

Position Description

Position Title:	Community Paediatrician
Reports to:	Operationally reports to Manager Community Health Programs Professionally reports to Chief Medical Officer
Department:	Community Health
Directorate:	Community Care & Mental Health
Cost centre:	L0106
Code & classification:	Staff Specialist Year 1 – 9 (HM19 - HM59)
Employment conditions:	Medical Specialists Victorian Public Health Sector AMA Victoria ASMOF Single Interest Enterprise Agreement 2022-2026 and its successors; and GV Health Policies and Procedures (and as varied from time to time)

GV Health is an equal opportunity employer and continually strives to build a diverse, equitable and inclusive workforce that reflects our community. We encourage applications from people of all backgrounds.

Statements included in this position description are intended to reflect in general the duties and responsibilities of the position. It is not intended to be an exhaustive list of responsibilities, duties and skills required. GV Health may alter the duties of this position description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).

POSITION SUMMARY

The *Pathway to Good Health* (PTGH) initiative is a Victorian Government-funded program that provides comprehensive health screening, assessment, referral, and health planning for all Victorian children and young people aged 0–17 years entering or re-entering statutory out-of-home care. This includes children in home-based and residential care arrangements.

GV Health's Community Health program has been funded to deliver this initiative across the Goulburn Valley region, in partnership with Primary Care Connect Shepparton. A multidisciplinary team has been established, comprising of a Paediatrician, Health Navigator, Psychologist, and Allied Health Clinicians to deliver regular clinics providing holistic health checks and comprehensive assessments.

The Paediatrician will play a pivotal role within this multidisciplinary team, providing specialist paediatric expertise during clinic days. The role involves conducting holistic assessments of children's physical, developmental, psychological and psychosocial health. Working collaboratively with a Health Navigator, Speech Pathologist and allied health team, the Paediatrician will contribute to the joint development of a comprehensive Health Management Plan (HMP) for each child. This plan will guide ongoing care to be implemented by the child's General Practitioner and Child Protection Case Manager.

In addition to direct clinical work the Paediatrician will facilitate feedback sessions with the multidisciplinary team following assessments, provide clinical supervision to other team members, and ensure that care provided is trauma-informed, culturally sensitive and aligned with the unique needs of children in out-of-home care.

The Paediatrician will contribute to program reporting and quality improvement by accurately recording clinical activities and direct care hours in the Health Management System (HMS) to meet Department of Health data and performance requirements. The role will also contribute to the ongoing review and development of the PTGH program in the Goulburn region.

RESPONSIBILITIES AND DUTIES

The following duties are inclusive of but not limited to

- Conduct comprehensive developmental, physical and psychosocial assessments for children and young people entering or re-entering out-of-home care, ensuring timely identification of health and developmental needs.
- Be responsible for clinical service delivery in the Pathway to Good Health clinic in line with the Department of Health Pathway to Good Health Service Framework.
- Work collaboratively with the PTGH multidisciplinary team including the Psychologist, Health Navigator, Speech Pathologist and Allied Health clinicians to jointly assess each child's health and wellbeing.
- Work closely with case managers, carers, general practitioners, allied health professionals and Child Protection Services to develop and monitor coordinated health management plans tailored to each child's needs.
- Participate in and/or lead multidisciplinary team feedback sessions following assessments to support coordinated and informed care planning.
- Provide paediatric expertise and guidance to the care team and facilitate referrals to relevant specialists, allied health services and mental health supports as needed.
- Act as a health advocate for vulnerable children and young people by facilitating access to required healthcare services and assisting in overcoming systemic barriers to care.
- Provide final oversight and responsibility for timely release of a single Health Management Plan, co-authored with the other clinical team members.
- Maintain accurate and timely clinical records, contribute to program data collection and reporting requirements and support the ongoing evaluation and improvement of the program.
- Provide clinical leadership, supervision and support to other clinicians within the PTGH clinic, fostering professional development and ensuring high-quality, trauma-informed care.
- Contribute to medical student and junior medical staff teaching and supervision in the clinical setting.
- Contribute to ongoing service improvement and clinical and workforce innovation to ensure Goulburn Valley Health provides high quality accessible services within allocated resources and meets the needs of Goulburn Valley Health consumers.
- Communicate any issues with the Manager as they arise and use collaborative problem-solving methods to provide solutions for any such issues.

