

Staff Paediatrician

Supporting Everyone to be healthy and live well

PURPOSE OF THE ROLE

Supporting everyone to be healthy & live well

Position Details	
Position Title:	Staff Paediatrician
Department	Medical Services
Reports to:	Clinical Lead Paediatrics
Positions Reporting to this role:	None
FTE:	Up to 0.8FTE
Budget:	Nil
Enterprise Agreement:	Medical Specialists (Victorian Public Health Sector) (AMA Victoria/ASMOF) (Single Interest Employers) Enterprise Agreement 2022 – 2026
Position Classification:	Depending on qualifications and experience
Position Description last reviewed:	January 2025





Selection Criteria
Essential:
<p>KSC1 Specialist Registration with the Medical Board of Australia</p> <p>KSC2 Significant experience in paediatric medicine</p> <p>KSC3 Ability to work effectively in a team</p> <p>KSC4 Demonstrated interest in and commitment to education and training</p> <p>KSC5 Interpersonal skills that promote effective teamwork and patient safety</p>

Key Accountabilities
<ul style="list-style-type: none"> • Manage paediatric inpatients, including neonates, within ERH’s capability framework • Attend elective and emergency caesarian sections/instrumental deliveries as required • Attend the Emergency Department to provide specialist consultations upon request • Provide specialist consultation services at ERH for inpatient and community referrals • Participate on the paediatrician on call roster • Supervise accredited paediatric trainees and other doctors in training (DiTs) involved in the care of paediatric patients • Deliver education and training to medical, nursing and allied health staff and students • Support the development of relevant policies, procedures, guidelines and standards for paediatric care at ERH • Participate as member of departmental meetings and relevant ERH committees • Attend external meetings on behalf of ERH as delegated

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- Attend and contribute to morbidity and mortality meetings and audits for the paediatric service
- Other duties as directed by the Clinical Lead Paediatrics from time to time

Organisational Responsibilities
Positively promote ERH within and externally to the organisation
Comply with the ERH and Victorian Public Sector Code (VPS) of Conduct
Each employee has a responsibility to comply and promote practices with all ERH policies and procedures and familiarise themselves with those relevant to their position
Comply with relevant registration bodies mandatory continuing professional development requirements
Carry out all work and interactions in alignment with the CARE values
Report all incidents and near misses as soon as possible after the event
Participate in risk management activities and assist with identification and control of risks within their department or area of work
Actively support compliance with the National Safety & Quality Health Service Standards and other professional standards and relevant regulatory requirements

CARE Values	
All staff are expected to behave in a way that is in alignment with our corporate values:	
Collaboration 	Works with a team focus Cooperates with others and gains input and support to assist in achieving objectives We work with others to achieve shared goals
Accountability 	Monitors the impact of one's own behaviour on others Supports a "no-blame" culture in reporting incidents and helping to effectively resolve them
Respect Respect 	Treats people fairly and openly Treats people with dignity Demonstrates personal standards of consistency, tolerance and patience
Excellence Excellence 	Consistently supports and follows organisational policies and procedures Actively participates in identifying opportunities to improve what we do

Key Relationships	
Internal	External
<ul style="list-style-type: none"> • Chief Medical Officer • Clinical Lead Paediatrics • Senior Medical Staff • Doctors in training (DiTs) • Nursing and allied health staff • Manager Outpatients/Consulting Suites • Medical education team 	<ul style="list-style-type: none"> • General Practitioners • Medical Imaging • Pathology • Paediatric Infant Perinatal Emergency Retrieval (PIPER) • Department of Health • Victorian Child Protection Service




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<ul style="list-style-type: none"> • Medical Workforce Unit team • Aboriginal Hospital Liaison Workers 	<ul style="list-style-type: none"> • Safer Care Victoria (SCV), including Paediatric Clinical Network • Bendigo Health Child and Adolescent Mental Health Services (CAMHS) • Njernda Aboriginal Corporation • The University of Melbourne • Other health services
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Leadership Capabilities


The table below indicates the leadership capability levels required. This table will need to be read in conjunction with the ERH Leadership Capability Framework.

✓ **PLEASE USE A TICK ICON TO INDICATE REQUIRED LEVEL**

Category	Descriptors	Foundation	Proficient	Advanced	Highly Advanced
Collaboration 	Inspires direction & purpose			✓	
	Turns challenges into opportunities			✓	
	Communicates effectively			✓	
	Builds relationships			✓	
	Works collaboratively			✓	
Accountability 	Acts with integrity			✓	
	Demonstrates accountability			✓	
	Drives accountability			✓	
	Manages self			✓	
	Promotes innovation			✓	
Respect 	Accessible communicator			✓	
	Values difference			✓	
	Consistently articulates direction			✓	
	Empowers others			✓	
	Respectfully influences			✓	
Excellence	Delivers results			✓	
	Plans and prioritises			✓	

POSITION DESCRIPTION

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	Thinks and solves problems			✓	
	Consumer focus			✓	
	Innovation change leader			✓	

TERMS & CONDITIONS OF EMPLOYMENT:

Terms and conditions are in accordance with the Letter of Offer and Contract of Employment.

I acknowledge that I have received a copy of this position description. I have read (or have had read to me) and understand the requirements of this position. I agree to work in accordance with this position description.

Signed: _____ Date: / /

Print Name: _____

cc: Employee File