



**Swan Hill**  
District Health  
Connected Care. Best Experience.



**Inclusive**

**Compassionate**

**Progressive**

**Accountable**

## **Community Paediatrician (VMO)**

### **Part Time position**

Are you ready to make a tree change or looking to further your career? Are you a Paediatrician that has a passion to support the development of Paediatric services by responding to the needs of our community and within our region? If you answered yes, we would love to hear from you!

#### **About the role:**

The successful applicant will deliver appropriate care and services; and to support and facilitate a culture of evidence-based best practice consistent with the role of Swan Hill District Health as a partner and leader across the region. The position is required to work to identify and capitalise on opportunities to collaborate and co-ordinate services.

#### **Selection Criteria**

- Full unconditional registration with AHPRA as a Medical Practitioner / Specialist in Paediatrics.
- Fellow of the Royal Australasian College of Physicians or equivalent in Paediatrics
- Demonstrated clinical ability commensurate with that expected of a Consultant Paediatrician.
- Demonstrated superior interpersonal and negotiation skills.
- Ability to work as part of a multi-disciplinary team, as well as independently.
- Demonstrated ability to participate in audit and in the audit feedback cycle.

#### **About Swan Hill District Health:**

Work/life balance is of the utmost importance to us here at Swan Hill District Health. We provide a dynamic workplace with generous Employee Benefits and re-location assistance to successful applicants.

#### **About Swan Hill:**

Swan Hill is located in rural Victoria approximately 3.5 hours from Melbourne. Swan Hill is a safe place where you will be greeted with a warm smile from our friendly local community. Located on the Murray River, it is a fisherman's dream, and for those with a love of water sports and skiing, pictures Lake Boga is only a 15 minute drive. Swan Hill also boost one of Victoria's premier golf and country clubs at Murray Downs, perfect for golfing enthusiasts.

#### **Want more information?**

Please contact Sarah Symes, Manager of Medical Services at [ssymes@shdh.org.au](mailto:ssymes@shdh.org.au) for further information on this role. Phone 03 5033 313

#### **To Apply:**

Applications will only be accepted if they contain a CV, Application for Employment form and Cover Letter addressing the Key Selection Criteria. Please forward Applications to:

[employment@shdh.org.au](mailto:employment@shdh.org.au)

**Closing date: 25<sup>th</sup> March 2022**

*Aboriginal and Torres Strait Islander people are encouraged to apply*



<b>Position:</b>	<b>Community Paediatrician (VMO)</b>
<b>Classification:</b>	Depending on qualifications and experience
<b>Department:</b>	Medical Services
<b>Reports to:</b>	<b>Director of Medical Services</b>
<b>Position Summary:</b>	<p>The purpose of this position is to provide Paediatric Services to patients of Swan Hill District Health and the region, supporting the development of Paediatric services by responding to the needs of our community.</p> <p>It is vital to deliver appropriate care and services; and to support and facilitate a culture of evidence-based best practice consistent with the role of Swan Hill District Health as a partner and leader across the region. The position is required to work to identify and capitalise on opportunities to collaborate and co-ordinate services.</p>
<b>Responsibilities:</b>	<ul style="list-style-type: none"> <li>• Provide Specialist Community paediatric services to general Paediatric Patients of Swan Hill District Health and within the Region.</li> <li>• Where required conduct ward rounds and Patient reviews as relevant for the ongoing management of all patients under care, and as clinically indicated.</li> <li>• Conduct outpatient clinics as allocated.</li> <li>• Lead and participate in quality improvement activity including clinical audits to achieve or surpass the clinical and quality requirements for acute care service delivery.</li> <li>• Innovate and transform, in consultation with stakeholders, all aspects of the role in-line with best evidence-based practice and foster a culture of best-practice consistent with Swan Hill District Health's strategic goals and in response to system deficiencies identified at audit.</li> <li>• Contribute to both undergraduate and post graduate teaching at Swan Hill District Health.</li> <li>• Provide supervision, mentorship and training support to Junior Medical staff</li> <li>• Ensure an adequate level of record-keeping and communication at the junior medical staff level, promoting team work and ensuring adequate recording and auditing of complications for clinical review.</li> <li>• Attend and partake in Swan Hill District Health Committees as appropriate and as directed.</li> <li>• Develop the personal qualities, knowledge and skills as described in the Swan Hill District Health Staff Capabilities Statement.</li> <li>• Promote and encourage compliance with College CPD programs.</li> <li>• Further develop clinical skills consistent with special interests and the role of Swan Hill District Health.</li> </ul>
<b>Key Selection Criteria:</b>	<p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>• Full unconditional registration with AHPRA as a Medical Practitioner / Specialist in Paediatrics.</li> <li>• Fellow of the Royal Australasian College of Physicians or equivalent in Paediatrics</li> <li>• Demonstrated clinical ability commensurate with that expected of a Consultant Paediatrician.</li> <li>• Demonstrated superior interpersonal and negotiation skills.</li> <li>• Ability to work as part of a multi-disciplinary team, as well as</li> </ul>

