



Monash Health



Position title: Paediatric Intensive Care Registrar

Classification: As per award

Reports to: Director PICU, Dr Felix Oberender

Department: Paediatric Intensive Care Unit

About Monash Health

Monash Health is Victoria's largest public health service. We provide safe, high-quality care to one-quarter of Melbourne's population, across the entire lifespan, from pre-birth to end-of-life.

More than 18,000 of us work at over 40 care locations across south-east Melbourne, including seven hospitals and an extensive network of rehabilitation, aged care, community health and mental health facilities. Each year:

- We provide more than 3.2 million episodes of care to our community,
- Close to 260,000 people are admitted to our hospitals,
- Close to 217,000 people receive care at our three emergency departments,
- We respond to more than 64,000 ambulance arrivals,
- We perform more than 48,000 surgical procedures, and • We deliver more than 10,000 babies.

We are an equal opportunity employer and committed to a fair, non-discriminatory workplace that maximises the talent, potential and contribution of all.

About Monash Children's Hospital and the Paediatric Intensive Care Unit

Monash Children's Hospital is one of Australia's leading providers of integrated children's health services, with more than 30 specialist services and programs. It is Australia's third largest children's hospital with 304 beds across three campuses: 208 paediatric and 96 neonatal, including multiday, same day, oncology, mental health, sleep, PICU, NICU, special care neonatal beds and 4 operating theatres. Last year the hospital treated 39,000 children in its paediatric and neonatal wards, and 66,000 children in its emergency departments.

The Monash Paediatric ICU is a new, 10-bed, state-of-the-art unit that opened in 2018. It is one of only seven tertiary PICUs in Australia and one of two tertiary paediatric intensive care referral units for the State of Victoria. The unit is accredited by the College of Intensive Care Medicine of Australia and New Zealand and admits approximately 700 children a year with a broad range of general and subspecialty paediatric as well as surgical conditions.

Job summary

Purpose

Work as part of a multidisciplinary team to provide safe and effective person centred care, provide teaching and supervision of resident medical staff and students and undertake training towards attaining Fellowship of the relevant college.

Key result areas

As Registrar of the Paediatric Intensive Care Unit you will have significant responsibility and a complex role. This includes:

- Patient assessment and management in consultation with the treating consultant
- Assume the role of the Team Leader in the Medical Emergency/Code Blue Response teams • Patient care coordination
- Intern/HMO support, supervision, feedback and teaching
- Student interaction and teaching
- Family member communication, feedback and liaison
- Extensive interaction with other health professionals, especially, nursing and allied health staff
- Self-management (including time management, accessing education and training and completing college requirements)
- Provide clinical leadership to multidisciplinary treating teams
- Demonstrate commitment towards key organisational initiatives
- Demonstrate compliance with all relevant Monash Health Policies and Procedures

Scope

Budget: Not Applicable

Equivalent full-time employees: Not Applicable **Direct**

reports: Resident Medical Staff of the Unit

Key internal relationships:

- Patients, their carers and families
- Unit Head
- Senior Medical Staff
- Other Registrars and HMOs
- Nurse Unit Manager and Nursing staff
- Allied Health Staff
- Monash Doctors Workforce
- Monash Doctors Education
- Directors of Vocational Training
- Monash Innovation and Quality
- Director Medical Services
- Junior Medical Staff Advisory Committee
- Program Director

Key external relationships:

- Relevant Medical College
- The Postgraduate Medical Council of Victoria
- Other public health services

Responsibilities

Quality and safety

The following responsibilities and accountabilities exist to ensure we deliver our National Standards. Refer to Monash Health's Clinical Governance Framework for more information.

Employee

- Carry out compliance and improvement against the key elements of quality and safety
- Be responsible for the quality of care at point of care

Operational / Clinical

As the registrar you are accountable to your Unit Head/consultant for the care all the patients in the unit. It is your responsibility to

- Provide safe and high quality person-centred care for patients under your care
- Ensure coordination of care for patients in your unit
- During normal working hours, be responsible for the immediate clinical care of the patients in the PICU including:
 - the taking of the history from the patient, the patient's relatives or friends
 - the examination of the patient
 - conduct relevant investigations, liaison with other departments and appropriate communication with the primary referring specialist. The last is particularly important in the matter of complex, expensive or hazardous procedures
 - The formulation of a diagnosis and execution of a management plan
 - The performance or supervision of those procedures relevant to the management of the patient and in which the Registrar has been adequately trained
 - Medical Emergency/Code Blue
 - during after-hours work;

The PICU Registrar participates in the after-hours roster. The clinical responsibilities will be similar to those during the day.

