

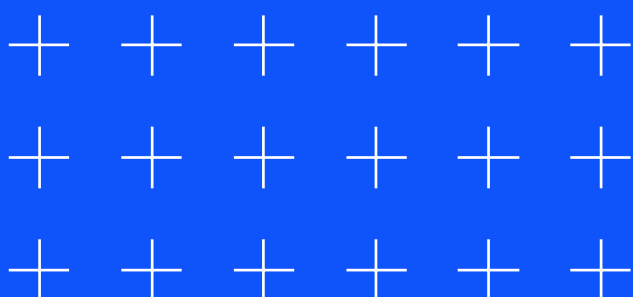


**The Royal  
Melbourne  
Hospital**

# Advancing health for everyone, everyday.

**Could this be you?**

**Join The Royal  
Melbourne  
Hospital Team**



**Position Description**

**Provisional Fellow in Pain Medicine**

Our reputation for caring for all Melburnians is as essential to who we are as any scientific breakthrough we make. We're here when it matters most, and we'll continue to be the first to speak out for our diverse community's wellbeing.

**Advancing health for everyone, every day.**

1. Be a great place to work and a great place to receive care
2. Grow our Home First approach
3. Realise the potential of the Melbourne Biomedical Precinct
4. Become a digital health service
5. Strive for sustainability

---

RMH-Pain Management Services is a cross campus, cross division model for the provision of care to patients suffering pain. We offer comprehensive training programs for fellows in a department providing a clinical service for all aspects of adult pain medicine.

The service has developed a strong liaison role with affiliated services, departments and institutions, namely Neurosurgery, Radiology, Liaison psychiatry, Allied Health, Palliative Care, Addiction Medicine and Rehabilitation Medicine.

There are supervised tutorial training programs with an ultimate goal of successful completion of Faculty of Pain examination process.

This may involve:

- (NB all roles and accountabilities are to be undertaken with appropriately graded supervision)

- Comply with Quality Management policies and procedures and participate in Quality Management activities for Melbourne Health.
- Support and participate in the Health Service OH&S Procedures and implement (where appropriate) at unit/ service area level.
- Assist in maintaining a safe work environment by reporting any incidents of unsafe work practices, sites/ areas or equipment.
- Responsible for observing and practicing the principles and obligations of Equal Employment Opportunity.
- Comply with Health Service and Divisional specific Regulations, Melbourne Health Policy and Procedures (available on MH intranet site <http://info.mh.org.au>), and the By-laws and Policies as applied from time to time.

Support the organisational values and behaviours:

- Organisational and individual commitment to patient focus and continuum of care.
- Accountability at both team and individual level
- Being a team player, both for the Division and Melbourne Health.
- Open and effective communication and engagement.
- Flexibility and responsiveness.
- Ethical behaviour: we believe all our actions and behaviours should reflect the highest ethical standards.
- Respect for the individual: we value openness, trust, teamwork, sharing and commitment.
- Fairness.
- Innovation: including being at the leading edge as well as a preparedness to experiment and challenge the status quo.
- Focus on meeting community needs.
- Strategic perspective: to ensure sustainability and future growth.
- Partnering with key external stakeholders.

## Internal

- ## External

- Faculty of Pain ANZCA
- Department of Health
- Community Health Care Providers/ Partners
- Health Care Consumers/ Consumer Representative Groups
- Other Health Services including PMCC, RWH, RCH, Western Hospital and Ballarat Base Hospital

### Essential:

- Desirable:

- Advanced trainee nearing completion of their primary medical/ surgical speciality.
- Or holders of relevant medical/ surgical fellowship in their primary speciality including but not limited to Anaesthesia, Rehabilitation Medicine, FRACGP or any other speciality.

The Capability Development Framework applies to all the RMH employees and describes the capabilities that are needed to meet our strategic goals.

Below is a list of capabilities and the attainment level required in this position:

Capability Name	Attainment Level
Organisational savvy	Consolidation
Communicating effectively	Mastery
Building relationships	Mastery
Patient and consumer care	Mastery
Working safely	Mastery
Utilising resources effectively	Consolidation
Innovation, continuous improvement and patient safety	Consolidation
Adaptability and resilience	Mastery
Integrity and ethics	Mastery
Delivering results	Consolidation
Analysis and judgement	Mastery



RMH employees have a responsibility to:

- Maintain an understanding of individual responsibility for patient safety, quality and risk and contribute to organisational quality and safety initiatives.
- Take reasonable care for their own safety and wellbeing and that of anyone else that could be affected by their actions.
- Speak up for the safety and wellbeing of patients, consumers, colleagues and visitors and escalate any concerns that have or could impact safety.
- Accept responsibility for ensuring the implementation of health and safety policies and procedures and cooperate with the RMH in any action it considers necessary to maintain a safe working environment which is safe and without risk.

RMH employees in supervisory/ management roles have, in addition to the above, responsibility to:

- Ensure all health, safety and wellbeing procedures are in place and maintained in their work areas.
- Ensure risk management activities are undertaken and effective risk controls are in place.
- Make sure that training needs for all employees are identified and undertaken as required.
- Ensure incidents are recorded, investigated and corrective actions implemented as far as is reasonably practical.

RMH employees are measured through successful:

- Demonstration of RMH values and behaviours, being a role model for living the values.
- Completion of mandatory training activities including training related to the National Standards.
- Participation in the RMH and Division/ Service specific business planning process (if required).
- Achievement of RMH and portfolio specific KPI targets are they apply to areas of responsibility.
- Participation in and satisfactory feedback through the annual performance review process; and, where applicable, ensure direct reports have individual development plans including an annual review.
- Ability to provide a safe working environment and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity.
- Ability to operate within allocate budget (if required).

- Aim to provide a working environment that is safe and without risk to the health, safety and wellbeing of all employees, patients and consumers, and visitors.
- Speak up for patient, consumer, colleague and visitor safety, escalating issues if required.
- Deliver Safe, Timely, Effective, Person-centred Care (STEP) in line with our clinical governance framework.

- ## ACCEPTANCE

Date