

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

Job Title:	Fellow	Reports to:	Director of Breast and Endocrine Surgery
Program:	Surgical Services	Department:	Breast and Endocrine Surgery
Industrial Agreement:	Doctors in Training (Victorian Public Health Sector) (AMA Victoria/ASMOF) (Single Interest Employers) Enterprise Agreement 2022-2026	Classification:	HM25-30
		Risk Category:	A

3. LOCAL WORK ENVIRONMENT

St Vincent's Breast and Endocrine aims to reduce the morbidity and mortality due to breast & endocrine cancers through the early detection of the disease. The program adheres to the values of St Vincent's health which reflect the mission of Victoria to strive for excellence, collaboration, access, acceptability and improvements in detection and treatment of breast and endocrine cancers.

4. POSITION PURPOSE

To provide for the day to day clinical management of patients under the care and direction of the Director of Breast and Endocrine Surgery to ensure a high quality of patient care.

To undertake administrative, teaching and research duties for the Unit under the direction of the Director of Breast and Endocrine Surgery to ensure that the Unit is run efficiently.

5. POSITION DUTIES

5.1 CONTINUUM OF CARE

The Fellow has responsibility for the services he/she provides in the Unit including inpatient and outpatient services, diagnostic services, teaching, research and quality improvement activities.

Key Result areas:

Clinical Service

- Responsible for the delivery of clinical service as delegated by Unit Head or Clinical Director. He/She will assist the Unit Head/Clinical Director in the implementation of relevant policies and procedures. This will enable the Department to be favourably benchmarked with comparable services within public and private institutions both nationally and internationally.

Key performance indicators:

- Achieve Department activity and quality targets including waiting list targets within the allocated financial budget.

- Adherence to Hospital policies and procedures to ensure ethical care.
- Participation in introduction and evaluation of new technologies.
- Attendance and participation at outpatients' sessions, operating sessions, and ward work unless otherwise negotiated with the Unit Head.
- Involvement with and management of Breast and Endocrine surgery patients at St. Vincent's Private Hospital.

5.1.2 Teaching and Education

- Ensure staff competence and job satisfaction by providing adequate training programs and encouraging developmental opportunities. This would involve planning and implementation of undergraduate teaching, postgraduate teaching, continuing medical education, continuing education and support of other nursing, allied health and all other staff.
- Conducts performance review as required by the Head of the Department.

Key performance indicators:

- Regular attendance at Departmental, Hospital and Specialty educational meetings and forums.
- Ongoing involvement in undergraduate and postgraduate medical education including the coordination of weekly Unit meetings.
- Ongoing supervision and training of junior medical staff including education of registrar and resident in operating theatre.

5.1.3 Planning

- Assist in the development and review of department goals and strategies on an ongoing basis.
- To co-operate with other specialists in planning the delivery of multi-disciplinary treatments.

Key performance indicators:

- Attendance and participation in Department and Hospital planning forums.
- Participation in development of Department Strategic plan.
- Contribute to the development of Units operational plan.

5.1.4 Research

- Clinical and laboratory research is encouraged.

Key performance indicators:

- Presentation of papers at specialty meetings.
- Publication of findings/articles in specialty refereed meetings.
- Participation in approved departmental initiatives/research.

5.2 LEADERSHIP AND MANAGEMENT

5.2.1 Assist in the supervision, training and counselling of HMO's and other clinical staff allocated to the department.

Key Performance Indicators

- Encourage active participation in both Unit operational matters and Hospital wide initiatives as supported by the Hospital.
- Contribute to effective and efficient management of the business of the Unit.
- Active participation in staff development and succession planning.

5.3 IMPROVING PERFORMANCE

5.3.1 Pursue excellence and participate in the maintenance of high quality service by implementing incremental improvements on a continuing basis.

Key Performance Indicators

- Promotion of best practice systems and processes
- Implementing improvement initiatives appropriate to the specialty
- Actively support compliance with the EQuIP/ACHS standards and continuous improvement objectives
- Participates in Clinical Reviews and encourages review of clinical outcomes.

5.4 INFORMATION MANAGEMENT

5.4.1 Is familiar with the Hospital information system and processes to ensure dissemination of information in a timely and accurate manner.

Key Performance Indicators

- Completion of clinical records, operating reports and outpatient letters in acceptable time frames.
- Supervision of Hospital Medical Officers in the maintenance or completion of the following:
 1. Patient medical records
 2. Discharge summaries
 3. Hospital/Unit audits
 4. ICD 10 coding/IPPP
 5. Operating reports
 6. Outpatient letters
- Maintenance of patient confidentiality and confidential information of strategic importance to the hospital.
- Participation in the development of clinical pathways as required by the relevant units.

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:

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

8. SELECTION CRITERIA

8.1 ESSENTIAL REGISTRATION, LICENSE OR QUALIFICATION REQUIREMENTS

- MBBS or equivalent
- FRACS Part II or equivalent
- Full medical registration with AHPRA

8.2 OTHER ESSENTIAL REQUIREMENTS

- Commitment to the values and health care philosophy of the Sisters of Charity and the St. Vincent's Hospital Code of Conduct.
- Excellent skills and competencies as a clinician and good communication skills with patients, their families and colleagues.
- Commitment to continuous quality improvement.
- Teaching commitment and skills in the areas undergraduate, postgraduate and continuing medical education.
- Research commitment and participation in research activities.

8.3 OTHER NON ESSENTIAL REQUIREMENTS

- Computer skills - working knowledge of Windows environment including word processing.

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
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	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 required 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

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

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: _____