	<p>independently.</p> <ul style="list-style-type: none"> <li>• Demonstrated ability to participate in audit and in the audit feedback cycle.</li> </ul> <p><b>Desirable:</b></p> <ul style="list-style-type: none"> <li>• A demonstrated interest and training in Community Child Health.</li> <li>• Evidence of skills and experience in the supervision, education and training of junior medical staff</li> <li>• Experience in engagement and treatment of at risk groups such as indigenous children and families and children whose parents have a mental illness, addiction or cognitive impairment.</li> </ul>
<b>Salary/Award:</b>	Sessional VMO/ Medical Specialist EBA 2018-2021
<b>Infection Control:</b>	<ul style="list-style-type: none"> <li>• Each staff member has a responsibility to minimize exposure to incidents of infection/cross infection of residents, staff, visitors and the general public.</li> <li>• The risk minimization strategies are to be supported by all staff adhering to the Infection Control Manual policies, procedures and guidelines.</li> </ul>
<b>Continuous Quality Improvement:</b>	<ul style="list-style-type: none"> <li>• Each staff member is expected to demonstrate a commitment to best practice.</li> <li>• All staff shall take responsibility for their own practice and share responsibility for creating and maintaining a system that provides safe, high quality health care.</li> <li>• All staff will participate in quality improvement activities aimed at improving patient outcomes and maintaining accreditation standards.</li> <li>• It is the responsibility of every staff member to be familiar with Health Service-wide and specific Department Policies &amp; Protocols.</li> </ul>
<b>Person Centered Care:</b>	<p>The Health Service supports in its values the philosophy of Person Centered Care to ensure all people, including health service providers, clients, their carers and family members are respectfully cared for and encouraged to participate in the provision of quality health care.</p> <p>We recognise diversity is part of every person &amp; as such providers of health care must be actively involved in developing models of care that are person centered.</p>
<b>Our Purpose:</b>	<p><b>Connected Care / Best Experience</b></p> <p>SHDH commits to meet the growing health care needs of our community through our new vision to provide better connected care and to achieve the best care experience.</p>
<b>Privacy and Confidentiality:</b>	<p>SHDH are committed to protecting patient and staff privacy and confidentiality, as it is an important aspect of our commitment to providing high quality services. In accordance to both the Health Records Act and the Information Privacy Act, information should only be used and disclosed for the primary purpose of its collection.</p> <p>Each employee has a responsibility to adhere to SHDH's Privacy and Confidentiality Policy, as it is a condition of employment. Any breach of the rules of privacy and/or confidentiality relating to health service business, patients or medical records will result in disciplinary action.</p>
<b>Mandatory Training:</b>	All employees must be aware of and complete designated mandatory training within the required time frame.

<b>Safety:</b>	<p><b>RESPONSIBILITIES: It is the responsibility of every staff member to:</b></p> <ul style="list-style-type: none"> <li>• Take reasonable care for your safety and the safety of others while at work.</li> <li>• Report accidents, incidents and potential hazards as soon as reasonably practicable to your supervisor and record on VHIMS reporting system.</li> <li>• Advise your supervisor if you have an injury or illness that may affect your ability to perform the inherent requirements of your position.</li> <li>• Be familiar with emergency and evacuation procedures as detailed in the Emergency Procedures Manual.</li> <li>• Complete all Mandatory training requirements as identified and directed.</li> <li>• Comply with the Occupational Health and Safety Act and all SHDH O.H. &amp; S. online Policies and Procedures.</li> </ul>
<b>Asset Management:</b>	Staff with asset management responsibilities are required to adhere to the Asset Management Policy and Protocols.
<b>Review:</b>	Completion of My Work Plan on a yearly basis.
<b>Previous Revision dates:</b>	Feb2022
<b>Current:</b>	
<b>Managers Name:</b>	Dr Rex Prabhu
<b>Managers Signature:</b>	
<b>Employees Name:</b>	
<b>Employees Signature:</b>	