In accordance with the guidelines of the College of Intensive Care Medicine, the Registrar may act in a Consultant role during these periods. There will however always be a consultant on-call to provide help or advice during these periods.

Clinical responsibilities for patients outside the PICU:

- the Registrar will be required to attend the Anaesthetic Recovery room, Medical Emergency/Code Blue Responses, hospital wards and the Emergency Department from time to time to assist in the assessment and immediate management of seriously ill patients. Such attendance will include assessment of the patient for

suitability for PICU admission. Such assessment will include communication with the patient's primary caring physician/surgeon

- the Registrar will liaise with the Admitting Officer and state-wide retrieval services in relation to admission to the PICU of patients referred from outside the hospital
- Ensure timely and clear clinical communication including clinical handover with regards to patients under your care
- Ensure timely escalation of care related issues to your consultant when required
- In your clinical practice demonstrate commitment to quality and safety and Monash Health's "Patient first" initiative.
- In your clinical practice demonstrate commitment towards Monash Health's "Four hours will be ours" initiative

Financial management

As a registrar you do not have financial or budgetary responsibility but you are required to demonstrate an understanding of how your clinical practice affects the financial performance of the organisation

- In your clinical practice you should a commitment to ethical and appropriate use of resources
- You must demonstrate a commitment towards Monash Health's "Living within our means" initiative

People

- Participate and co-operate in consultative processes to improve health and safety.
- Observe safe working practices and as far as you are able, protect your own and others' health and safety.
- Manage employee through effective recruitment, retention recognition and development strategies, ensure there are effective consultation and communication processes in place.
- Provide leadership and support for resident medical staff, appraise their performance in consultation with your Unit Head and ensure that staff receive appropriate performance management, professional training and development opportunities
- Monitor the operations and continuous improvement of the Monash Health Occupational Health and Safety Management System within the area of responsibility and provide a safe and positive workplace
- Provide leadership and support for direct reports, appraise their performance, ensure employee complete required training and are provided with professional training and development opportunities.
- Complete all necessary personal training and professional development requirements.
- Participate in annual performance development discussions with your manager and complete all mandatory training and compliance activity.

Self-Management

- Maintain clinical knowledge, skills and attributes appropriate to your practice
- Seek regular feedback on your progress with your clinical supervisor and other members of your team formally and informally. Ensure timely mid and end of term performance appraisals
- Maintain your health and understand its impact on your performance in the role. Seek help early in case of health related concerns.

Person specification

Qualifications/registrations/licences (*italics indicate desirable*)

- A medical qualification (MBBS or equivalent) which is recognised for registration by the Australian Health Practitioner Regulation Agency
- Trainee of relevant Medical college
- Motor vehicle driver licence

Technical skills/knowledge/experience

- Has the appropriate level of clinical knowledge and skills to undertake the role of PICU Registrar, including established advanced (paediatric) life-support skills
- Has the appropriate level of relevant clinical experience to undertake the specific role

Capabilities Professionalism

- Demonstrates all the attributes that accord with the Monash Health values – iCARE (Integrity, Compassion, Accountability, Respect and Excellence)
- Demonstrates a high level commitment to ethical practice
- Understands medico-legal issues associated with clinical care
- Demonstrates a commitment to profession-led regulation
- Demonstrates ability to effectively manage matters of patient safety and quality of care
- Understand the role of the relevant College and the associated expectations of the HMO role

Scholar/ Teacher

- Demonstrates ability to contribute to the development, dissemination, application, and translation of new medical knowledge and practice
- Facilitates the medical education of patients, families, trainees and other health professionals and the community
- Provides the necessary training and commitment to the supervision, mentoring and assessment of junior medical trainees and students
- Supports basic laboratory, translational, and clinical research, as appropriate to the Department

