

Position Description

Position title	Specialist Anaesthetist
Department / Division	Anaesthesia and Pain Management, Surgery
Classification	HM33 to HM41
Position reports to	Director, Department of Anaesthesia and Pain Management
No. of direct & indirect reports	n/a
Location	The Royal Children's Hospital, Flemington Road, Parkville
Risk category	Category A - works in a direct patient contact role and has or potential to have exposure to blood or body fluids.

The Royal Children's Hospital
<p>The Royal Children's Hospital's (RCH) vision is A world where all kids thrive.</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 PURPOSE
<p>Responsibilities will be those of paediatric anaesthesia specialist with required scope of practice being general paediatric anaesthesia and acute pain management but potential for appropriately qualified appointees to have a wider scope of practice. The Department provides clinical anaesthesia services for RCH patients including paediatric services at a number of external sites (VCCC, RMH, RWH, Mercy Hospital for Women). Clinical services include perioperative medicine, and acute and procedural pain management. Participation in the Preadmission Clinic and</p>

Acute Pain Medicine rounds are all within the scope of practice of this role. Case mix includes emergency and elective cases and participation in the out of hours' roster. Clinical support involvement is supported and would be expected to potentially involve education, research quality and administrative activities, by negotiation, tailored to the Department's needs and the skill set of the appointee.

Supervision of anaesthesia trainees, participation in the Department's educational program and meetings and facilitation of research are key non-clinical roles for Specialist Anaesthetists. Contributing to Departmental, Divisional and wider allied organisational activities to the extent allowed by the position will be expected.

Maintaining and creating high level services requires anaesthetists at RCH to have an active continuing professional development program.

KEY ACCOUNTABILITIES

- In general, RCH anaesthetists are responsible for clinical, educational, research, quality and safety and administrative activities.
- RCH anaesthetists must develop and maintain good working relationships within the Department, across Departments and in wider professional circles as appropriate.
- The role is responsible for support of education, research and administrative activities to further agreed Departmental goals.
- RCH anaesthetists are responsible for their own professional development activities and it is expected that these would be planned with and selected with the support of the Department.
- RCH has a program of compulsory learning activities that are required to be completed by all staff, some on an annual basis.
- Research should be coordinated with the RCH Anaesthesia and Pain Management departmental program with active coordination and liaison with Departmental leads in this area. There should be engagement with RCH academic partners the University of Melbourne and the MCRI.
- RCH anaesthetists must be aware of and work in accordance with Hospital policies and procedures, including Occupational Health and Safety, Equal Employment Opportunity, Confidentiality, Consumer and Community Participation and be respectful of the needs of patients, visitors and other staff and maintain a professional approach to all interactions.
- Duties will include clinical roles which may include the daily "in-charge" "floor coordination" role "In-charge anaesthetist" which focuses on appropriate management of emergency cases and facilitating elective procedures and support of clinical staff.

QUALIFICATIONS AND EXPERIENCE

- Registered as a specialist medical practitioner with AHPRA
- Fellowship with ANZCA or equivalent
- Significant experience in paediatric anaesthesia
- Eligible for Australian Medicare Provider number at RCH.

KEY SELECTION CRITERIA

- Excellent communication skills, with the ability to explain complex medical issues in a sensitive manner to non-medical personnel
- The ability to work well in a team in a high pressure environment
- The ability to lead a team of diverse personnel.
- Demonstrated negotiation skills
- The ability to balance sometimes competing and conflicting priorities

- Other areas where experience/qualifications will be assessed for each applicant, with a view to generating an appropriate balance of skills within the Department, although no individual would be expected to cover all the domains, which include:
- **Sub-speciality expertise within paediatric anaesthesia:** This covers the full range of sub-speciality areas including but not restricted to airway management, regional anaesthesia, anaesthesia for various surgical specialties such as craniofacial, scoliosis, cardiac, neuro, trauma, neonatal, orthopaedic, plastic and medical imaging and preoperative assessment and preparation, and vascular access
- **Education:** Involvement in intra and/or extra mural education activities including instructing courses such as APLS and similar activities, and teaching RCH trainees and medical students. Postgraduate qualifications in education and simulation support expertise in these areas. Participating as a teacher / leader in the educational activities of related professional bodies such as ANZCA, ASA and SPANZA.
- **Research:** Experience in the conduct of research with publications or presentations based on this work, and support of juniors and colleagues doing research.
- **Quality assurance and quality improvement:** Experience in assessment of quality in a potentially wide range of domains including timeliness, financial, good outcomes, complications, and the strategies that might be employed to create improvement anywhere in the system that might facilitate those aims. This might employ planned iterative steps.
- **Patient safety:** Involvement in Risk Management and systems review to minimise risk for subsequent patients including proactive identification of risk and implementing changes to improve safety or the likelihood of safety.
- Wellbeing and welfare of staff: Demonstrate experience in both systems and individual approaches to improving and protecting the wellbeing and welfare of other staff.
- **Administration:** Demonstrate completion of required tasks such as quality documentation in the medical record, supplying of billing data, support of rostering and allocation processes and providing timely responses to Departmental and Organisational issues that require a personal response from time to time

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:

- 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.

Position description last updated

May 2024