

Position Description

Position Title	<i>Consultant Haematologist : Anticoagulation Lead</i>		
Department / Division	<i>Clinical Haematology, Laboratory Services, Clinical Operations</i>		
Classification	<i>Specialist Year 1-9 HN19-59</i>	Employment Status	<i>Sessional, Flexible up to FTE 1.0 Fixed-Term, Start Immediate, 3-year term to end 2024</i>
Position reports to	Operational: Director, Clinical Haematology Professional: Director, Clinical Haematology		
Location	The Royal Children's Hospital, Flemington Road, Parkville		

The Royal Children's Hospital

The Royal Children's Hospital (RCH) has cared for the children and young people of Victoria since it was founded in 1870. As a tertiary and quaternary centre, the RCH cares for the most critically ill and medically complex paediatric patients in Victoria. In addition to providing a full range of clinical services, the hospital also supports many health promotion and prevention programs. With more than 6,000 staff, 12 wards and 350 beds, the RCH is the major specialist paediatric hospital in Victoria, and also provides care for children and young people from Tasmania, southern New South Wales and other states around Australia and overseas.

We are the state's busiest paediatric Emergency Department, often experiencing more than 300 presentations on any given day. The RCH is committed to working with health services across the state and plays a significant role in many critical state and nationwide services. We work collaboratively with hospitals to deliver the right care, in the right place, at the right time, for the benefit of all Victorian children. 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/>

In April 2016, the RCH became the first Australian hospital to implement the world-leading 'Epic' electronic medical record (EMR). RCH has a strong focus on supporting the successful delivery of the Parkville Connecting Care program – a shared EMR with the Royal Women's Hospital, The Royal Melbourne Hospital and Peter MacCallum Cancer Centre.

The RCH is located within the Melbourne Biomedical Precinct, which is home to more than 45 world-class biomedical organisations, with collectively more than 50,000 of the brightest minds working together to make the Precinct number one in the Asia Pacific region. Further information on the RCH including the new RCH Strategic Plan 2019-21 Great Care, Everywhere is available at www.rch.org.au <<http://www.rch.org.au>>

ROLE PURPOSE

The purpose of this role is to provide high quality, evidence-based clinical and laboratory haematology services for patients of the Royal Children's Hospital and Royal Women's Hospital.

This role incorporates general duties as a senior medical staff member of the Clinical Haematology team, in addition, the RCH Anticoagulation lead will be responsible for an organizational approach to provision of high quality anticoagulation services across RCH, incorporating clinical governance and quality/ safety measures to improve outcomes and reduce errors related to provision of anticoagulation management in a tertiary/quaternary paediatric setting (incorporating support for surgery, VAD/ ECLS/ solid organ transplantation/ complex cardiac services/ PICU and NICU). This role requires Integration of clinical services with research activities undertaken in collaboration with other clinical teams across the hospital in addition to campus partners (Uni Melb and MCRI) as required.

KEY ACCOUNTABILITIES

Anticoagulation lead

- Organization wide approach to anticoagulation (enhanced governance framework with focus on quality and safety), with a strong focus on high use areas including PICU/ NICU/ theatre/ VAD program/ECLS/Cardiac Services.
- Embed consultation, education/training, guideline development and compliance monitoring in high-risk clinical areas with strong linkage to clinical haematology
- Collaboration with haematology research program (bench to bedside approach to research agenda)
- Assist with introduction of new anticoagulant agents (evidence based approach) in both inpatient and outpatient settings as required for best care for RCH patients and families
- Provide support for organization wide approach to CVAD devices / line care which often impact on anticoagulation

Direct Clinical Care

- Lead by example in delivering high quality clinical care for children and adolescents using the services at the Royal Children's Hospital and patients at the Royal Women's Hospital
- Work in partnership with other medical, nursing and medical scientists and other allied health professional staff to provide excellent medical and pathology services for inpatients and outpatients, within the employees' scope of practice
- Ensure that consultations, treatment plans and other aspects of care delivered are thoroughly documented to support ongoing care and communication and to satisfy medicolegal, administrative and billing requirements
- Participate in providing high quality pathology services at the Royal Children's and Royal Women's Hospital including routine and specialized haematology test reporting, communication and interpretation of results for clinicians, all pathology laboratory quality activities and transfusion medicine services.

Practice improvement, quality, safety, compliance and governance

- Promote and maintain exemplary standards of clinical practice to ensure provision of high-quality services to patients
- Participate in the development, implementation, auditing and revision of treatment protocols and clinical guidelines to promote and ensure best practice
- Work in accordance with all Laboratory procedures and participate in Haematology quality assurance programs and activities
- Participate in service planning for the development and setting of targets, resource requirements and improvement priorities within the Department
- Work collaboratively with the multidisciplinary team to facilitate clinical service improvement through clinical audit and research
- Practice with a patient and family centred care focus and ensure that consumer input is welcomed and encouraged
- Maintain professional registration requirements including participation in recognised continuing professional development (CPD)
- Contribute to a culture of quality and safety through reporting of incidents (VHIMS) and participate in incident review

Education, training and professional development

- Be aware of the clinical experience and proficiency of Junior Medical Staff delegated to deliver care and provide direct supervision as necessary
- Participate in teaching activities for medical, nursing and allied health staff and students across RCH.

QUALIFICATIONS AND EXPERIENCE

Eligible for full registration as a specialist Medical Practitioner with the Australian Health Practitioner Regulation Agency

- Fellowship with the RACP (Haematology or equivalent)
- Fellowship with the RCPA (Haematology), or equivalent

Essential:

- Experience with clinical and diagnostic haematology in the newborn, paediatric, maternity and women's health context.
- Expertise in complex paediatric anticoagulation service provision,
- Previous experience in governance and quality management to assist with key activities for the anticoagulation lead component

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 license for the State of Victoria which is appropriate for the type of vehicle being driven, and comply with any restrictions on their license (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

- Demonstrated ability to build and maintain working relationships with key internal and external stakeholders.
- Demonstrated ability to deliver a high level of diagnostic haematology expertise and clinical care
- Extensive experience in the specialty of paediatric haematology (including complex anticoagulation).
- Highly developed organization and planning skills with the ability to change priorities according to acuity and demand
- Professional demeanor and strong approach to teamwork
- Participation in research

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, all members of the LGBTQI community and people with disability.

Position description last updated

July 2021