

## 1. THE ORGANISATION AND OUR MISSION

St Vincent's Hospital Melbourne (SVHM) is a leading teaching, research and tertiary health service, which employs more than 7,500 staff across 18 sites throughout Melbourne.

Part of Australia's largest not-for-profit Catholic health and aged care network, St Vincent's Health Australia, SVHM provides a diverse range of adult clinical services including acute medical and surgical services, sub-acute care, medical diagnostics, rehabilitation, allied health, mental health, palliative care, correctional health and community residential care.

SVHM's mission is to provide high quality and efficient health services to the people of Victoria in accordance with the philosophy of St Vincent's Health Australia. This mission is based on the values of compassion, justice, integrity and excellence.

## 2. KEY POSITION DETAILS

<b>Job Title:</b>	Provisional Fellow in Anaesthesia/Fellow in Anaesthesia	<b>Reports to:</b>	Director of Anaesthesia and Acute Pain Medicine
<b>Program:</b>	Surgical and Specialist Services	<b>Department:</b>	Anaesthesia and Acute Pain Medicine
<b>Industrial Agreement:</b>	AMA Victoria - Victorian Public Health Sector - Doctors in Training Enterprise Agreement 2022 – 2026 or its successor	<b>Classification:</b>	HM25-HM30
		<b>Risk Category:</b>	A

## 3. LOCAL WORK ENVIRONMENT

The Department of Anaesthesia provides anaesthetic and perioperative services for general and specialist surgical and interventional medical procedures to adults. The Department of Anaesthesia is accredited by ANZCA as a training hospital. The Department is engaged in research of international recognition and is affiliated with the University of Melbourne and the University of Notre Dame

## 4. POSITION PURPOSE

The Provisional Fellowship year is designed to allow experienced senior trainees in Anaesthesia who have passed their Final Fellowship Examination (or overseas equivalent) to consolidate their clinical and academic experience in a training environment with different grades of supervision.

The Provisional Fellowship Program at St. Vincent's complies with the Australian and New Zealand College of Anaesthetists (ANZCA) Professional Document TE13 – Guidelines for the Provisional Fellowship Program and the ANZCA Revised Curriculum 2013 (Regulation 37).

All Fellows have an ANZCA approved Supervisor of Training and are formally reviewed on entry into the program, at 3 months (or 6 months if known to the Department) and prior to exit.

## 5. POSITION DUTIES

### Delivery of Service

- Assess and formulate a management plan for patients admitted to the Operating Theatre and other locations for patients referred to the Department for consultation.
- Ensure that accurate and relevant patient documentation including anaesthetic record, quality assurance form and acute pain management form are completed by the resident or Fellow.
- Communication of such assessment and management decisions to the appropriate Department consultant, junior medical staff and nursing staff involved in their patients' medical care.
- Notification to the appropriate consultant of patients requiring anaesthesia.

- Communication with the patient, or with immediate family where appropriate about his/her condition and management.
- Communication and coordinating effectively with the parent unit in regard to peri operative care. All major changes in the patient's condition should be conveyed to the parent unit.
- Attend Department meetings.
- Ensure a working knowledge of all unit protocols including drugs, power failure, emergency, infection control.
- The Fellow may be called upon to assess patients within the general wards of the Hospital, the Emergency Department or the Operating Theatres.
- Work locations may also include rotations to the Royal Victorian Eye & Ear Hospital.

#### **Quality Improvement**

- Participating in the quality improvement activities of the department
- The Fellow will also help in collection of data for audit purposes.

#### **Teaching**

- The Fellow is expected to supervise the registrars.
- The Fellow will also supervise the nursing staff during certain procedures.
- The Fellow will be actively involved in teaching; lectures and tutorials to nurses, residents and medical students will be given during the year.
- The Fellow will participate in the weekly Department educational meeting. Journal presentations and discussions on specialised topics will be required. Attendance for Fellows at meetings is compulsory unless on night duty or on holidays.
- The Fellow will be responsible for orientation of junior staff to the unit.

