

## Position Description

<b>Position title</b>	Consultant Paediatric Haematologist		
<b>Department / Division</b>	Division of Medicine, Clinical Haematology, Laboratory Services, Clinical Operations		
<b>Classification</b>	<i>In accordance with the Medical Specialists (Victorian Public Sector Health Sector) (AMA Victoria/ASMOF)(Single Interest Employers) Enterprise Agreement 2022-2026</i>	<b>Employment Status</b>	Ongoing, Full time, up to 0.5 EFT On call roster is required including cover for Royal children's hospital and Royal Women's Hospital (clinical and laboratory).
<b>Position reports to</b>	Operational: Director, Clinical Haematology Professional: Director, Clinical Haematology		
<b>No. of direct &amp; indirect reports</b>	NA		
<b>Location</b>	The Royal Children's Hospital, Flemington Road, Parkville		

## The Royal Children's Hospital

The Royal Children's Hospital's (RCH) vision is *A world where all kids thrive*.

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](http://www.rch.org.au)

## ROLE PURPOSE

The purpose of this role is to provide high quality, evidence-based clinical haematology services for patients of the Royal Children's Hospital and Royal Women's Hospital (inclusive of laboratory haematology services after hours), and to promote and develop the research and education programs of the department on campus, nationally and internationally.

## KEY ACCOUNTABILITIES

## **Clinical Care**

- Provide strong leadership which supports the ongoing development of the department, (building on the current strengths of the team), including promotion of collaboration with peers and colleagues both local and international in areas of growth and development in the field
- Deliver high quality clinical care for children and adolescent, and their families using the services at the Royal Children's Hospital and patients at the Royal Women's Hospital
- Active participation in clinical meetings, maintaining patient confidentiality
- Maintain comprehensive, accurate and complete records of all occasions of clinical care e.g., consultations, treatment plans in the Electronic Medical Record (EMR), to the support the delivery of safe and effective care
- Partner with other medical, nursing, medical scientists and other allied health professional staff to provide excellent medical and pathology services for inpatients and outpatients, within the employee's 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 specialised haematology test reporting, communication and interpretation of results for clinicians, all pathology laboratory quality activities and transfusion medicine services.
- Practice excellent improvement, quality, safety, compliance and governance requirements
- 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
- Contribute to a culture of quality and safety through reporting of incidents (VHIMS) and participate in incident review

## **Education, training and professional development**

- Provide supervision as needed to allocated Junior Medical Staff deliver excellent care.
- Identify teaching/ training requirements for staff development, and provide educational sessions for medical, nursing and allied health staff and students.

## **Research**

- Support and develop clinical and translational research capacity within the department of clinical haematology.
- Establish and promote local, national and international collaborative research relationships / networks.

## QUALIFICATIONS AND EXPERIENCE

### Essential:

- Hold full registration as a specialist Medical Practitioner with the Australian Health Practitioner Regulation Agency
- Fellowship with the RACP Royal Australian College of Physicians (Haematology or equivalent) or international equivalent
- Experience with clinical and diagnostic haematology in the newborn, paediatric, maternity and women's health context.
- MBBS or equivalent
- Proven track record of collaboration with stakeholders and a strong patient centered focus
- Evidence of collaborative links with colleagues in the field to support and foster professional development for the clinical haematology team.
- Maintain current professional registration requirements including participation in recognized continuing professional development (CPD)
- Advanced interpersonal and communication skills (written and verbal) to gain cooperation and influence others in achieving scientific goals and building collaboration.
- A track record of strong collaborations, support and mentoring of staff and ability to construct a clear vision and strategy with implementation through established change procedures.
- Highly evolved interpersonal and communication skills, including the ability to positively influence internal and external clients to achieve mutual understanding and agreed outcomes
- Sound ability to build and enhance internal and external partnerships/relationships

### Desirable:

- Fellowship with the RCPA (Haematology), or international equivalent. ?? RCPA

## KEY SELECTION CRITERIA

- Demonstrated ability to deliver a high level of diagnostic haematology expertise and clinical care
- Ability to assist with building the national and international profile of the department of clinical Haematology, to ensure future colleagues seek to be part of the RCH clinical Haematology team.
- Extensive experience in the specialty of paediatric haematology
- Demonstrated ability to build and maintain working relationships with key internal and external stakeholders.
- Highly developed written and verbal communication skills to ensure high quality care delivery
- Highly developed organisation and planning skills with the ability to change priorities according to acuity and demand
- Professional demeanour and strong approach to teamwork
- Brings positive changes to the department

Desirable:

- Research experience (higher degree desirable but not essential, or working towards) with established networks/collaborations
- Demonstrated experience and exposure to other paediatrics centres
- Previous leadership experience with potential for further development

## 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:

- 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 LGBTIQ community and people with disability.**

Position description last updated

April 2024