



POSITION DESCRIPTION

Department of Medicine (Royal Melbourne Hospital)
Melbourne Medical School
Faculty of Medicine, Dentistry and Health Sciences

Professor/ Associate Professor of Dermatology Research (Royal Melbourne Hospital)

POSITION NO	0057420
CLASSIFICATION	Level E, Professor – Level D Associate Professor (Teaching and Research)
SALARY	Level E \$209,428 p.a. (pro rata) Level D \$162,590 up to \$179,123 (pro rata) + \$19,605 p.a clinical loading / An attractive salary package will be negotiated with the successful candidate.
SUPERANNUATION	Employer contribution of 17%
WORKING HOURS	Part-time (0.3 FTE) at the University of Melbourne, with additional 0.2 Clinical FTE co-appointment at RMH
BASIS OF EMPLOYMENT	Fixed Term for 3 years.
OTHER BENEFITS	http://about.unimelb.edu.au/careers/working/benefits
HOW TO APPLY	Online applications are preferred. Go to http://about.unimelb.edu.au/careers , select the relevant option ('Current Staff' or 'Prospective Staff'), then find the position by title or number.
CONTACT FOR ENQUIRIES ONLY	Name A/Prof Vanessa Morgan or Prof Jo Douglass Tel +61 3 8344578 Email jdouglass@unimelb.edu.au <i>Please do not send your application to this contact</i>

For information about working for the University of Melbourne, visit our website:
about.unimelb.edu.au/careers

Acknowledgement of Country

The University of Melbourne would like to acknowledge and pay respect to the Traditional Owners of the lands upon which our campuses are situated, the Wurundjeri and Boon Wurrung peoples, the Yorta Yorta Nation, the Dja Dja Wuurang people. We acknowledge that the land on which we meet and learn was the place of age-old ceremonies, of celebration, initiation and renewal, and that the local Aboriginal peoples have had and continue to have a unique role in the life of these lands.

Position Summary

The Professor/ Associate Professor of Dermatology Research will provide academic leadership in the discipline of Dermatology within the University of Melbourne, Department of Medicine (RMH). You will be expected to make innovative and distinctive contributions in the areas of academic leadership, research, teaching and learning to academic dermatology. This position is located at the Royal Melbourne Hospital and the intention of this role is a co-appointment with the Royal Melbourne Hospital Department of Dermatology to lead research in this Department and to lead the speciality of Academic Dermatology within the Department of Medicine, The Royal Melbourne Hospital.

You will build successful partnerships and collaborate effectively with other research groups and partners within and beyond the Parkville precinct to enhance and build excellence in academic dermatology. You will also contribute to teaching excellence at both undergraduate and postgraduate levels, supervising PhD scholars, teaching medical graduates and supervising advanced clinical trainees in Dermatology.

You will be an eminent authority in Dermatology, encompassing research best practice and its application to therapies and new treatments.

The position is located within state-of-the-art facilities at the Royal Melbourne Hospital Department of Medicine, which provides high quality laboratory space and links with the clinical trial facilities of the Royal Melbourne Hospital.

This position works in collaboration with RMH and therefore there is flexibility with time fraction specifics which may be negotiable upon request.

Professors at the University of Melbourne also provide transformational leadership and dedicated service for the University and the broader community beyond their leadership within their academic fields and disciplines.

This position description should be read in conjunction with the Leadership Roles of Melbourne Professor: <https://staff.unimelb.edu.au/human-resources/academic-careers-@-melbourne/promotion/ExpectationsOfAProfessor.pdf>

The University of Melbourne fosters a values-based culture of innovation and creativity to enhance the research performance of the University and to achieve excellence in teaching and research outcomes.

