

BENDIGO COMMUNITY HEALTH SERVICES

POSITION TITLE: COMMUNITY PAEDIATRICIAN & INFANT, CHILD & FAMILY HEALTH & WELLBEING PAEDIATRICIAN

Award:	Medical Practitioners Award
Classification:	Dependent upon skills and experience
Site:	This position is primarily based at our Kangaroo Flat site, however may be required to work from any BCHS site or outreach location as negotiated.
Hours per fortnight:	30.4 to 76 hours per fortnight negotiable (0.4 - 1.0 FTE)
Tenure:	Ongoing
Position description developed:	March 2023
Responsible to:	Senior Leader Paediatrics/Hub Manager

We want (Vision)

Better health and wellbeing across generations.

We exist (Mission)

To work hand in hand with our community to achieve healthier lives.

We strive for (Values)

- Integrity**
 We are authentic and accountable, and we honour our obligations.
- Respect**
 We build respectful relationships through trust, empathy and collaboration.
- Inclusive**
 We recognise and promote accessible, safe and holistic supports and services as a basic human right.
- Innovation**
 Through continuous learning, we ensure an agile, responsive and sustainable service.
- Togetherness**
 We create a sense of connectedness, pride and support through enjoying our work and being passionate about making a difference.

Our pillars	Consumer and Community	Influence	Visible	Sustainable
The change we want to see	People in our community, especially those most in need, have improved health and wellbeing	We use evidence, data and the voice of our community to shape our supports and services	Our service is identified as a quality provider and our people are recognised as leaders	Our sustainability is based on a healthy culture, improved systems, outcomes and growth

BENDIGO COMMUNITY HEALTH SERVICES

The Role of the Team

The Community Paediatric team respond to needs of children and their families for children aged 0-18 years providing assessment and management for children with complex behaviours, developmental delays, Autism Spectrum Disorder, Attention deficit hyperactivity disorder and much more.

Bendigo Community Health Service (BCHS) is the lead agency supporting the Victorian Government to deliver the recommendations from the Royal Commission into Victoria's Mental Health System (recommendation 19.3).

The newly forming multidisciplinary team at the Infant Child, and Family Health and Wellbeing Hub (the Hub) in Loddon will provide comprehensive and coordinated care and support to children ages 0-11 with developmental, behavioural and emotional challenges, as well as their families – including access to free assessments for developmental concerns and autism.

You'll have the advantage of working alongside other passionate practitioners from the Bendigo Health CAMHS team, Family Services, Community Health Paediatric Allied Health and navigators. The multidisciplinary team at the Hub will work together to ensure that families have access to a range of services and support in one convenient location, and to provide a one-stop-shop for all their health and wellbeing needs.

The team will:

- Build strong relationships with the local community to ensure the hubs are accessible, welcoming, and responsive to the needs of families with young children.
- Work with other healthcare providers, including maternal and child health services, early childhood development and support, and family support services, to coordinate care and support for families
- Provide clinical leadership and guidance to other members of the team, and support the ongoing professional development of paediatric staff
- Participate in continuous quality improvement initiatives to ensure that the services provided by the hubs are effective and meet the needs of families in the local community.

The team will have access to a range of networks and a Community of Practice with the Hub teams at Southern Melbourne and Brimbank-Melton as part of the roll-out.

Position Role

The Community & Infant, Child and Family Health and Wellbeing Hub Paediatrician (CICFWH Paediatrician) is a dual role providing care to patients and families within our community paediatric team and the Infant Child, and Family Health and Wellbeing Hubs team in the Loddon region.

The position will have a role in supporting the development and implementation of the model of care for the hub whilst working within community health.

Position Responsibilities

The responsibilities of the position are:

- Contribute to the development and implementation of paediatric assessment and services for families with young children.

BENDIGO COMMUNITY HEALTH SERVICES

- Work closely with other members of the Infant Child, and Family Health and Wellbeing Hubs team and Community Paediatrics team to ensure the delivery of high-quality, comprehensive care to families.
- Provide leadership to ensure quality service provision, and clinical governance obligations are met.
- Build strong relationships with the local community to ensure the hubs are accessible, welcoming, and responsive to the needs of families with young children.
- Contribute as a member of a multidisciplinary team.
- Direct service (comprehensive assessment, planning and review) for vulnerable children/young people and their families with often complex histories.
- Provide formal supervision to Paediatric registrars.
- Other duties as directed.