Health Advocacy

- Demonstrates ability to advocate for improvements in health care through involvement in relevant professional bodies and forum
- Able to respond to individual patient health and educational needs
- Promotes the maintenance of good health in colleagues and junior medical staff
- Looks after his or her own health and well being
- Advocates for improvements in health care

Leadership & Management

- Demonstrates clinical Leadership with proven ability to exercise sound judgment and provide leadership in professional standards, ethics and a commitment to research and innovation

Teamwork

- Demonstrated ability to work in collaboration with members of interdisciplinary teams and committees
- Capacity to be an effective member of the relevant Department/Program, stimulate constructive debate and support colleagues in the achievement of Department/Program objectives

Communication

- Able to communicate effectively with team members and colleagues
- Able to communicate effectively and appropriately with patients and families, including those of diverse cultural backgrounds
- Maintains clinical and administrative documents accurately
- Facilitates continuity of patient care through effective communication and handover of relevant information

Other position requirements

- As we support a culture of safety through employee immunisation, there must be documentation provided confirming completed immunisation on employment at Monash Health
- Current and satisfactory Police Check (must also comply with Aged Care Act 1997 Accountability Amendment Principles 2012 if working in Aged Care setting)
- Current and satisfactory Working with Children Check.
- Applicants who are new to Monash Health will be required to enter into an Employment Agreement before commencement
- May be required to travel between Monash Health sites
- May be required to cover relevant and appropriate positions at other sites
- Is required to comply with all relevant Monash Health policies and procedures
- It is the responsibility of the individual to organise their own transport to and from their rostered sites (and between sites where applicable).

Our values

- **Integrity:** Honesty, open and transparent, admit mistakes, maintains confidentiality, fairness, builds trust.
- **Compassion:** Empathy, sensitivity, concern for others, interacts with dignity, tolerance, anticipates needs
- **Accountability:** Understands roles, uses resources wisely, delivers on time, timely decision making, achieves stretch goals, takes responsibility for performance
- **Respect:** Builds relationships, courteous, listens and understands, gives and receives feedback, sensitivity and understanding, values difference and individual worth
- **Excellence:** Supports creativity and innovation, proactive and solution-focused, seeks out opportunities, embraces quality improvement, professionalism

Our guiding principles

1. We consistently provide safe, high quality and timely care
2. We provide experiences that exceed expectations
3. We work with humility, respect, kindness and compassion in high performing teams
4. We integrate teaching, research and innovation to continuously learn and improve

5. We orientate care towards our community to optimise access, independence and wellbeing
6. We manage our resources wisely and sustainably to provide value for our community

Document approval

Approved by: Dr Felix Oberender, Director PICU

Department: PICU

Date: April 2020

Apply via Mercury eRecruit:

<https://monashhealth.mercury.com.au/ViewPosition.aspx?Id=CF21QVfMjsQ=&k=49538&E=0&C=0&J=0&P=0&I=0&L=0&jbc=ere>

| Position Details | |
|------------------|--------------------------------|
| Reference Number | 49538 |
| Position Title | 2022 PICU Registrar |
| Employment Type | Fixed Term Full Time |
| Entity | Monash Health |
| Department | Paediatric Intensive Care Unit |
| Location | Monash Children's Hospital |

Position Summary

- Exciting job opportunities in Australia's newest Paediatric ICU
- Monash Children's Hospital
- Fixed Term, Full Time Positions starting in 2022

Acknowledging the vital role they play in providing healthcare to our community, Monash Health proudly supports the WHO 2021 International Year of Health and Care Workers

About Monash Health

Monash Health is Victoria's largest public health service. We are proud to provide healthcare to one quarter of Melbourne's population, across the entire life-span from newborn and children, to adults, the elderly, their families and carers. More than 18,000 employees work at over 40 care locations across south eastern Melbourne, including Monash Medical Centre, Monash Children's Hospital, Moorabbin Hospital, Dandenong Hospital, Casey Hospital, Kingston Centre, Cranbourne Centre, and an extensive network of rehabilitation, aged care, community health and mental health facilities. For more information please visit www.monashhealth.org.

About Monash Doctors

There are more than 1300 Junior Medical staff positions at Monash Health in over 200 medical specialties, to help grow your career. We offer unparalleled opportunities in Victoria's largest & most clinically diverse teaching health service.