We invest in developing the careers and wellbeing of our students and staff and expect all our leaders to live our values of:

- Collaboration and teamwork
- Compassion
- Respect
- Integrity
- Accountability

1. Key Responsibilities

1.1 TEACHING AND LEARNING

- ▶ Provide leadership in improving the quality of Dermatology education and training
- ▶ Conception and delivery of innovative educational programs
- ▶ Lead the evaluation and renewal of curriculum design and delivery
- ▶ Provide expert advice to government and peak bodies (local, state, national, international)

1.2 RESEARCH AND RESEARCH TRAINING

- ▶ Set the direction, and lead, original, innovative, and distinguished research programs that have demonstrable impact that is of benefit to society
- ▶ Develop collaborative, cross-disciplinary research initiatives with national and international partnerships within and beyond the University
- ▶ Secure research grants and external research income that build institutional capacity and create opportunities for early career academic development
- ▶ Support and lead an environment of academic excellence in the field of Dermatology at the Royal Melbourne Hospital Department of Medicine, that establishes clinical care at the forefront of treatment advances.
- ▶ Publish research outcomes in high-impact, peer reviewed journals
- ▶ Attract and supervise/mentor research higher degree students, encouraging and facilitating student engagement in both discipline-specific and broader professional research networks

1.3 LEADERSHIP AND SERVICE

- ▶ As a senior member of the Faculty, provide leadership and foster excellence in research, teaching and community engagement for improved capability across the Department, Faculty, and the University overall.
- ▶ Lead collaborative initiatives with community, industry and policy engagement of significant public value (e.g. research translation/clinical programs/educational programs)
- ▶ Active participation on Department/Faculty/University committees
- ▶ Positive engagement in learning and career development of self and others
- ▶ Effective demonstration and promotion of University values including diversity and inclusion and high standards of ethics and integrity

1.4 STAFF SUPERVISION

- ▶ Undertake probationary and performance management processes, ensuring you have regular conversations with your staff and are providing positive and constructive feedback to enhance staff and team performance.
- ▶ Provide coaching, guidance and support for career planning, ensuring staff have access to appropriate professional development activities.
- ▶ Understand your responsibilities associated with approving staff leave and ensuring leave is approved in line with operational requirements.
- ▶ Allocate and monitor workload and address associated issues in a timely manner.

- ▶ Ensure new staff participate in the university's induction program and provide a localised work area orientation.

2. Selection Criteria

2.1 ESSENTIAL

- ▶ A medical qualification registrable with the Medical Board of Australia under the Australian Health Practitioner Regulation Agency (AHPRA)
- ▶ Fellowship of the Australasian College of Dermatology or equivalent and recognised postgraduate clinical qualification
- ▶ PhD or equivalent professional qualification in a relevant discipline is highly desirable
- ▶ Extensive clinical experience in Dermatology
- ▶ Recognition as an eminent clinical and academic authority in Dermatology with distinction at the national and international level
- ▶ A distinguished research career in Dermatology, including an excellent publication record in high impact peer reviewed journals
- ▶ Strong leadership skills and the ability to foster academic achievement in others with demonstrated leadership in research and scholarship.
- ▶ Demonstrated sustained success in obtaining research grants and external research income (with emphasis on competitive, international and peer-reviewed)
- ▶ Exceptional interpersonal and communication skills, with proven success in working collaboratively with diverse stakeholders including academic peers, clinicians, industry, community, policy makers and government.
- ▶ Extensive experience and excellence in teaching and learning, including capacity to attract and successfully supervise research higher degree students to completion
- ▶ Ability to provide strategic focus and direction, fostering a culture of innovation and collaborative academic achievement
- ▶ Ethical leader who values diversity and works effectively with individual differences
- ▶ Demonstrated excellent ability to establish cross-disciplinary research partnerships and collaborations. Experience of establishing productive links with national, international and commercial partners.

2.2 DESIRABLE

- ▶ Experience in clinical trials conduct
- ▶ Familiarity with the evolving landscape of governance requirements for clinical trials in Australia.

2.3 SPECIAL REQUIREMENTS

- ▶ The incumbent will be required to hold and maintain a current Working with Children Assessment notice valid for paid-work <http://www.workingwithchildren.vic.gov.au/>
- ▶ Any offer of employment is subject to a satisfactory police record check and medical practice credentialing.
- ▶ The intention of this position is that it is complementary to a corresponding clinical appointment in the Department of Dermatology at the Royal Melbourne Hospital and

that termination for any reason of appointment at the Royal Melbourne Hospital is likely to constitute reason to terminate this appointment.

- ▶ This position is funded by a philanthropic grant from a donor to the Royal Melbourne Hospital Foundation. A condition of this appointment is the provision of annual progress reports to the Donor via the Royal Melbourne Hospital Foundation. An annual meeting with the Donor may be requested and would likely be agreeable to the incumbent.