Key Selection Criteria

Essential

1. Relevant qualifications in Community Paediatrics and current registration with an appropriate professional body.
2. Excellent leadership, communication, and interpersonal skills, with the ability to build strong relationships with families, staff, and other healthcare providers.
3. Demonstrated ability to contribute to and be a part of a multidisciplinary team, with a community paediatric focus.
4. Experience and/or willingness to provide clinical supervision and support to Paediatric Registrars.
5. Experience in case conferencing, with a variety of teams.
6. Demonstrated commitment to quality assurance, clinical governance and continuing medical education.
7. Excellent communication skills, computer literacy and research experience.
8. Personal commitment to promoting equality, diversity and human rights in all aspects of service delivery.
9. A current Working with Children check.
10. Ability to meet the minimum COVID-19 vaccination requirements for healthcare workers (currently 3 doses).

Desirable

1. Experience in the establishment of programs, services or models of care that support families.
2. Strong understanding of the child and family systems and barriers for regional families accessing services and care.

Probationary Period

Employment with BCHS is conditional on satisfactorily completing a probationary period of six (6) months from date of commencement. During this period your performance will be reviewed with your manager and, assuming this is mutually satisfactory, your employment will be confirmed at the end of this period.

Staff Review & Development (SRD)

Each BCHS staff member is required to participate in the annual SRD process. The SRD will be based on the Position Role and Responsibilities and Key Selection Criteria in addition to the relevant Branch and Team Plans and the following Performance Indicators.

BENDIGO COMMUNITY HEALTH SERVICES

Position Performance:

Demonstrate achievement of negotiated performance indicators specific to your position.

- Identified targets outlined within the funding agreements
- Participate in supervision and professional development as negotiated with line manager.
- Knowledge and compliance with BCHS privacy and confidentiality procedures.

Communication and Team Work:

High level communication and interpersonal engagement that contributes to productive and collegial relationships between staff and with consumers

- Display your capacity for self-awareness through reflection, planning and communication.
- Show evidence of your ability to work co-operatively within a team to achieve team goals.
- Establish and develop as key functions of relationship management, regular and professional communication with all your relevant colleagues.
- Demonstrate alignment and integration of practice according to BCHS' Vision, Values, and Strategic Directions.

Self-Management:

Demonstrated experience and understanding of the need for ongoing personal and professional development that contribute to self-satisfaction and professional growth.

- Continually develop personally and professionally to meet the changing needs of your position, career and industry.
- Demonstrate behaviours that lead you to achieving your goals.
- Demonstrate understanding and behaviour to reflect BCHS' values.

Administration and Documentation:

Through the use of BCHS processes ensure that all administration and documentation requirements are initiated and completed in a professional and timely manner.

- Show evidence that the administrative tasks of your position are completed in an orderly, timely and accessible manner.
- Demonstrate that your documentation is completed in an accurate, legally and ethically compliant standard, and is produced to an appropriate professional standard.

Learning:

Demonstrated knowledge and application of the capabilities required for this position including knowledge and understanding of appropriate equipment, legislation, policies and procedures.

- Show evidence of knowledge and understanding of BCHS Strategic Directions and the ability to link key strategic directions to individual and team work plans and individual self-development.
- Demonstrate initiative and enterprise skills that contribute to innovative outcomes.
- Display an appropriate level of awareness of the implications for BCHS of decisions and situations that involve you and others.

Diversity and Culture:

BCHS treats all people with respect; values diverse perspectives; provides diversity training opportunities; and provides a supportive work environment. BCHS is committed to employing people from diverse backgrounds and providing a workplace free from discrimination and harassment.

Child Safety:

BENDIGO COMMUNITY HEALTH SERVICES

BCHS values children from all backgrounds and is committed to making our community a safe, nurturing and welcoming place for children to grow and develop. We are committed to making sure **all** children to reach their individual potential.

Other Essential Requirements

Staff will:

- Complete all required probity checks **before** employment is confirmed.
- Provide vaccination status information that meets the requirements for healthcare workers.
- Present a copy of original professional qualifications document or registration (if required).
- Receive and comply with BCCHS' policies and procedures including the Code of Conduct.
- Actively contribute to continuous quality and service delivery improvement through the organisation.
- Be proactive in risk identification, notification and management.

BCCHS believes that “Quality is everyone’s business, safety is my responsibility”

Co-operate with and contribute to BCCHS Occupational Health & Safety procedures and participate in appropriate safety information and education activities as required.

Other Information

- Salary Packaging is available to the successful applicant.
- BCCHS' Employee Assistance Program is available to employees and immediate family.
- BCCHS is an Equal Opportunity Employer.
- All BCCHS sites are smoke free workplaces.
- BCCHS has a commitment to environmental sustainability.

Alongside BCCHS employee benefits, the Hub can negotiate with the right candidate for support to relocate and complete some CPD.