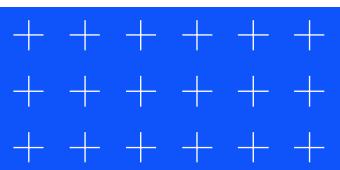


Advancing health for everyone, everyday.

Could this be you?

Join The Royal Melbourne Hospital Team

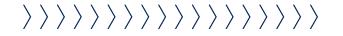




Position Description

Provisional Fellow in Pain Medicine





THE ROYAL MELBOURNE HOSPITAL

The Royal Melbourne Hospital (RMH) began in 1848 as Victoria's first public hospital. And while we only had 10 beds to our name, we had the community of Melbourne behind us, and we were ready to provide the best possible care for those in need.

Since those early years, we've moved forward with purpose. Always at the forefront, leading the way on improving the quality of life for all.

Today the RMH is one of the largest health providers in the state, providing a comprehensive range of specialist medical, surgical, and mental health services; as well as rehabilitation, aged care, outpatient and community programs.

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.

OUR VISION

Advancing health for everyone, every day.

THE MELBOURNE WAY

At The RMH we're inspired by our vision of Advancing health for everyone, every day. While we're each going about our different roles, we're united by a shared understanding of the way we do things around here. We call it The Melbourne Way. We put people first — leading with kindness and working together, we excel as one Royal Melbourne Hospital.

People First



Lead with Kindness



Excellence Together



People are at the heart of everything we do. We take the time to understand how we can make the most positive difference for them.

Our care and compassion sets us apart. We lead the way with a respectful, inclusive spirit — embracing the things that make us all unique.

True excellence is only possible when we work as one Royal Melbourne Hospital community. Through collaboration, we set the highest of standards and achieve our goals.

OUR PRIORITIES

The RMH Strategic Plan: Towards 2025. Advancing health for everyone, every day is our plan for the future — one which we are committed to achieving together. This position contributes to the achievement of the five Strategic Goals, articulated in the plan:

- 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





Position Description

Position Title: Provisional Fellow in Pain Medicine

Service: Pain Service – Department of Anaesthesia and Pain

Management

Location: RMH City Campus

Reports To: Head of Pain Service, SOT for training for FPMANZCA

Enterprise Agreement: AMA Victoria - Victorian Public Health Sector – Doctors

in Training Enterprise Agreement 2022–2026

Classification: HM 25 – HM 30

Employment Status: Full Time / Fixed Term

Immunisation Risk Category: Category A

Date of Review: March 2025

POSITION SUMMARY

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 program focuses on comprehensive, interdisciplinary and multidisciplinary pain medicine in acute, subacute and chronic pain. Fellows participate in medical (including subspecialty clinics in Aged; Interventional; Rehabilitation Pain), interventional, physical and psychological aspects of pain management. With close collaborative arrangement with Peter MacCallum Cancer Centre, trainees will also be exposed to focused cancer related pain management experiences.

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.

The position is appropriate for both Core Training Stage and Practice Development Stage within the faculty of Pain Medicine (FPM) training framework.

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

The fellows are expected to participate in the patient care, educational and research roles of the Pain Management Services.

This may involve:





- Ward rounds; attending to referrals of inpatients at both the City and Royal Park Campus, Royal Melbourne Hospital outpatient pain management services at Royal Park Campus.
- Interventional pain management sessions.
- Multidisciplinary meetings discussing patient care.
- Intern, hospital medical officer, nursing and client educational lectures and tutorials.
- Research, unit audits and quality assurance processes.
- Radiology meetings, interdisciplinary teaching sessions, and opportunities including those with psychiatry, addiction medicine, palliative care, Peter MacCallum Cancer Centre and The Royal Women's Hospital (pelvic pain clinic) when suitable and/or directed by Services director.

(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.

KEY ACCOUNTABILITIES

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.





KEY RELATIONSHIPS

Internal

- · Head of Pain Service
- Supervisor of Training
- Senior Medical Staff
- Medical Trainees
- Allied Health
- Hospital Staff

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

KEY SELECTION CRITERIA

Essential:

- Registration with (or eligible for Registration with) The Medical Board of Australia AHPRA
- · Tertiary Qualifications MBBS or equivalent

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.

REQUIRED CAPABILITIES

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





Developing and managing skills and knowledge

Consolidation

HEALTH, SAFETY AND WELLBEING

The RMH aims 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 to the RMH.

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.

KEY PERFORMANCE INDICATORS

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).

AT THE RMH WE:

- 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.





- Are an equal opportunity employer, committed to providing a work environment free of harassment and discrimination. We promote diversity and inclusion in the workplace.
- Work in accordance with relevant policies, procedures, standards and legislation including those related to clinical or competency requirements, risk management, discrimination, equal opportunity and health safety and wellbeing.

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acknowledge and accept that this position description represents the duties, responsibilities and accountabilities that are expected of me in my employment in the position. I understand that The RMH reserves the right to modify position descriptions as required, however I will be consulted when this occurs.									
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Employee	e Name (p	rase print)							
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Date									