3. Equal Opportunity, Diversity and Inclusion

The University is an equal opportunity employer and is committed to providing a workplace free from all forms of unlawful discrimination, harassment, bullying, vilification and victimisation. The University makes decisions on employment, promotion and reward on the basis of merit.

The University is committed to all aspects of equal opportunity, diversity and inclusion in the workplace and to providing all staff, students, contractors, honorary appointees, volunteers and visitors with a safe, respectful and rewarding environment free from all forms of unlawful discrimination, harassment, vilification and victimisation. This commitment is set out in the University's People Strategy 2015-2020 and policies that address diversity and inclusion, equal employment opportunity, discrimination, sexual harassment, bullying and appropriate workplace behaviour. All staff are required to comply with all University policies.

The University values diversity because we recognise that the differences in our people's age, race, ethnicity, culture, gender, nationality, sexual orientation, physical ability and background bring richness to our work environment. Consequently, the People Strategy sets out the strategic aim to drive diversity and inclusion across the University to create an environment where the compounding benefits of a diverse workforce are recognised as vital in our continuous desire to strive for excellence and reach the targets of Growing Esteem.

4. Occupational Health and Safety (OHS)

All staff are required to take reasonable care for their own health and safety and that of other personnel who may be affected by their conduct.

OHS responsibilities applicable to positions are published at:

<http://safety.unimelb.edu.au/topics/responsibilities/>

These include general staff responsibilities and those additional responsibilities that apply for Managers and Supervisors and other Personnel.

5. Other Information

5.1 DEPARTMENT OF MEDICINE

www.medicine.unimelb.edu.au/medicine-and-radiology

The Department of Medicine is a large and diverse department in the Melbourne Medical School that undertakes research, postgraduate and undergraduate teaching within the University of Melbourne teaching hospitals. The Department of Medicine at The Royal Melbourne Hospital is located adjacent to the University of Melbourne's Parkville Campus and within the Melbourne Biomedical Precinct.

The objectives of the Department of Medicine at RMH are to provide clinical and research leadership from the interface of basic science and clinical medicine across the medical disciplines within the environment of the Royal Melbourne Hospital, to teach undergraduate and postgraduate students, to perform high quality research, and to provide leadership in national medical and scientific bodies. The Department has students enrolled in Bachelor of Science (Hons), Master of Biomedical Science, Master of Medicine, Doctor of Medicine and Doctor of Philosophy students. The Department also regularly hosts students for research training on exchange from other Australian and International Universities.

5.2 MELBOURNE MEDICAL SCHOOL

<http://medicine.unimelb.edu.au/>

The Melbourne Medical School (MMS) was established in 1862 and has a substantial international reputation for its leadership in teaching and training, health research, policy and practice. The MMS is committed to working with the communities we serve to improve health and advance health care. We will do this through our teaching, learning, research, clinical care and advocacy.

The MMS is composed of nine clinical departments (Clinical Pathology, General Practice, Medical Education, Medicine and Radiology, Obstetrics and Gynaecology, Paediatrics, Psychiatry, Rural Health and Surgery) which are embedded within clinical health services throughout metropolitan Melbourne and rural Victoria.

The MMS delivers a suite of health related graduate programs including the Doctor of Medicine (MD), the first professional entry Masters level medical program in Australia. The Melbourne MD delivers a fresh approach to medical training and creates a new benchmark in 21st century medical education.

The MMS is committed to improving the wellbeing of the community through the discovery and application of new knowledge. The research effort of the school is highly collaborative and spans basic to translational research and involves over 800 graduate researchers and 1000 academic staff.

The MMS also actively participates in the public debate and advocacy around key health issues and policy based on our values of commitment, integrity, compassion, respect and service.

5.2 FACULTY OF MEDICINE, DENTISTRY AND HEALTH SCIENCES

www.mdhs.unimelb.edu.au

Established in 1862, Melbourne Medical School (MMS) in the Faculty of Medicine, Dentistry and Health Sciences at The University of Melbourne is the oldest medical school in Australia. It is internationally renowned for global leadership in teaching and training, health research, policy and practice. MMS is ranked 14th in the world (Times Higher Education World University Rankings 2022 for clinical, pre-clinical and health), has strong academic partnerships and ground-breaking collaborative research programs with leading public and private hospitals, as well as leading medical research institutes and centres in Australia and internationally.

