 CONTEXT
<p>To perform and oversee total body perfusion, including cardiopulmonary bypass and all integrated extracorporeal life-support techniques, for paediatric cardiac surgical patients within the Royal Children's Hospital Cardiac Surgery Unit.</p>

ROLE PURPOSE

The Perfusionist provides specialised extracorporeal circulatory and respiratory support for infants, children, and adolescents undergoing cardiac or critical care procedures. The role ensures the safe delivery of cardiopulmonary bypass, ECMO, and related perfusion services in accordance with clinical standards, as set by the ANZCP. The Perfusionist contributes to high-quality patient outcomes through expert technical practice, risk management, equipment oversight, and effective collaboration within the multidisciplinary Cardiac team.

KEY ACCOUNTABILITIES

Perfusion

- Provision of sterile and suitable circuit for each patient.
- Set-up and suitable priming of CPB circuit.
- Provision of intra-operative haemodynamic, biochemical and physiological support, using CPB for patients having cardiac surgery with a high-level of communication with surgeon and anaesthetist.
- To ensure adequate continuous cover of these responsibilities by contributing to the provision of a 24 hour on-call perfusion services with a response time of 1 hour.

Extra-Corporeal Life Support (ECLS)

- Provision of haemodynamic, biochemical and physiological support using ECLS systems for patients requiring prolonged cardiac or cardio-pulmonary support as requested by the cardiac surgeon.
- Provide a complete consultative resource to PICU staff regarding patients being considered for, or on ECLS.
- Provide an ECLS transport service in conjunction with PICU and PIPER.
- To ensure adequate continuous cover of these responsibilities by contributing to the provision of a 24 hour on-call perfusion services with a response time of 1 hour.

Transplantation

- Assist in the procurement and preservation of donor organs to be used in cardiac and cardio-pulmonary transplantation.

Blood Salvaging

- Provide blood salvaging for cardiac surgery.

Research, Communication & Continuing Education

- Manage and / or participate in departmental research projects, including development of methods, and evaluation of new equipment for the department.
- Participate in production and presentation of oral and written presentations by the Perfusion Unit.
- Attend scientific meetings and visit other paediatric centres on behalf of the Hospital, in order to facilitate the above, and formally communicate information gained, to relevant Hospital departments.
- Keep abreast of current trends by appropriate reading.
- Participate in lectures and continuing education programs, either as participant, or primary provider, as requested.

Records

- Record and store information (printed and electronic) relating to all the above accountabilities for time periods relevant to RCH policy.

Equipment

- Responsibility for the safe and efficient performance of Perfusion Unit hardware, devices and machinery.
- Liaison with the RCH Biomedical Engineering Department regarding electrical testing and safety.
- Maintenance of complete records and a maintenance schedule describing age, periodic maintenance details, rotation and usage, and other details as required.

QUALIFICATIONS AND EXPERIENCE

Essential:

- As a Grade 1 Perfusionist (trainee), enrolment in the Master of Cardiovascular Perfusion at Monash University is mandatory, forming the academic component required for eventual Fellowship of the Australian and New Zealand College of Perfusion.

Details of entry requirements can be found at:

<https://www.monash.edu/study/courses/find-a-course/cardiovascular-perfusion-m6050>

- Trainees are employed in a three-year position spent at RCH and any other campuses as directed for the duration of study

Desirable:

- Ability to work effectively in a multi-disciplinary team in an often challenging environment, exhibiting initiative, strength of character and facilitative qualities
- An understanding of the healthcare sector
- Experience working in health or related field
- Research Experience

KEY SELECTION CRITERIA

- Excellent professional, inter-professional, interaction and self-reflection skills to enable effective work with people of different personalities and backgrounds
- Ability to advocate for patients and their families
- An ability to balance sometimes competing and conflicting priorities
- Excellent computer literacy skill

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
- 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.

INHERENT REQUIREMENTS OF THIS ROLE		
There are a number of critical work demands (inherent requirements) that are generic across all positions at The Royal Children's Hospital. The generic inherent requirements for this position are detailed below. These may be added to with more specific inherent requirements, if required, by your manager and Workplace Health & Safety.		
Physical Demands		Frequency
Work Hours	This role is typically performed during standard business hours	No
	This role requires shift work, including day, afternoon, night & weekends	Yes
	This role is required to participate in an on-call roster	Yes
Sitting – remaining in a seated position to complete tasks		Prolonged/Constant
Standing – remaining standing without moving about to perform tasks		Frequent
Walking – floor type even, vinyl, carpet		Frequent
Lean forward/forward flexion from waist to complete tasks		Frequent
Trunk twisting – turning from the waist to complete tasks		Frequent
Kneeling – remaining in a kneeling position to complete tasks		Frequent
Squatting/crouching – adopting these postures to complete tasks		Occasional
Leg/Foot movement – to operate equipment		Occasional
Climbing stairs/ladders – ascending/descending stairs, ladders, steps		Occasional
Lifting/Carrying	Light – less than 5 kilos	Frequent
	Moderate – 5-10 kilos	Frequent
	Heavy – 10-20 kilos	Occasional
Push/Pull of equipment/furniture	Light forces – less than 10 kilos	Frequent
	Moderate forces - 10-20 kilos	Frequent
	Heavy forces – over 20 kilos	Frequent
Reaching – arm fully extended forward or raised above shoulder		Occasional
Head/Neck Postures – holding head in a position other than neutral (facing forward)		Frequent
Sequential repetitive actions in short period of time	Repetitive flexion & extension of hands, wrists & arms	Frequent
	Gripping. Holding, twisting, clasping with fingers/hands	Frequent
Driving – operating any motor-powered vehicle with a valid Victorian driver's licence		Not Applicable
Sensory Demands		Choose an item.
Sight – use of sight is integral to most tasks		Prolonged/Constant
Hearing – use of hearing is integral to most tasks		Prolonged/Constant
Touch – use of touch is integral to most tasks		Prolonged/Constant

Psychosocial Demands	Choose an item.
Observation skills – assessing/reviewing in/outpatients	Prolonged/Constant
Problem solving issues associated with clinical and non-clinical care	Prolonged/Constant
Attention to detail	Prolonged/Constant
Working with distressed patients and families	Frequent
Dealing with aggressive and uncooperative people	Occasional
Dealing with unpredictable behaviour	Prolonged/Constant
Exposure to distressing situations	Prolonged/Constant

Definitions used to assess frequency of tasks/demands as above	
Prolonged/Constant	71-100% of time in position
Frequent	31-70% of time in position
Occasional	16-30% of time in position
Rare	0-15% of time in position

Position description last updated	April 2026
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