

## Position Description

<b>Position title</b>	Paediatric Urologist		
<b>Department / Division</b>	Urology		
<b>Classification</b>	HM33 - HM41	<b>Employment Status</b>	Part-Time, Fixed-Term (6 months)
<b>Position reports to</b>	Director of Urology		
<b>No. of direct &amp; indirect reports</b>	N/A		
<b>Location</b>	The Royal Children's Hospital, Flemington Road, Parkville		

<b>The Royal Children's Hospital</b>
<p>The Royal Children's Hospital's (RCH) vision is <i>A world where all kids thrive</i>.</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 <a href="https://www.rch.org.au/quality/child-safety/">https://www.rch.org.au/quality/child-safety/</a>.</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 <a href="http://www.rch.org.au">www.rch.org.au</a></p>
<b>ROLE CONTEXT (Optional)</b>
<p>With impending retirement within the department an opportunity exists for a locum appointment with a view to an eventual potential substantial appointment within the Department of Paediatric Urology at RCH. The successful applicant will join a team of 3 SMS, supported by a fellow and 2 registrars in providing the full breadth of urological care to paediatric patients. The workload has been condensed into a full clinical day weekly (Wednesdays) with an operating list in the am and an out-patient clinic in the afternoon. Additionally alternate weekly participation in department activity planning meetings is required.</p>

## ROLE PURPOSE

The Department of Paediatric Urology at RCH came into formal existence in 2006, becoming at that time the first full-time stand-alone Department of Paediatric Urology in Australia. This was a recognition of the subspecialty nature of paediatric urology within both Paediatric Surgery and Urology. However our history and pedigree goes back long before that. We are the department of Douglas Stephens, Robert Fowler, Durham Smith, Justin Kelly and John Hutson – all leaders in the field who have significantly impacted the practice of paediatric urology worldwide.

The purpose of this role is to provide clinical care to paediatric patients with urological conditions, ranging from simple day case surgery to complex tertiary level urology such as Bladder Exstrophy, Renal Transplantation. The role contributes to the provision of out-patient services (both on campus, telehealth and in regional centers) and participating equally in the provision on an on-call service. Collaboration with other services within and without RCH to develop a more patient centered, standardized and sustainable model of care is expected.

Specifically, this role is to provide general paediatric urology and to help address the prolonged waiting times for both out-patient and operative appointments.

Agreed key performance process and outcome indicators will be developed. In line with other members of the department the standard and outcome of clinical care provided will be bench-marked against local, national and international standards.

There is an opportunity to contribute to existing research in collaborations with the key campus partners of University of Melbourne and the Murdoch Children's Research Institute with ample opportunity to initiate new research streams. This involves ensuring the unit consistently provides the highest quality of care, education and research, whilst maintaining strong staff engagement and support with effective relationships with other providers within the transplantation community and consumers of care.

## KEY ACCOUNTABILITIES

### Strategic Planning and Leadership

- Provide effective leadership in line with the Department's, the Division's and the Hospital's strategic goals.
- Build and maintain collaborative relationships with relevant stakeholders, including surgical and medical transplant teams across ANZ and internationally.
- Develop and implement, in conjunction with other staff, policies and procedures for the provision and evaluation of the service.
- Develop and implement, in conjunction the Heads of Urology and Nephrology written operational / service plans and ensure staff participation in the planning process.
- Identify, measure and analyse key service delivery outcomes to guide future planning.
- Ensure integration within the Departments of Urology, Nephrology and the wider RCH.

### Clinical Services

- Lead by example in providing the highest quality clinical care to children and young people with urological conditions.
- Ensure uninterrupted provision of that service.
- Participate in an on-call roster for the provision of that service.
- Provide leadership in the development of models of clinical care for urological conditions to enhance the quality of that care whilst maximising efficient use of available resources.

- Provide leadership in communication with other healthcare providers and consumers including but not limited to referring paediatricians, family practitioners, junior and senior medical staff, nursing, paramedical and clerical staff, families and patients
- Provide leadership in the pre-operative assessment, intra-operative care and post-operative follow-up of patients.
- Actively participate in clinical meetings with regard to patient planning, audit and outcome measures whilst respecting the confidentiality of those meetings.
- Ensure appropriate documentation of all clinical episodes (face to face, meetings, telephone, e-mail etc.) to meet good communication and medico-legal requirements.
- Ensure comprehensive, documented 'handover' or patient care.
- Participate in the development of standardized models of care.

#### QUALIFICATIONS AND EXPERIENCE

- MBBS
- Eligible for Specialist registration with the Australian *Health Practitioner Regulation Agency*.
- Fellowship with the Royal Australasian College of Surgeons or equivalent qualification (FRACS or equivalent).
- Clinical experience in the management of stone disease and the care of adolescents and young adults with urological conditions.
- Post fellowship training in paediatric urology is essential

The candidate should be a qualified Paediatric Urologist with extensive experience in paediatric urology.

#### KEY SELECTION CRITERIA

- Demonstrated ability to deliver a high level of paediatric urology expertise and clinical care
- Well-developed interpersonal and communication skills
- The ability to balance sometimes competing and conflicting priorities
- Have a 'can do' and flexible approach to a busy workload
- Demonstrated ability to supervise and support the training of junior staff

A proven ability to participate in a multidisciplinary team

#### 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 LGBTQI community and people with disability.**

Position description last updated

November 2022