

## Position Description

<b>Position title</b>	Consultant Plastic Surgeon
<b>Department / Division</b>	Plastic and Maxillofacial Surgery
<b>Classification</b>	In accordance with AMA Victoria – Victorian Public Health Sector Medical Specialists Agreement 2022-2026
<b>Position reports to</b>	Head of Department – Plastics
<b>No. of direct &amp; indirect reports</b>	N/A
<b>Location</b>	The Royal Children's Hospital, Flemington Road, Parkville
<b>Risk category</b>	Category A - works in a direct patient contact role and has or potential to have exposure to blood or body fluids.

<p><b>The Royal Children's Hospital</b></p> <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 <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>
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<p><b>ROLE PURPOSE</b></p> <p>This part time academic plastic surgeon will contribute to the plastic and microsurgery clinical service. In conjunction with current staff, the successful applicant will provide inpatient and outpatient plastic surgical care to children with hand, microsurgery and other general paediatric plastic surgical conditions. Participation in an afterhours emergency care roster is expected. The appointee will contribute to service development within the unit and evaluate current work practices. Other duties will include supervision of junior medical staff and provision of training</p>
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and education to department other RCH staff and medical students. In consultation with the Head of Department, the Jigsaw Professor of Plastic and Maxillofacial Surgery and other department staff, the appointee will ensure all services are maintained and delivered in line with the RCH-wide philosophy and culture of patient and family centred care, vision and values.

#### KEY ACCOUNTABILITIES

- Provide excellence in healthcare
- Ensure improved access to departmental services, use of theatre and other resources
- Further development of specialist clinics and improved care delivery
- Develop clinical practice guidelines and protocols
- Raise the profile of our department and hospital
- Provision of leadership in clinical care to Victoria and Australia
- Surgical education engagement
- Uphold RCH Values and Behaviours

#### QUALIFICATIONS AND EXPERIENCE

- Eligible for registration with the Australian Health Practitioner Regulation Agency.
- Fellowship with the Royal Australasian College of Surgeons or equivalent qualification (FRACS Plastic Surgery or equivalent).
- Post fellowship training in Paediatric hand and microsurgery is essential
- A qualified Plastic Surgeon with extensive experience in paediatric Plastic Surgery.

#### KEY SELECTION CRITERIA

- Demonstrated ability to deliver high level clinical care and good clinical outcomes
- Interest in leadership and commitment to develop appropriate skills
- Well-developed interpersonal skills and ability to work as part of a team
- "Can do" attitude and flexible approach
- Ability to balance competing demands and conflicting priorities
- Demonstrated time management and prioritising skills

#### 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

November 2024