

## Position description

<b>Position title</b>	Multidisciplinary (Procedural Pain Clinician)		
<b>Department / Division</b>	Children's Cancer Centre, Division of Medicine		
<b>Classification</b>	Multidisciplinary (CLT3/OT3/SP3) Grade 3 Year 1 – Grade 3 Year 4. (e.g., PT71-PT74)	<b>Employment Status</b>	Part-Time, ongoing 0.6FTE
<b>Position reports to</b>	Operational: Coordinator, Psycho-oncology Services, Children's Cancer Centre Professional: Discipline Manager		
<b>Size of team</b>	9.8		
<b>No of direct or indirect</b>	N/A		
<b>Location</b>	The Royal Children's Hospital, Flemington Road, Parkville		

The Royal Children's Hospital
<p>The Royal Children's Hospital's (RCH) vision is to be a great children's hospital – delivering Great Care, Everywhere.</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>
ROLE PURPOSE
<p>As a member of the Comfort First program in the Children's Cancer Centre (CCC) the purpose of this position is to provide leadership and specialist clinical care in the area of procedural pain management (including to inpatient and outpatient infants, children and adolescents) in the CCC. The role involves implementation of clinical assessment and</p>

management of children who are undergoing cancer treatment as part of an integrated procedural pain intervention program. The successful candidate will demonstrate expert clinical capabilities in the field of procedural pain management, utilising evidence-based practice to assist in reducing distress and anxiety associated with medical procedures and the hospital environment which in turn increases a child's resilience, wellbeing and ability to participate effectively with their treatment requirements.

The successful candidate will utilise comprehensive knowledge and experience in the field of procedural pain management, to lead the professional development of others, contribute and lead service initiatives and evaluate current procedural pain management practices within the Children's Cancer Centre. The role includes providing education and training to allied health, nursing and medical staff within the RCH CCC and undertaking quality projects/program evaluation activities and participating in Children's Cancer Centre research projects as appropriate. The incumbent will contribute to the CCC Psycho-oncology program. This includes participating in relevant clinical meetings, clinical supervision, research and evaluation activities and departmental activities.

## KEY ACCOUNTABILITIES

### Provision of Care:

- Provide an integrated procedural pain management program, aimed at minimising distress and anxiety, and facilitating effective coping through a range of evidence-based interventions.
- Undertake assessments and develop individual treatment plans for children and adolescents to assist in developing coping strategies to manage pain and anxiety associated with medical procedures and hospitalisation.
- Provide infant / child / adolescent and family centred care.
- Participate in interdisciplinary patient care case conferences as required
- Ensure continuity of care is provided by liaising with relevant professionals and departments
- Act as a specialist clinical resource for patients, carers, nursing, medical and allied health professionals within and beyond RCH

### Service Evaluation:

- Evaluate the latest evidence from literature to inform provision of evidence informed practice and determine appropriate translational actions for service delivery
- Undertake quality projects and/or support research and evaluation activities (as required for learning innovations for best practice care).
- Provide leadership related to continuous quality improvement activities and the support of patients requiring integrated procedural pain management

### Education:

- Participate in continuing professional development to meet requirements of AHPRA registration (if OT)
- Provide clinical supervision to CF staff and clinical education and training to nursing, medical and allied health staff.

### Professional behaviours:

- Actively participate in all forms of supervision (operational, professional and clinical).
- Be aware of and work in accordance with Hospital policies and procedures, including Occupational Health and Safety, Equal Employment Opportunity and Confidentiality
- Complete accurate, timely and professional clinical record keeping and documentation.
- Maintain accurate records of client contact through EMR
- Demonstrate a commitment to culturally safe and sensitive service provision

## QUALIFICATIONS AND EXPERIENCE

### Essential

- Professional Degree in relevant discipline
- Eligibility for Membership with a relevant Professional Body
- Current Registration with AHPRA (where professionally relevant)
- Highly developed skills in supporting children to develop coping strategies for medical procedures and hospitalisation through evidence-based pain management strategies.
- Thorough understanding of childhood development between the ages of 0-18 years

### *Child Life Therapist applicants only:*

- Recognised tertiary qualifications in Early Childhood Education or Primary Education or current Child Life Specialist certification.
- Current VIT registration (registered teacher or early childhood teacher) or ACLP certification.
- Significant Educational Play Therapy/Hospital Play Specialist or Child Life experience in a paediatric setting

