

POSITION DESCRIPTION

SCHN - Simulation Fellow



Organisation	NSW Health
Local Health District / Agency	The Sydney Children's Hospitals Network
Position Classification	Fellow
State Award	Public Hospital Medical Officers (State) Award
Category	Medical Officers Paediatric Emergency Medicine
Additional Training Focus	Critical Care
Website	www.schn.health.nsw.gov.au

PRIMARY PURPOSE

The Network Simulation Fellow supports the development and provision of educational programs that incorporate simulation. Under the leadership of the Simulation Service Medical lead and Network Simulation Manager, the Fellow will also support research in education and quality and safety design through the use of translational simulation.

The position focuses on simulation based education and training. This will be achieved by a structured program comprising workplace learning and supervised practice relevant to the provision of simulation education for multi-professional and community audiences. It will require the Fellow to actively engage in all aspects of the Network Simulation Program including scenario design, development, delivery, technical skills, debriefing, evaluation and review processes.

RESPIRATOR USE

NSW Health workers may be required to use a respirator as part of their appointment with NSW Health. Where a respirator is required for use, workers will be instructed in their safe use, including donning, doffing and fit checking. Staff may be required to complete fit testing to selected respirator/s to assess their facial fit/seal.

At all times when a health worker is required to use a respirator, the health worker must not have any facial hair present. Processes are in place to support workers that need to keep facial hair due to religious observance requirements and/ or health conditions.

ESSENTIAL CRITERIA

- MBBS or equivalent, currently registered or eligible for registration with the Medical Board of Australia in an appropriate registration category
- Registration with the Royal Australasian College of Physicians (RACP) as an advanced trainee or equivalent
- This position is subject to an appropriate supervision level which can be supported by the health agency. If the incumbent's registration conditions include supervision requirements, the level of supervision must be able to be supported by the health agency for this role

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- Attendance at the Hospital's Clinical Orientation Program on the first day of commencement and attendance at department specific orientation as required.
- Completion of Hospital and NSW Health Mandatory Training requirements including HETI online Mandatory Training requirements, Respecting the Difference Training, Fire Training, and IT training
- Complete mandatory Child Protection Training. Child Protection Training includes the HETI online and targeted face to face training and needs to be completed once only. If you have completed mandatory Child Protection Training at another recognised New South Wales institution you must provide evidence of completion in the form of a certificate of attendance or transcript of training prior to commencement.
- Annual Resus4kids resuscitation training and APLS training every 5 years
- To be employed by NSW Health you are required to provide evidence of vaccination to comply with the NSW Health Occupational Assessment, Screening & Vaccination against Specified Infectious Diseases Policy, this includes any amendments made from time to time
- Valid NSW Working with Children Check
- Cleared National Police Check

KEY ACCOUNTABILITIES

- Partner with the Network Simulation team and specialty clinical teams to ensure simulation education is highly organised, professional and is delivered in a professional manner to promote a culture of safety
- Reviews, plans and deliver simulation education programs in supporting care for ill or injured children
- Develop and deliver simulation programs as identified by learning needs of the specialty team/s
- Support new system design, environments, processes and models of care through translational simulation to enhance quality and safety and reduce risk
- Develops and maintains excellent and collaborative working relationships with the multidisciplinary teams of SCHN
- Supports staff who are developing simulation skills
- Collaborates with other simulation providers to establish and build relationships
- Engages with external children's services across NSW to provide simulation-based education and training
- Attends meetings to keep appropriate personnel informed of relevant events / information and to report on progress with agreed tasks
- Partner with simulation industry as required to develop and advance simulation technology for SCHN
- Demonstrates participation in relevant personal professional development activities including the simulation faculty development workshop
- Supports and participates in research and quality improvement activities of the simulation teams including presentations, publications, funding and grant support applications and peer review
- Coordinate simulation journal club for SCHN

KEY CHALLENGES

- Balance training requirements with service provision, within the limitations of a busy public health service, whilst maintaining a professional role and responsibility for patient care, in close liaison with supervising medical staff.
- Clinical workload will only be permitted with the permission of the appropriate department head relevant to training/qualifications and the medical lead in Simulation.
- Leading or participating in difficult and critical conversations with colleagues, patients, families, clients and carers. Contribute to the promotion and development of patient and staff safety. Work collaboratively with other staff in a multidisciplinary team.