Under the leadership of Professor John Prins, MMS spans all major fields of medicine and is comprised of thirteen clinical departments:

- Baker Department of Cardiometabolic Health;
- Clinical Pathology;
- Critical Care;
- General Practice;
- Medical Education;

- Infectious Diseases;
- Medicine;
- Obstetrics and Gynaecology;
- Paediatrics;
- Psychiatry;
- Radiology;
- Rural Health; and
- Surgery.

MMS has more than 1,000 academic and professional staff members located at the Parkville campus or embedded within health services throughout metropolitan Melbourne and rural Victoria. Staff are privileged to work alongside more than 2,725 honorary appointees from the health sector who generously contribute their time, knowledge, research and clinical expertise.

MMS is committed to improving community wellbeing through the discovery and application of new knowledge. With annual research income of \$165 million, the School's research effort is highly collaborative, spanning research programs from basic to translational. The School has research collaborations across the 47 partner organisations in the vibrant Melbourne Biomedical Precinct, as well as nationally and internationally. These partnerships enable medical advances to impact healthcare delivery as rapidly and seamlessly as possible.

The School's flagship Doctor of Medicine (MD) degree was the first Masters level entry-to-practice qualification of its kind developed in Australia, setting a new benchmark in medical education. Now, the new curriculum launched in 2022 has created more responsive, modular, technology-enhanced learning for state-of-the-art curriculum delivery. Continuous research and discovery options, and an ability to tailor the degree, allows each student to gain deeper experience in areas of greatest interest. The MD Rural Pathway offers students the opportunity to undertake their entire program in rural Victoria, with a \$6.5 million expansion of facilities in Shepparton to accommodate this. There is also an expanded range of joint degree pathways on offer. The School utilises the Department of General Practice's continually expanding network of general practitioners and primary healthcare providers in the community to ensure that MD students are also provided with quality community-based medical education.

In addition to the MD, MMS has an ever-expanding portfolio of other vocationally oriented programs. These teach research skills, leadership and continuing professional development in specific disciplines. An emphasis on the clinician-scientist career trajectory – with training, support and ongoing career pathways at graduate and postgraduate levels – is central to the School's development of future leaders in all aspects of healthcare, education, research and policy. MMS has over 600 higher degree by research candidates located both within Departments and across its network of partners.

School staff and honorary appointees lead and participate in public debate and advocacy around key health issues and policy based on the MMS values of commitment, integrity, compassion, respect and service. The School also offers a range of initiatives and programs in support of its diverse and inclusive culture:

<https://medicine.unimelb.edu.au/about/diversity-and-inclusion>

MMS is always looking to recruit talented individuals across a wide range of medical disciplines which include leadership roles. This presents a wonderful opportunity for appointees to help drive the strategy, growth and continued excellence of Australia's leading medical school.

5.3 THE UNIVERSITY OF MELBOURNE

Established in 1853, the University of Melbourne is a leading international university with a tradition of excellence in teaching and research. The main campus in Parkville is recognised as the hub of Australia's premier knowledge precinct comprising eight hospitals, many leading research institutes and a wide-range of knowledge-based industries. With outstanding performance in international rankings, the University is at the forefront of higher education in the Asia-Pacific region and the world.

The University employs people of outstanding calibre and offers a unique environment where staff are valued and rewarded.

Further information about working at The University of Melbourne is available at <http://about.unimelb.edu.au/careers>

5.4 ADVANCING MELBOURNE

The University's strategic direction is grounded in its purpose. While its expression may change, our purpose is enduring: to benefit society through the transformative impact of education and research. Together, the vision and purpose inform the focus and scale of our aspirations for the coming decade.

Advancing Melbourne reflects the University's commitment to its people, its place, and its partners. Our aspiration for 2030 is to be known as a world-leading and globally connected Australian university, with our students at the heart of everything we do.

- We will offer students a distinctive and outstanding education and experience, preparing them for success as leaders, change agents and global citizens.
- We will be recognised locally and globally for our leadership on matters of national and global importance, through outstanding research and scholarship and a commitment to collaboration.
- We will be empowered by our sense of place and connections with communities. We will take opportunities to advance both the University and the City of Melbourne in close collaboration and synergy.
- We will deliver this through building a brilliant, diverse and vibrant University community, with strong connections to those we serve.

