

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 6,500 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: | Neurology Fellow | Reports to: | Head of Clinical Neurosciences |
| Program: | Surgical Services | Department: | Clinical Neurosciences |
| Industrial Agreement: | AMA Victoria – Victorian Public Health Sector - Doctors in Training Enterprise Agreement 2018 – 2021, or its successor | Classification: | HM 25-30 |
| | | Risk Category: | A |

3. LOCAL WORK ENVIRONMENT

Clinical Neurosciences is a multidisciplinary unit dedicated to improving the understanding and treatment of neurological disorders. The unit provides a complete clinical and diagnostic service and maintains a strong research focus; principally centred on epilepsy, multiple sclerosis and movement disorders.

Clinical trial research has for some years formed the bedrock of our research activities, enhancing our research status globally while transforming patient lives locally providing cutting edge therapies to a much needed population of patients.

4. POSITION PURPOSE

To undertake a 12 month supervised training position in the specialty of Neurology focusing on Neurophysiology/neuromuscular. Under the direction of their supervisor, the Neurology Fellow will participate in both inpatient and outpatient care of neurology patients. They will also contribute to present research activities such as clinical trials already in progress in the department as well as developing their own research project.

This position incorporates training and extensive experience in performing a full range of nerve conduction studies and EMG, including repetitive stimulation studies and single fibre EMG.

5. POSITION DUTIES

Delivery of Service

- Attend weekly neurophysiology clinics, with exposure to:
 - Visual evoked responses
 - Brain stem evoked auditory responses
 - Somatosensory evoked potentials
 - Nerve Excitability studies
 - MUP analysis and Quantitative EMG
 - Small fibre studies (QSART, Cutaneous silent periods)

- Tilt table testing
- Autonomic function testing
- Attend weekly neuromuscular clinics
- To observe and perform needle muscle biopsy, as directed
- Attend muscle biopsy review sessions with neuro-pathologist, as directed

Research

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

Teaching

- Regular attendance at departmental, hospital and speciality educational meeting and forums including unit neuroradiology, neuropathology and clinical meetings, Grand Rounds, Division of Medicine and Research Meetings
- Ongoing involvement in undergraduate and post graduate teaching & training including the Neurology Teaching Weekend for the FRACP candidates and Final Year Medical Students Neurology Prize Exam

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

Essential requirements are MBBS (or equivalent), registered in Victoria and first part of the Royal Australasian College of Physician written and clinical examination.

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 *** |
|---|--|

NOTE: Vaccination requirements may differ according to individual jurisdictional requirements and policy directives and where there is a conflict the higher directive will apply.

****Following direction from the Victorian Chief Health Officer, under the Public Health and Wellbeing Act 2008 (Vic); Section 200; the COVID-19 Vaccination is mandatory for all employees (regardless of risk category), provided the individual does not have a medical contraindication according to the Australia Technical Advisory Group on Immunisation.*

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

Clinical Non Managerial

| 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: _____