

## 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>	Orthopaedic fellow in Arthroplasty and Robotics.	<b>Reports to:</b>	Director of Fellowship ( Mr van Bavel) Director of Orthopaedics ( Mr Stoney)
<b>Program:</b>	Specialty seurgical services	<b>Department:</b>	Orthopaedics
<b>Industrial Agreement:</b>	Educational role Supported By Stryker Orthopaedics and Payment received Via AOA fellowship program.	<b>Classification:</b>	A
		<b>Risk Category:</b>	

## 3. LOCAL WORK ENVIRONMENT

St. Vincent's Orthopaedic department is a busy inner city department covering all specialties but with a particular interest in Lower limb arthroplasty and MSK Tumour services.

## 4. POSITION PURPOSE

- To gain experience in primary hip , knee and partial knee arthroplasty both with manual techniques and also robotic assisted surgery using the MAKRO Robot.
- To learn various approaches for Total hip arthroplasty and understand the pros and cons of each and when they may or may not be appropriate.
- To understand the techniques for robotic surgery including registration and haptic bone preparation.
- To learn best practice in the peri-operative management of joint replacement patients
- To be actively involved as a team member including weekly xray meetings, clinics and educational sessions.
- To gain experience in preoperatively assessing patients with arthritis and managing them non operatively.
- To understand when it is appropriate to perform joint replacement surgery.
- To understand the normal postoperative management course for patients after lower limb joint replacement, to be aware of red flags and know how to manage them.
- To understand best practice protocols post surgery.

## 5. POSITION DUTIES

### Delivery of Service

To prepare patients for surgery, ensuring limbs are marked, consent is valid and the patient can proceed safely to surgery.

To ensure post operative notes are written with clear guidelines

### Quality Improvement

- Actively participates in the quality improvement activities of the department.
- Maintains own competence and skills in area of personal expertise.
- Maintains own technical competence (as appropriate to range of procedures performed and Departmental caseload).
- To gain certification for MAKO rebotic surgery.
- Actively seeks opportunities to develop skills identified as necessary for SVH.
- To develop improved orthopaedic know;ledge via self directed education.
- To attend Strker delivered educational session for robotic surgery.

### **Teaching**

- Supervises and teaches Registrars and Fellows
- Provides structured tutorials to registrars, Fellows and trainees as rostered

### Performance Indicators

- Evidence of informal and structured teaching of Registrars and Fellows
- Attendance at meetings as rostered and relevant
- Ongoing active supervision of registrars and other staff as required and appropriate.

### **Research**

- To be involved in active clinical research during the fellowship period.
- The expectation is that at least 1 project will completed and presented at a national or international conference and submitted for publication.
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### Performance Indicators

Skill development in arthroplasty surgery.

- Academic output: lectures, posters, presentations
- Academic output: papers in peer-reviewed journals
- Participation in trials

## **6. INCUMBENT OBLIGATIONS**

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### **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**

Formal Education: Completed specialist training as an orthopaedic Surgeon.

Registration: Registration with Medical Board of Australia (current or eligible)  
Good standing with own Medical Defence Organisation

Knowledge & Experience: Experience in lower limb arthroplasty surgery.

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

- Demonstrated experience of successfully working in a clinical team
- Managerial and organisational skills sufficient to contribute to a team
- Values and attitude
- Personal values as expressed through demonstrated behaviour and personal track record are concordant with St Vincent's Health values of Justice, Excellence, Unity, Compassion and Human Dignity
- Demonstrated commitment to Orthopaedic Surgery for positive motivational reasons

- Track record of contribution in prior work areas over and above minimal required to complete workload

### 8.3 OTHER NON ESSENTIAL REQUIREMENTS

- Immediate Supervisor: Director of Fellowship training
- Ultimate Supervisor: Director of Orthopaedics

### 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.

##### **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: \_\_\_\_\_