KEY SELECTION CRITERIA

Formal Qualification(s) and Required Registration(s):

- Bachelor of Medicine/Bachelor of Surgery and a higher qualification in paediatrics (FRACP or equivalent).
- Current registration with the Australian Health Practitioner Regulation Agency (AHPRA) as a Medical Practitioner.

Essential:

- Training and experience in developmental-behavioural paediatrics/community child and adolescent health.
- Proven ability to conduct comprehensive developmental, physical and psychosocial assessments for children and young people entering or re-entering out-of-home care, ensuring timely identification of health and developmental needs.

- Demonstrated experience in the assessment and treatment of psychological, emotional and developmental issues in children and young people, ideally within a trauma-informed care framework.
- Understanding of the child protection and out-of-home care systems and the impacts of trauma, neglect and disrupted attachment on child development and mental health.
- Understanding of how service delivery can be impacted by rural or regional location of consumers, and a commitment to delivering care in line with the principles of Community Health, including recognition of the social determinants of health.
- Demonstrated ability to work effectively within a multidisciplinary team, contributing to shared care planning and supporting coordinated service delivery.
- Strong verbal and written communication skills with the ability to engage sensitively and respectfully with children, families, carers and professionals from diverse backgrounds.
- Proficient in the use of clinical information systems and able to meet data entry, reporting and documentation requirements, including accurate recording of direct and indirect care hours.

Desirable:

- Experience working with children involved with Child Protection services and/or in out-of-home care.
- Experience working within multi-disciplinary assessment teams.
- Knowledge and/or experience in delivering services to individuals and families from Aboriginal and Torres Strait Islander backgrounds, people from culturally and linguistically diverse backgrounds, and individuals from socially disadvantaged backgrounds.

KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Demonstration of GV Health values and behaviours, being a role model for living the values, Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour;
- Development and maintaining of collaborative relationships with all other teams and professionals;
- Promoting and enabling of efficient teamwork and service provision both within the department and/or organisation and with other service providers;
- Ability to contribute to a safe working environment and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity;
- Registration is maintained and working within scope of practice;
- Services are provided in accordance with the Pathway to Good Health Service Framework and the Community Health Integrated Program Guidelines;
- Meeting of program targets regarding the proportion of children with completed assessments who have an individualised Health Management Plan developed and shared with key stakeholders within four weeks of the assessment;
- Meeting of program targets regarding the rate of attendance for scheduled appointments and percentage of children with follow-up appointments completed or coordinated within the recommended timeframe;
- Accurate and timely recording of direct care hours and clinical activities in the Health Management System (HMS) to meet Department of Health reporting and funding requirements;
- Delivery of clinical supervision sessions to PTGH clinic staff, with clinician feedback indicating satisfaction and perceived support (e.g. through surveys or informal evaluation);
- Participation in quality improvement activities;

- 100% compliance with core competencies and training requirements as outlined in the GV Health Education Framework and Community Health Programs;
- Active participation in the Performance and Development review process;
- Adherence to the Australian Health Practitioner Regulation Agency (AHPRA) Medical Board Code of Conduct.

