

Position Description

Position title	Cardiothoracic Surgical Fellow
Department / Division	Cardiac Surgery
Classification	HM25 - HM30
Position reports to	Director of Cardiac Surgery
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
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

ROLE PURPOSE
The Cardiac Surgery Fellow will be part of the cardiac medical team. The Cardiac Surgery Unit at The Royal Children's Hospital is the sole provider of care for paediatric cardiac surgery for Victoria, Tasmania, South Australia and Northern Territory. It holds the Nationally Funded Centre for paediatric cardiac transplantation. The candidate will be part of the Cardiac medical team and first assistant surgeon for our four senior fulltime consultants. The candidate will perform surgery as main operator under direct supervision from one of the four consultants, assist the ward and intensive care unit in the management of paediatric cardiac surgery patients. The candidate will be on-call one in three and be responsible for the collection of clinical data and the preparation of weekly and monthly Mortality and Morbidity Meetings.

KEY ACCOUNTABILITIES

- The Candidate must be technically facile in the skills of adult cardiac surgery. Some experience as first operator in paediatric cardiac surgery is valued. The candidate will be in continuous contact with consultant surgeons, theatre nurses, ICU personnel medical and nursing, ward doctors and nurses, administrative staff, Cardiology staff, medical senior and junior.
- The Candidate will be expected to host lectures to JMO, HMO and Nurses.
- The Candidate is expected to participate in clinical research and to be the first author for at least one paper during their Fellowship.
- The Candidate will need to provide ethical decision making in achievements of organisational goals. Comply with and utilize procedures, policies, regulations & standards of the Royal Children's Hospital.
- The Candidate will be required to participate in the Cardiac Surgery weekly review and planning meeting, Combined Cardiology and Cardiac Surgery Conference, Mortality & Morbidity Meeting, ICU daily access meeting, ECHO weekly meeting, weekly imaging meeting, research meetings, weekly grand rounds and daily ward rounds.

Other responsibilities:

- The Candidate will need to be in continuous contact with consultant surgeons, theatre nurses, ICU personnel medical and nursing, ward doctors and nurses, cardiac administrative staff, Cardiology staff, medical senior and junior. JMO and HMO and Paediatric Trainees.
- Be aware of and work in accordance with the RCH policies and procedures including occupational health and safety, equal employment opportunity, confidentiality and ensuring staff under direct supervision are working within these guidelines
- Be respectful of the needs of patients, visitors and other staff and maintain a professional approach to all interactions
- Other duties consistent with the employee's skill level and classification
- To be supportive of the functions and ideals of the relevant Colleagues and learned bodies

Challenging Aspects of the Role:

- Initiate and run cardiac resuscitation protocol in ICU before the consultant on call arrives including initiation of ECMO or centrifuge VAD
- Assist for long and very complex surgeries for the first time in their career
- Prepare and present in front of large audience at M&M Meeting.
- First experience as operator for Tetralogy of Fallot repair, AVSD repair, Arterial switch etc.

Independent Decision Making:

- Chest Drain insertion. Arterial cut down. Rescheduling of patients according to semi-elective and emergency surgeries. Emergency chest opening in ICU and initiation of ECMO according to resuscitation protocol and ICU staff input.
- With consultant advice: Wound revision, ECMO and centrifuge VAD cannula repositioning. Organising urgent surgery or reoperation.

Other Locations at which you may need to Practice:

- The Royal Women's Hospital, Melbourne
- Monash Medical Centre, Clayton
- Mercy Hospital for Women, Heidelberg

External Hospital Responsibilities include:

- Placing / Retrieving patient on ECMO
- Assisting with PDA Ligations
- Heart harvesting for heart transplantation

QUALIFICATIONS AND EXPERIENCE

Essential:

- Must have completed basic surgical training, general cardiac surgery training and have a relatively important experience at registrar level of paediatric cardiac surgery in a reputable unit.
- The Candidate should have training knowledge and expertise in Cardiac Surgery with proven skills in the management of both elective and emergency open heart surgery in adults (and in paediatrics is ideal).
- Training and knowledge of post operative care in neonates/infants undergoing heart surgery.

Desirable:

- Experience in a similar role is highly regarded
- Some experience in clinical and or experimental research

KEY SELECTION CRITERIA

- The successful candidate must be technically facile in the skills of adult cardiac surgery.
- Our fellow's positions are highly competitive. We usually select surgeons who are planning on a career primarily in paediatric cardiac surgery.
- 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
- Negotiation skills
- The ability to balance sometimes competing and conflicting priorities

Mandatory:

The Medical Board of Australia (AHPRA) requires all International Medical Graduate (IMG) applicants who apply for initial registration demonstrate English language skills to be suitable for registration. All IMGs must provide an English Test Report from either IELTS, OET, PTE Academic or TOEFL. This registration standard allows the IMG to demonstrate to the Board that their competency in speaking and communicating in English is sufficient to practise the medical profession.

Please visit their website for further information. <https://www.ahpra.gov.au/Registration/Registration-Standards/English-language-skills.aspx>

All doctors who have completed their secondary education in a foreign country must provide an English Rest Report. An English Report is not required if you can provide evidence that your entire Secondary and Tertiary education was completed in English. Please note that secondary education results are only accepted from the UK, Ireland, Canada, USA, New Zealand and South Africa.

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

July 2024