The Application for Employment form is required to be submitted with the following documents:

- Covering letter in support of application
- Response to Key Selection Criteria
- Applicants Curriculum Vitae

<b>Position Applying for</b>	
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<b>First name</b>		<b>Middle name</b>	
<b>Last name</b>			
<b>Address</b>			
<b>Preferred name</b>			
<b>Contact</b>	<u>Phone</u>		<u>Email</u>

Are you of Aboriginal/Torres Strait Islander Origin?     No         Aboriginal         Torres Strait Islander  
*(This question is voluntary)*

Do you wish to be identified under this category?     Yes     No

Are you an Australian Citizen or Permanent Resident:     Yes     No                      Date of Grant ...../...../.....

If no, what is your current Visa Status – Visa type \_\_\_\_\_ Expiry date ...../...../.....

Place/Country of issue: \_\_\_\_\_ Issue Number: \_\_\_\_\_

Do you require sponsorship?                                       Yes     No

**Conditions of Employment**

Employment conditions are governed by the relevant Public Sector Health Industry Awards and EBAs relevant to the position applied for:

**Initial employment is subject to:**

- 6 months' probationary period (*with a review at 3 months.*)
- Requirement to work any shift
- Requirement to work in any department as required

**Hours of Work** – \_\_\_\_\_ (Availability)

**Discipline/Misconduct**

Have you experienced discipline or misconduct action at any previous employment?     Yes     No

If **Yes**, please provide details:

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## Police and Working with Children Checks

Satisfactory Police Checks, and in some areas, Working with Children Checks are mandatory at the point of employment.

If you have a current Police Check and/or Working with Children Check, please show the check identifying numbers and the date of issue: \_\_\_\_\_

Upon engagement, you will be required to provide the necessary information to complete a Check. Please note that it is a condition of employment that you maintain a current satisfactory Police Check and, if required, Working with Children Check.

## Pre-existing Health and Injury Declaration

Swan Hill District Health (SHDH) is committed to achieving a safe working environment for all employees. As part of this, it is our objective to ensure potential employees are not required to work in duties that they are not able to perform safely. As part of the application process for employment with SHDH, we request you to disclose any pre-existing injury or disease which may be adversely affected by the performance of the inherent requirements of the position you have applied for – as described in the Position Description for the position.

Pursuant to S.41 (1) and (2) of the *Workplace Injury Rehabilitation and Compensation Act 2013*, you are required to disclose to SHDH any pre-existing injury or disease that you have suffered of which you are aware, and could reasonably be expected to foresee, could be affected by the nature of this proposed employment.

Failure to make a disclosure, or the making of a false or misleading disclosure, would disentitle you to compensation pursuant to the *Workplace Injury Rehabilitation and Compensation Act 2013* should you suffer any reoccurrence, aggravation, acceleration, exacerbation or deterioration of your pre-existing injury or disease arising out of, or in the course of, or due to the nature of with SHDH. SHDH will rely upon any failure to disclose in accordance with the provisions of the *Workplace Injury Rehabilitation and Compensation Act 2013* as grounds for denying compensation in accordance with S.41 (1) and (2).

Should any alteration, change or rearrangement be necessary to enable you to carry out the inherent requirements of the position, we also request that you disclose these requirements. SHDH is an equal opportunity employer and will arrange any reasonable adjustment to enable a person with a disability to perform the inherent requirements of the position and therefore compete equally with other applicants for this position. Please disclose in the place below any pre-existing injury or diseases that you suffer from, or have suffered from, which could be affected by the nature of your proposed employment with Swan Hill District Health.

**Disclosure advice: - (to be completed by the applicant)**

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I confirm that I have read and understood the contents of the above information and state that I have disclosed all relevant information in relation to my health and physical ability to carry out the inherent requirements of this position.

**Signature of applicant:** \_\_\_\_\_ **Date:** ...../...../.....

**NOTE: If providing this form electronically, you accept that the information is true and correct by the action of submitting the form. You will be requested to sign the printed version at your interview if you are selected.**

**Enquiries:**

Email address: [employment@shdh.org.au](mailto:employment@shdh.org.au)

Phone: 03 50339315

Postal Address: PO Box 483 SWAN HILL VIC 3585