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- Be responsible for the supervision and teaching of junior medical officers and all other members attached to the department/team.
- Manage the complexities of a busy department and complex public health service.
- Maximise the efficient utilisation of physical resources of the Health Service.

KEY RELATIONSHIPS

Who	Why
SCHN Simulation Medical Lead	Professional responsibility
Network Simulation Manager	To participate in discussion and decisions, escalate issues, propose solutions, receive guidance, and provide regular updates
Network Simulation team	To work in collaboration with the simulation team members to develop and implement simulation based training
Tertiary education providers	To ensure simulation programs developed for SCHN are based on leading evidence in simulation education and are of a high standard and quality
Professional bodies & associations and other simulation programs and providers	To ensure simulation programs developed for SCHN are based on leading evidence in simulation education and are of a high standard and quality

SELECTION CRITERIA

1. MBBS or equivalent, currently registered or eligible for registration with the Medical Board of Australia in an appropriate registration category
2. Registered with the Royal Australasian College of Physicians as an advanced trainee or equivalent. Those registered with the RACP must have preferably completed a minimum 6 months as an advanced trainee with RACP (or equivalent) at the commencement of the Fellowship
3. 6 months' experience in relevant subspecialty or equivalent. Please detail relevant experience
4. Prior knowledge or experience in delivery of simulation education, skills and scenarios and basic computer literacy including mobile devices and apps. Candidates would preferably but not essentially have prior experience in simulation and familiarity with task trainers and manikin function
5. Demonstrated commitment to quality improvement, patient safety and risk management
6. Excellent communication, leadership and teamwork skills with demonstrated ability to liaise effectively with other health professionals
7. Ongoing commitment to further education and professional development of self and others with a willingness to participate in the teaching of all multidisciplinary team members within the critical care service
8. Understanding or research methodology or research experience and a willingness to undertake research proposal

OTHER REQUIREMENTS

- Model the NSW Health CORE Values of Collaboration, Openness, Respect and Empowerment

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- Participate in after-hours rosters including on call overnight and weekends
- Move between services and geographical locations to deliver patient care as indicated on individual statement of duties
- Abide by all conditions/provisions of employment as outlined in the relevant Award
- Conduct all required responsibilities and tasks of the role in a manner that is consistent with legislation, local and state-wide delegations, procedures, policies and manuals, which include but are not limited to the following areas:
 - NSW Health Code of Conduct
 - performance management and development
 - work, health and safety
 - records management
 - confidentiality and privacy
- All staff are expected to take reasonable care that their acts and omissions do not adversely affect the health and safety of others, that they comply with any reasonable instruction that is given to them and with any policies/procedures relating to health or safety in the workplace, as well as notifying any hazards/risks or incidents to their managers
- Participate in Term/Annual Performance Reviews in consultation with the relevant Head of Department/Supervisor and comply with other requirements as determined by the relevant College training program or Australian Health Practitioner Regulation Agency (AHPRA) guidelines
- Act as role model and promote a culture and supporting practices that reflect the organisational values through demonstrated behaviours and interactions with patients/clients/employees
- Comply with supervision requirements as set out by AHPRA
- Complying with individual department's specific 'Statement of Duties' for daily and weekly duties

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Job Demands for: SCHN - Provisional Fellow Critical Care Simulation - SCH (2023)