AT GV HEALTH ALL STAFF ARE REQUIRED TO

- Demonstrate GV Health values and behaviours, being a role model for living the values of Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour;
- Maintain an understanding of individual responsibility for consumer safety, quality and risk and adhere to the relevant policies, procedures and guidelines;
- Develop and maintain collaborative relationships with all other teams and professionals;
- This role may from time to time deal with distress, anxious or upset consumers or members of the public. GV Health is committed to the physical and psychosocial safety of our staff. GV Health staff are required to comply with all safety related training, look after the safety and well-being of themselves and each other, and actively foster a safe working environment;
- Maintain a safe working environment for yourself, your colleagues and members of the public;
- Identify, report and manage risks and ensure actions are taken to prevent and minimise harm to consumers and the GV Health workforce;
- Contribute to organisational quality and safety initiatives;
- Observe and comply with child safe principles, standards and expectations of appropriate behaviour toward and in the company of children;
- Complete the mandatory training requirements as defined by GV Health and actively engage in the Performance Development Review process;
- Minimise the risk of infection to consumers, residents, employees, visitors, contractors and the general public;
- Seek internal customer or consumer feedback and respond accordingly to identify areas of needs;
- Comply with requirement of National Safety and Quality Health Service Standards and other relevant standards, regulations and legislative requirements;
- Comply with the principles of patient and family centred care;
- Not smoke or vape on GV Health premises;
- Comply with immunisation requirements as per the Department of Health Victoria;
- Comply with all applicable to position pre-employment checks, which may include but is not limited to; police checks, working with children's check (WWCC), National Disability Insurance Scheme (NDIS), Aged Care screening requirements.

ACCEPTANCE:

I acknowledge and accept that this Position Description represents the general outline of duties, responsibilities and accountabilities that are expected of me in my employment in the position, and may not encompass every aspect of the position. I understand that The GV Health reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

I acknowledge and accept that I must complete and maintain all relevant pre-employment screening and checks for successful employment.

I acknowledge and accept that that I have read and fully understand this Position Description. I agree that I have the ability to fulfil the inherent requirements of the position, and accept my role in fulfilling the responsibilities, activities, duties and generic position requirements.

I acknowledge I will be required to undertake the duties as set out in the position description (and any other duties as requested in accordance with my skills and experience) to the best of my ability and, at all times follow lawful direction.

By accepting the contract of employment, I am agreeing to duties and obligations within the Position Description.

Community Care and Mental Health	Community Paediatrician
Reviewed by:	Kate Fagan
Issue Date:	June 2025

ABOUT US

Goulburn Valley (GV) Health is a Regional Public Hospital and Health Service for the Hume Region of Victoria, with main campuses located at Shepparton, Tatura, Rushworth and Euroa. The main campus in Shepparton is the major acute referral hospital for the sub region. Additional satellite sites are also located in Shepparton, Seymour, Benalla, Cobram, Echuca and Wodonga. GV Health provides a range of acute, subacute, mental health, aged, primary health and community services.

OUR PURPOSE

To significantly improve the health and wellbeing outcomes and experiences of the people and communities in our care.

OUR VALUES

GV Health's culture centres around our CREATE values and behaviours. Through these values and behaviours we commit to delivering ongoing quality healthcare for our community:



GV Health Vision and Values: [Values and Vision - GV Health](#)

OUR STRATEGIC PLAN

The Goulburn Valley Health Strategic Plan 2024-2026 provides the direction for GV Health with our five strategic pillars being:

- Health and Wellbeing Outcomes: Improve health and outcomes for the population in our region
- Community and Consumer Experience: Ensure everyone has an outstanding personalised experience
- Our Staff Experience: Our people feel connected, supported, safe and well
- Responsible Workplace: Be sustainable and efficient
- Health Equity: Embrace differences in how we design and deliver healthcare

GV Health Strategic Plan: [Strategic Plan 2024-2026 - GV Health](#)

FOR MORE INFORMATION

Application tips: [Application Tips - GV Health](#)

GV Health: <https://www.gvhealth.org.au/about/>

Child Safety and Wellbeing: [Child Safety and Wellbeing - GV Health](#)

Living in Goulburn Valley: [Goulburn | Regional Living Victoria](#)

GV Community Connector: [Community Connector Program for Businesses](#)