#### **Research**

- The Fellow will be encouraged to participate in research projects already established within the Department and to initiate research projects if desired.

#### **Other**

- Any other duties at the direction of the Director of Anaesthesia and Acute Pain Medicine or his/her delegate.

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## **6. INCUMBENT OBLIGATIONS**

### **General**

- Perform duties of the position to best of their ability and to a standard acceptable to SVHM
- Comply with all SVHM policies, procedures, by laws and directions
- Treat others with respect and always behave professionally and in accordance with the SVHM Code of Conduct
- Only access confidential information held by SVHM when this is necessary for business purposes, maintaining the confidentiality of that information once accessed
- Participate in the annual SVHM performance review process
- Display adaptability and flexibility to meet the changing operational needs of the business
- Comply with applicable Enterprise Bargaining Agreement provisions
- Display a willingness to develop self and seek to improve performance

### **Clinical Quality and Safety**

- Attend clinical orientation upon commencement
- Maintain clinical registration and any required indemnity cover
- Always work within approved scope of practice under supervision by more senior clinical staff as appropriate.
- Take personal responsibility for the quality and safety of work undertaken
- Take all necessary care and precautions when undertaking clinical procedures
- Complete annual clinical competencies
- Maintain skills and knowledge necessary to safely and skilfully undertake clinical work

- Consult with peers and other experts and refer to other healthcare workers when appropriate and in a timely manner
- Collaborate and clearly communicate with patients/clients and the healthcare team
- Participate in clinical risk management and continuous quality improvement activities as part of day-to-day work

#### **Person Centred Care**

- Ensure consumers receive information in an appropriate and accessible format
- Actively support consumers to make informed decisions about their treatment and ongoing care
- Ensure consumers are aware of their rights responsibilities and how to provide feedback

#### **Health and Safety**

- Protect the health and safety of self and others, complying with all health and safety related policies, procedures and directions
- Complete required Fire and Emergency Training annually
- Complete required Workplace Culture and Equity Training annually
- Attend general hospital orientation within 3 months of commencement
- As required, comply with fit-testing and PPE requirements
- Participate in reporting and analysis of safety and quality data including risks or hazards,
- Report any hazards, near misses and incidents (regardless of whether an injury occurred or not) into Riskman
- Identify and report any variance to expected standard and minimising the risk of adverse outcomes

### **7. INCUMBENT CAPABILITY REQUIREMENTS (Level 2)**

The incumbent of this position will be expected to possess the following core capabilities:

<b>Capability</b>		<b>Demonstrated behaviour</b>
<b>Personal</b>	<b>Personal effectiveness</b>	Takes responsibility for accurate, timely work results
	<b>Learning Agility</b>	Identifies personal development needs and seeks information from a range of sources
<b>Outcomes</b>	<b>Patient/Resident/client centred</b>	Strives to meet and exceed expectations, demonstrating sound judgement
	<b>Innovation and Improvement</b>	Contributes to improvement by reviewing strengths and weaknesses of current processes
<b>Strategy</b>	<b>Driving Results</b>	Manages own work load to deliver results
	<b>Organisational Acumen</b>	Understands the interdependencies between units/departments
<b>People</b>	<b>Working with and Managing others</b>	Takes responsibility for ensuring productive, efficient teamwork
	<b>Collaboration</b>	Works collaboratively within and outside the team

### **8. SELECTION CRITERIA**

#### **8.1 ESSENTIAL REGISTRATION, LICENSE OR QUALIFICATION REQUIREMENTS**

- MBBS or Equivalent
- Registration with the Medical Practitioners Board of Australia (AHPRA)
- Indemnification with recognized Medical Defence Association

#### **8.2 OTHER ESSENTIAL REQUIREMENTS**

- Undertaking or recently completed Post Graduate training in Anaesthesia with completion of the Final Fellowship examination (or overseas equivalent)

### 8.3 OTHER NON ESSENTIAL REQUIREMENTS

- Commitment to the values of the Sisters of Charity being, Compassion, Justice, Human Dignity, Excellence, Unity and commitment to the Hospital's Code of Ethical Conduct.
- Excellent skills and competencies as a clinician and excellent communication
- skills with patients, their families and one's colleagues.

