

## Position Description

<b>Position title</b>	Consultant in Paediatric Rehabilitation Medicine
<b>Department / Division</b>	Victorian Paediatric Rehabilitation Service, Royal Children's Hospital (RCH)
<b>Classification</b>	Specialist year 1 – year 9 (HM33Z to HM41Z)
<b>Position reports to</b>	Operational: Director, Victorian Paediatric Rehabilitation Service, Royal Children's Hospital Professional: Director, Victorian Paediatric Rehabilitation Service, Royal Children's Hospital
<b>No. of direct &amp; indirect reports</b>	0
<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.

<b>The Royal Children's Hospital</b>
<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>

## ROLE CONTEXT

### Victorian Paediatric Rehabilitation Service

The Victorian Paediatric Rehabilitation Service (VPRS) is a state-wide specialist service which caters for the complex rehabilitation needs of children and adolescents after major injury, medical illness, and congenital conditions who undergo interventions aimed at functional maximisation. VPRS has 8 sites Monash Health, Eastern Health, Bendigo Health, Barwon Health, Ballart Health, Goulbourn Valley Health, Latrobe Regional Hospital and The Royal Children's Hospital. VPRS utilises a child and adolescent specific interdisciplinary care model according to best practice and will assist in delivering hospital, community- and home-based services. The service has a key role in providing long-term specialist follow-up clinics and ensuring transition to adult-based services where required.

Further information on VPRS is available at <http://www.vprs.org.au>

## ROLE PURPOSE

The Consultant in Paediatric Rehabilitation at RCH provides clinical care at the discretion of the Director in Paediatric Rehabilitation to children and adolescents requiring rehabilitation after brain injury, major medical illness, acquired spinal dysfunction, or elective musculoskeletal procedures. The Consultant works within an interdisciplinary team with other professionals to provide co-ordinated care in both inpatient and ambulatory settings. It is expected that the Consultant may provide supervision to a resident, registrar and/or a Fellow in providing day-to-day clinical care.

## KEY ACCOUNTABILITIES

### Clinical

- Direct management of patients receiving inpatient and ambulatory rehabilitation, in conjunction with the relevant junior staff.
- Document rehabilitation plans, goals and progress according to the VPRS and RCH requirements
- Participate in consultation- liaison service to other units within the hospital
- Liaise with other rehabilitation team members at weekly clinical meetings/case conferences regarding inpatient and ambulatory patient management plans and progress
- Advise on inpatient medical issues, including change in condition requiring investigation and management.
- Be a source of clinical expertise, advocacy and guidance across the Victorian Paediatric Rehabilitation Team
- Participate in Botulinum Toxin injection lists
- Participate in Intrathecal Baclofen pump refills as required.
- Participate in any other projects allocated by the Director.
- May be required to work cross-site at other organisations within the Victorian Paediatric Rehabilitation Service network.
- Participate in on call roster for inpatient rehabilitation at RCH.

### Professional responsibilities

- Attend and actively participate in Rehabilitation service department meetings, seminars and education sessions as appropriate.
- Foster a relationship that ensures expertise flow between the VPRS at the RCH and other VPRS providers.
- Critically review and keep up to date with professional literature that is relevant to Rehabilitation.
- Adherence to RCH Professional Conduct Guidelines and compact
- 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.
- Maintain records of adequate standards according to policies and procedures of RCH and the Rehabilitation Service.

### Training and education

- Build on competency in the delivery of Rehabilitation Medicine care as expected at Consultant level, including functional assessment, goal establishment and implementation of time-limited, measurable interventions aimed at maximising function.
- Develop leadership skills in teaching sessions on ward rounds.
- Develop competency in rehabilitation research

### QUALIFICATIONS AND EXPERIENCE

#### Essential:

- Bachelor of Medicine or equivalent
- FRACP or international equivalent
- Registration with the APHRA and Medical Board of Australia
- Membership of Australasian Faculty of Rehabilitative Medicine (FAFRM) and experience in paediatric rehabilitation

#### Desirable:

- Current involvement in paediatric rehabilitation clinical practice
- Experience and success in management positions within a similar service
- Involvement in continuing professional education in both paediatrics and rehabilitation medicine
- Demonstrated leadership in paediatric rehabilitation as shown by published research, conference presentations, supervision of fellows and registrars and deliver of training programmes for health practitioners
- Demonstrated ability and experience with the implementation of change initiatives led by organisational wide change, including cultural, organisational and work practice changes.

### KEY SELECTION CRITERIA

- Excellent interpersonal, communication and presentation skills
- Excellent clinical, reflective supervision, research and teaching skills
- Autonomous behaviour, independence of thought, awareness of own effectiveness and internalised responsibility.
- Commitment to building professional skills and capacity
- Capacity to develop a vision and achieve goals
- Flexible and adaptable

### 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

August 2024