Monash PICU - Additional 2022 Registrar Positions

- Exciting job opportunities in Australia's newest Paediatric ICU for experienced doctors in training (Anaesthesia, PICU, Adult ICU, Paediatric Emergency Medicine, Paediatrics).
- Work with a group of dedicated PICU consultants, an enthusiastic team of nurses and committed allied health professionals who believe in supporting each other, in being kind and in providing the very best care to the children and families in PICU.
- Participate in the Monash PICU teaching program, the annual Monash Paediatric BASIC course, daily teaching ward rounds, practical and procedural skills training including airway, lines and ultrasound as well as in PICU research projects.

The new and growing Monash Children's Hospital Paediatric ICU is offering exciting opportunities for experienced doctors in training. Being a Monash PICU registrar is a challenging and highly rewarding role. We welcome applications from experienced advanced trainees from a range of acute specialties, including but not limited to:

- PICU
- Anaesthesia
- Adult ICU
- Paediatric Emergency Medicine
- Paediatrics

The Monash PICU is the newest of Australia's tertiary Paediatric ICUs. It is embedded in the state-of-the-art Monash Children's Hospital in Melbourne. The unit is one of only two Paediatric Intensive Care Units in Victoria and provides a broad range of general paediatric, subspecialty paediatric and paediatric surgical intensive care.

The Monash PICU is led by a group of dedicated PICU consultants, an enthusiastic team of nurses and committed allied health professionals. We believe in supporting each other, in being kind and in providing the very best care to the children and families in our unit.

The Monash PICU is accredited for training by the College of Intensive Care Medicine of Australia and New Zealand (CICM). We provide a structured teaching program, access to the annual Monash Paediatric BASIC course, daily teaching ward rounds, practical and procedural skills training including airway, lines and ultrasound as well as opportunities to participate in PICU research projects.

Positions are offered as fixed term appointments of either 6 or 12 months duration commencing in February and August 2022. Applicants must hold current registration with AHPRA. Please submit your application through the Monash electronic applications system (eRecruit). If you would like more information before submitting your application, please contact A/Prof Felix Oberender, PICU Director, at PICU_Recruitment@monashhealth.org or call Ms Kimberley Leyton, PICU Administrative Assistant, on 03 8572 3273.

How to Apply

Monash Health recognises the value of equal employment opportunity and is committed to patient safety and promoting fairness, equity and diversity in the workplace. At Monash Health we are relentless in our pursuit of excellence and work to our six guiding principles.

Applications will only be accepted via the Monash Health online Mercury System only. Email applications will not be considered.

Existing Monash Health Employees should apply using your Monash Health employee account. For any queries contact Recruitment Services on 92652776.

Offers of employment can only be made once all required probity checks have been completed. These include:

- reference checks;
- a clear Police Check conducted within the last three months;
- a current Victorian Employee Working with Children's Check (or proof of payment for same); and
- proof of immunisation.

The incumbent must complete the Credentialing and Scope of Practice process prior to appointment and commencement. This will be reviewed on a regular basis.

As part of our selection process, you may be invited by email to participate in an on-camera video interview.

In accordance with the COVID- 19 Mandatory Vaccination Directions issued by the Chief Health Officer on 7 September 2021, all employees working in Residential Aged Care facilities will be required to provide evidence of COVID 19 vaccination or evidence of a vaccination booking in accordance with the directions.

Vaccination requirements for roles in our Residential Aged Care facilities will be confirmed at interview stage and you should bring evidence. Offers of employment will only be made to candidates that can provide evidence that they meet the vaccination requirements.

Contact Person

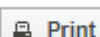
| Name | Position | Phone | Email |
|------------------|-------------------------------|------------|-------|
| Felix Oberender | Head of Department | 0416769024 | |
| Kimberley Leyton | PICU Administrative Assistant | 85723273 | |

Advertising Closing 04/10/2021

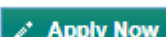
Proposed End Date 04/02/2023

Position Documents

| Description | Title |
|-------------------------------------|--|
| PICU Registrar Position Description | Paediatric Intensive Care Unit Registrar 2022_PD.pdf |



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