Physical Demands	
<p>Respirator use - Wearing of a respirator, to ensure protection against exposure to respiratory pathogens/hazardous materials</p> <p>Frequent</p>	<p>Sitting - remaining in a seated position to perform tasks</p> <p>Frequent</p>
<p>Standing - remaining standing without moving about to perform tasks</p> <p>Frequent</p>	<p>Walking - floor type: even/uneven/slippery, indoors/outdoors, slopes</p> <p>Frequent</p>
<p>Running - floor type: even/uneven/slippery, indoors/outdoors, slopes</p> <p>Infrequent</p>	<p>Bend/Lean Forward from Waist - forward bending from the waist to perform tasks</p> <p>Frequent</p>
<p>Trunk Twisting - turning from the waist while sitting or standing to perform tasks</p> <p>Frequent</p>	<p>Kneeling - remaining in a kneeling posture to perform tasks</p> <p>Infrequent</p>
<p>Squatting/Crouching - adopting a squatting or crouching posture to perform tasks</p> <p>Frequent</p>	<p>Leg/Foot Movement - use of leg and/or foot to operate machinery</p> <p>Occasional</p>
<p>Climbing (stairs/ladders) - ascend/descend stairs, ladders, steps</p> <p>Frequent</p>	<p>Lifting/Carrying - light lifting and carrying (0 to 9 kg)</p> <p>Frequent</p>
<p>Lifting/Carrying - moderate lifting and carrying (10 to 15 kg)</p> <p>Infrequent</p>	<p>Lifting/Carrying - heavy lifting and carrying (16kg and above)</p> <p>Infrequent</p>
<p>Reaching - arms fully extended forward or raised above shoulder</p>	<p>Pushing/Pulling/Restraining - using force to hold/restrain or move objects toward or away from the body</p>

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Infrequent	Occasional
Head/Neck Postures - holding head in a position other than neutral (facing forward) Occasional	Hand and Arm Movements - repetitive movements of hands and arms Occasional
Grasping/Fine Manipulation - gripping, holding, clasping with fingers or hands Not Applicable	Work at Heights - using ladders, footstools, scaffolding, or other objects to perform work Not Applicable
Driving - Operating any motor powered vehicle Infrequent	

Sensory Demands

Sight - use of sight is an integral part of work performance (e.g. viewing of X-Rays, computer screens) Frequent	Hearing - use of hearing is an integral part of work performance (e.g. Telephone enquiries) Frequent
Smell - use of smell is an integral part of work performance (e.g. working with chemicals) Occasional	Taste - use of taste is an integral part of work performance (e.g. food preparation) Not Applicable
Touch - use of touch is an integral part of work performance Constant	

Psychosocial Demands

Distressed People - e.g. emergency or grief situations Frequent	Aggressive and Uncooperative People - e.g. drug/alcohol, dementia, mental illness Frequent
Unpredictable People - e.g. dementia, mental illness, head injuries	Restraining - involvement in physical containment of patients/clients

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Frequent	Occasional
<p>Exposure to Distressing Situations - e.g. child abuse, viewing dead/mutilated bodies</p> <p>Frequent</p>	

Environmental Demands

<p>Dust - exposure to atmospheric dust</p> <p>Not Applicable</p>	<p>Gases - working with explosive or flammable gases requiring precautionary measures</p> <p>Frequent</p>
<p>Fumes - exposure to noxious or toxic fumes</p> <p>Infrequent</p>	<p>Liquids - working with corrosive, toxic or poisonous liquids or chemicals requiring PPE</p> <p>Infrequent</p>
<p>Hazardous Substances - e.g. dry chemicals, glues</p> <p>Not Applicable</p>	<p>Noise - environmental/background noise necessitates people raise their voice to be heard</p> <p>Infrequent</p>
<p>Inadequate Lighting - risk of trips, falls or eyestrain</p> <p>Infrequent</p>	<p>Sunlight - risk of sunburn exists from spending more than 10 minutes per day in sunlight</p> <p>Not Applicable</p>
<p>Extreme Temperatures - environmental temperatures are less than 15°C or more than 35°C</p> <p>Infrequent</p>	<p>Confined Spaces - areas where only one egress (escape route) exists</p> <p>Not Applicable</p>
<p>Slippery or Uneven Surfaces - greasy or wet floor surfaces, ramps, uneven ground</p> <p>Not Applicable</p>	<p>Inadequate Housekeeping - obstructions to walkways and work areas cause trips and falls</p> <p>Occasional</p>
<p>Working At Heights - ladders/stepladders/scaffolding are required to perform tasks</p> <p>Not Applicable</p>	<p>Biological Hazards - exposure to body fluids, bacteria, infectious diseases</p> <p>Frequent</p>