The means for achieving these goals include the development of the University of Melbourne's academic and professional staff and the capabilities needed to support a modern, world-class university. Those means require a commitment to ongoing financial sustainability and an ambitious infrastructure program which will reshape the campus and our contribution to the communities we engage with. This strategy, and the priorities proposed, is centred around five intersecting themes; place, community, education, discovery and global.

5.5 GOVERNANCE

The Vice Chancellor is the Chief Executive Officer of the University and responsible to Council for the good management of the University.

Comprehensive information about the University of Melbourne and its governance structure is available at <https://about.unimelb.edu.au/strategy/governance>



**The Royal
Melbourne
Hospital**

Advancing health for everyone, everyday.

Could this be you?

**Join The Royal
Melbourne
Hospital Team**



Position Description

**Head of Clinical Services -
Dermatology**

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.

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.

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:	Head of Clinical Services - Dermatology
Service:	Medical Services
Location:	The Royal Melbourne Hospital
Reports To:	Head of Dermatology
Enterprise Agreement:	AMA Victoria - Victorian Public Health Sector – Medical Specialists Enterprise Agreement 2018–2021
Classification:	To be determined
Employment Status:	To be determined
Immunisation Risk Category:	Category A
Date of Review:	February 2022

POSITION SUMMARY

The Professor/ Associate Professor of Dermatology Research will provide academic leadership in the discipline of Dermatology within the University of Melbourne, Department of Medicine (RMH). You will be expected to make innovative and distinctive contributions in the areas of academic leadership, research, teaching and learning. This position is located at the Royal Melbourne Hospital and the intention of this role is to lead research in the Royal Melbourne Hospital Department of Dermatology and to lead the speciality of Academic Dermatology within the Department of Medicine, The University of Melbourne (Royal Melbourne Hospital). There is a clinical component to the role to enable embedded practice.

You will build successful partnerships and collaborate effectively with other research groups and partners within and beyond the Parkville precinct to enhance and build excellence in Academic Dermatology. You will also contribute to teaching excellence at both undergraduate and postgraduate levels, supervising PhD scholars, teaching medical graduates and supervising advanced clinical trainees in Dermatology.

You will be an eminent authority in Dermatology, encompassing research best practice and its application to therapies and new treatments.

The position is located within state-of-the-art facilities at the Royal Melbourne Hospital, which provides high quality laboratory space and clinical trial facilities of the Royal Melbourne Hospital.

KEY ACCOUNTABILITIES



Areas of Responsibility

- Overall responsibility for service delivery and policy development for Dermatology Research at The Royal Melbourne Hospital and implementing those policies.
- Work closely with and report directly to the Dermatology Head of Unit, RMH
- Attract and supervise/mentor research higher degree students, encouraging and facilitating student engagement in both discipline-specific and broader professional research networks
- Establish and maintain effective communication strategies with the Dermatology workforce, as well as all key relationships across the broader precinct, fostering open lines of communication at all levels.
- Establish and maintain key relationships with the surrounding academic organisations including demonstrating an interest in basic science research and translational medicine
- Seek feedback on your work including participation in annual performance discussion.
- Continue to learn through mandatory training and other learning activities.

Commitment to excellence in patient care

- Actively participate in the delivery of high quality patient care, develop collaborative, cross-disciplinary research initiatives across all Dermatology areas.
- Provide high level, evidence-based and patient centred care within the agreed scope of practice
- Establish and promote a culture of evidence based clinical practice and integration of research and teaching into clinical care
- Responsibility for patients presenting with Dermatology conditions or injuries
- Work in partnership with consumers, patients and where applicable carers and families.
- Ensure patients are provided with adequate information upon which to base their decisions
- Ensure the maintenance of adequate clinical records that document patient management decisions.
- Continuously review existing practices and promote change where required
- Keep up to date with developments in the relevant areas of clinical medicine

Teaching and Education

- Act as a mentor and advocate for junior and senior medical staff regarding clinical matters and professional issues and for other staff within RMH in matters relevant to Dermatology.
- Provide leadership in improving the quality of Dermatology education and training
- Set the direction, and lead, original, innovative, and distinguished research programs that have demonstrable impact that is of benefit to society
- Support and lead an environment of academic excellence in the field of Dermatology at the Royal Melbourne Hospital Department of Medicine, which establishes clinical care at the forefront of treatment advances.
- Provide expert advice to government and peak bodies (local, state, national, international)
- Participate in formal teaching program for junior medical staff and medical students
- Undertake ongoing professional development and education in accordance with individual needs and RACP guidelines.
- Develop collaborative, cross-disciplinary research initiatives with national and international partnerships with colleagues across all RMH teams.