### *Occupational Therapist applicants only:*

- Uphold the OTA Code of Ethics

### *Speech Pathologist applicants only:*

- Meet the requirements of Professional Self Regulation program
- Uphold the SPA Code of Ethics

### Desirable

- Demonstrated a minimum of 7 years of relevant clinical work experience
- Experience with vulnerable children and families or children and families with additional learning needs.
- Experience in providing quality leadership and supervision
- Completion of, or enrolment in a relevant post graduate qualification
- Significant experience in a paediatric hospital setting.
- Previous experience in staff supervision

### 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' 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

Employees are required to provide and maintain required immunisations and serology results as part of their employment

## KEY SELECTION CRITERIA

- Demonstrated clinical assessment and problem-solving skills in paediatric procedural pain management
- Demonstrated experience in utilising play-based approaches with infants and children
- Demonstrated ability to build and maintain working relationships with key stakeholders to maximise service coordination and cooperation as well as capacity building with community agencies
- A commitment and evidence of evidence-based practice and continuing professional development including ability to find and apply evidence in decision-making.
- Excellent interpersonal, communication and presentation skills.
- Commitment to building professional skills and the capacity of others within the department in a tactful and team orientated approach.
- Demonstrated interest or experience in research, quality improvement or program evaluation
- Ability to work well under pressure and be flexible to changing priorities
- Ability to work on own initiative as well as part of a team including a willingness to contribute to team initiatives, share knowledge and educate others
- Demonstration of strategic awareness both within the department and across the wider hospital, playing an active role in this to support the delivery of "Great Care".

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- 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.**

### INHERENT REQUIREMENTS OF THIS ROLE

There are a number of critical work demands (inherent requirements) that are generic across all positions at The Royal Children's Hospital. The generic inherent requirements for this position are detailed below. These may be added to with more specific inherent requirements, if required, by your manager and Workplace Health & Safety.

Physical Demands		Frequency
Work Hours	This role is typically performed during standard business hours	Yes
	This role requires shift work, including day, afternoon, night & weekends	No
	This role is required to participate in an on-call roster	No
Sitting – remaining in a seated position to complete tasks		Frequent
Standing – remaining standing without moving about to perform tasks		Prolonged/Constant
Walking – floor type even, vinyl, carpet		Prolonged/Constant
Lean forward/forward flexion from waist to complete tasks		Prolonged/Constant
Trunk twisting – turning from the waist to complete tasks		Prolonged/Constant
Kneeling – remaining in a kneeling position to complete tasks		Frequent
Squatting/crouching – adopting these postures to complete tasks		Frequent
Leg/Foot movement – to operate equipment		Rare
Climbing stairs/ladders – ascending/descending stairs, ladders, steps		Occasional
Lifting/Carrying	Light – less than 5 kilos	Prolonged/Constant
	Moderate – 5-10 kilos	Frequent
	Heavy – 10-20 kilos	Rare
Push/Pull of equipment/furniture	Light forces – less than 10 kilos	Prolonged/Constant
	Moderate forces – 10-20 kilos	Frequent

	Heavy forces – over 20 kilos	Rare
Reaching – arm fully extended forward or raised above shoulder		Prolonged/Constant
Head/Neck Postures – holding head in a position other than neutral (facing forward)		Prolonged/Constant
Sequential repetitive actions in short period of time	Repetitive flexion & extension of hands, wrists & arms	Frequent
	Gripping. Holding, twisting, clasping with fingers/hands	Frequent
Driving – operating any motor-powered vehicle with a valid Victorian driver's licence		Not Applicable
<b>Sensory Demands</b>		Choose an item.
Sight – use of sight is integral to most tasks		Prolonged/Constant
Hearing – use of hearing is integral to most tasks		Prolonged/Constant
Touch – use of touch is integral to most tasks		Prolonged/Constant
<b>Psychosocial Demands</b>		Prolonged/Constant
Observation skills – assessing/reviewing in/outpatients		Prolonged/Constant
Problem solving issues associated with clinical and non-clinical care		Prolonged/Constant
Attention to detail		Prolonged/Constant
Working with distressed patients and families		Prolonged/Constant
Dealing with aggressive and uncooperative people		Frequent
Dealing with unpredictable behaviour		Frequent
Exposure to distressing situations		Prolonged/Constant

Definitions used to assess frequency of tasks/demands as above	
Prolonged/Constant	71-100% of time in position
Frequent	31-70% of time in position
Occasional	16-30% of time in position
Rare	0-15% of time in position
Not Applicable	

<b>Position description last updated</b>	<b>May 2022</b>
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