### 9. REQUIRED IMMUNISATIONS

SVHM Employee Health Screening and Immunisation Policy outlines the requirements for staff working in SVHM facilities.

**Table 1: Vaccine Preventable Diseases for which vaccination and/or assessment is required within SVHM**

Chicken pox (varicella) Hepatitis B Measles Mumps Rubella	Whooping cough (pertussis) Diphtheria Tetanus Influenza Tuberculosis COVID-19
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*NOTE: Vaccination requirements may differ according to individual jurisdictional requirements and policy directives and where there is a conflict the higher directive will apply.*

SVHM has grouped individuals according to their risk of transmitting vaccine preventable diseases and their risk of exposure to blood or body substances (Table 2).

**Table 2: Health Care Worker Risk Categorisation**

Risk Category	Description	Vaccination requirement
Category A	Vaccination is <b>required</b> for this category of health care worker. Healthcare workers within this category have the potential to transmit Vaccine Preventable Diseases to vulnerable patients most at risk of mortality and morbidity from these diseases within SVHM. This includes employees with direct physical contact with patients/clients, deceased persons, blood, body substances or infectious material or surfaces/equipment that might contain these or contact that would allow acquisition and/or transmission of a specific infectious disease by respiratory means. This includes laboratory workers.	Required
Category B	Vaccination is recommended for this category of HCW. This includes individuals who do not work with the risk of exposure to blood or body substances, their normal work location is not in a clinical area (e.g. chef, administrative staff) and only attends the clinical area for short periods of time. Essentially, these individuals have no greater level of risk than that of the general community.	Recommended

## 10. PRE-EXISTING INJURY

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Prior to any person being appointed to this position it will be required that they disclose full details of any pre-existing injuries or disease that might be affected by employment in this position.

## 11. AGREEMENT

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### National Police Check:

I understand that it is a condition of my employment to provide SVHM with a current National Police Certificate PRIOR TO COMMENCING WORK and this is at my own cost.

I understand that regardless of the frequency, if I am working and or visiting in a designated 'high risk area' of SVHM (as defined in the SVHA Pre-employment/Appointment Safety Checks Policy) I will be subject to periodic Police Checks every three years at my own cost.

### NDIS Clearance (if applicable):

If you are working in a designated 'Risk Assessed Role' (as defined by the National Disability Insurance Scheme NDIS) regardless of frequency, you will be subject to periodic NDIS Worker Screening Checks every five years at your own cost. 'Risk Assessed Roles' are defined as (a) key personnel as defined in the *National Disability Insurance Scheme Act 2013*; (b) any role that directly delivers a set of specified supports or services in the [NDIS \(Practice Standards – Worker Screening\) Rules 2018](#); (C) any role where normal duties are likely to require 'more than incidental contact' with people with disability. The designation of 'Risk Assessed Roles' are subject to change, please refer to NDIS Practice Standards for further information.

### Required Immunisations:

Individuals who will be working in Category A positions will only be able to commence employment following assessment of their vaccination status. The decision to proceed with the commencement of employment will be at the discretion of the ICP in consultation with the Hiring Manager and may in some instances, require additional vaccinations to ensure full compliance with the SVHM Employee Health Screening and Immunisation Policy.

I understand that if additional vaccinations are required to comply with pre-employment prerequisites, this will be at my own cost. Where a state jurisdiction overrides this, the facility will bear the cost.

**I have read, understood and agree to comply with the responsibilities and accountabilities of this position description. I agree to comply with all SVHM requirements, policies, procedures, by laws and directions.**

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_