Leadership

- Manage the research team and nursing staff for the Dermatology Unit



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- Take responsibility for the dermatology research budget and financial viability of the trials unit
 - Take reasonable care for your safety and wellbeing and that of others.
 - Speak up for safety, our values and wellbeing.
 - Prioritise wellbeing and ensure safe work practices are developed and adhered to in your area.
 - Undertake probationary and performance management processes, ensuring you have regular conversations with your staff and are providing positive and constructive feedback to enhance staff and team performance.
 - Provide coaching, guidance and support for career planning, ensuring staff have access to appropriate professional development activities.
 - Understand your responsibilities associated with approving staff leave and ensuring leave is approved in line with operational requirements.
 - Allocate and monitor workload and address associated issues in a timely manner
 - Lead collaborative initiatives with community, industry and policy engagement of significant public value (e.g. research translation/clinical programs/educational programs)
 - Active participation on Department/Faculty/University committees
 - Positive engagement in learning and career development of self and others
 - Ensure risk management activities are completed, effective controls are in place and incidents are recorded, investigated and corrective actions implemented as far as is reasonably practical.
 - Create a psychologically safe work environment where everyone feels safe to speak up. Monitor and achieve relevant KPIs and targets and operate within their allocated budget.
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KEY RELATIONSHIPS

Internal

- Medical Director, Medical Services
- Deputy Medical Director, Medical Services
- General Manager Medical Services
- Director Nursing and Operations Medical Services
- Deputy Director Nursing and Operations Medical Services
- Director of Research
- Direct reports
- Other service peers
- RMH senior medical staff associations
- Advanced trainees and Doctors in training

External

- Universities
 - Relevant professional and industrial bodies
 - Other health services
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KEY SELECTION CRITERIA

Formal Qualifications

- A medical qualification registrable with the Medical Board of Australia under the Australian Health Practitioner Regulation Agency (AHPRA)
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- Fellowship of the Australasian College of Dermatology or equivalent and recognised postgraduate clinical qualification

Essential:

- Extensive clinical experience in Dermatology
- Recognition as an eminent clinical and academic authority in Dermatology with distinction at the national and international level
- A distinguished research career in Dermatology, including an excellent publication record in high impact peer reviewed journals
- Strong leadership skills and the ability to foster academic achievement in others with demonstrated leadership in research and scholarship.
- Demonstrated sustained success in obtaining research grants and external research income (with emphasis on competitive, international and peer-reviewed)
- Exceptional interpersonal and communication skills, with proven success in working collaboratively with diverse stakeholders including academic peers, clinicians, industry, community, policy makers and government.
- Extensive experience and excellence in teaching and learning, including capacity to attract and successfully supervise research higher degree students to completion
- Ability to provide strategic focus and direction, fostering a culture of innovation and collaborative academic achievement
- Ethical leader who values diversity and works effectively with individual differences
- Demonstrated excellent ability to establish cross-disciplinary research partnerships and collaborations. Experience of establishing productive links with national, international and commercial partners.

Desirable:

- A PhD or equivalent by research is highly desirable
- Experience in the implementation of quality improvement, work practice reform and change within a large organisation

KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Demonstration of RMH values
 - Achievement of portfolio specific KPI targets
 - Participation in and satisfactory feedback through the annual performance review process
 - Ability to maintain a safe working environment and ensure compliance with legislative requirements
 - Participation in the development and implementation of the annual RMH and portfolio specific business planning process
 - Ability to take accountability for all reasonable care to provide a safe working environment within your area of responsibility and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination and equal opportunity.
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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.

ACCEPTANCE

I 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.

Employee Signature

Employee Name (please print)

/ /

Date
