

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:	Plastic and Reconstructive Surgery Fellow	Reports to:	Director Plastic and Reconstructive Unit
Program:	Surgical Services	Department:	Plastic and Reconstructive Surgery
Industrial Agreement:	AMA Victoria – Victorian Public Health Sector - Doctors in Training Enterprise Agreement 2022 – 2026, or its successor	Classification:	HM25 - HM30
		Risk Category:	A

3. LOCAL WORK ENVIRONMENT

The Plastic and Reconstructive Surgery Unit at St Vincent's Hospital, Melbourne, has been a leader in the microsurgical reconstruction of both traumatic and malignant defects all over the body as well as elective and acute hand surgery. It is aligned closely with the O'Brien Institute which has offered reconstructive laboratory research fellowships successfully for many years.

4. POSITION PURPOSE

This Clinical Fellowship has been established to mentor young surgeons broadly across the specialty of reconstructive surgery, including clinical research. It will involve exposure to Breast, Head and Neck, Sarcoma and skin malignancy reconstruction as well as elective and emergency hand and wrist cases and maxillo facial trauma. A high degree of organisation will be required in providing leadership to junior staff in day to day clinical management of patients as well as undertaking teaching, research and administrative duties on behalf of the unit. High quality patient care and unit efficiency are key aims.

5. POSITION DUTIES

- Responsible for the services provided in the Unit including inpatient and outpatient services, teaching, research and quality improvement activities as follows
- Responsible for the delivery of clinical service as directed by Unit Head or Fellowship Supervisor
- Attend and participate in the outpatients' sessions, operating sessions, and ward work unless otherwise negotiated with the Unit Head
- Involved with the management of all unit patients at St. Vincent's Public Hospital
- Achieve Department activity and quality targets including waiting list targets within the allocated financial budget
- Adhere to Hospital policies and procedures to ensure ethical care
- Participate in the introduction and evaluation of new technologies

- Responsible for teaching undergraduates and postgraduates in the unit as well as be involved in all unit educational activities. This will involve
- Plan and implement undergraduate teaching, postgraduate teaching, continuing medical education, continuing education and support of other nursing, allied health and all other staff
- Regular attendance at and contribution to Departmental, Hospital and Specialty educational meetings and forums
- Ongoing supervision and coordination of weekly/monthly unit meetings and audits
- Ongoing supervision and training of junior medical staff including education of registrar and resident in operating theatre
- Responsible for the unit clinical efficiency and smooth running of the unit
- Cooperate and liaise with other specialties in planning the delivery of multi-disciplinary treatments
- Attend and participate in unit and hospital planning forums
- Work with surgery waiting list coordinators to maximise theatre usage and achieve hospital targets
- Be aware of and contribute to hospital initiatives designed to improve efficiencies
- Be involved in unit clinical and/or laboratory research
- Involvement in clinical and laboratory research is expected
- Presentation of at least one paper at a specialty meeting
- Publication of at least one article in a specialty refereed journal
- Participation in approved departmental initiatives/research
- Assist in the supervision, training and counselling of HMO's and other clinical staff allocated to the department
- 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
- Pursue excellence and participate in the maintenance of high quality service by implementing incremental improvements on a continuing basis
- Promotion of best practice systems and processes
- Implementing improvement initiatives appropriate to the specialty
- Participate in Clinical Reviews and encourage review of clinical outcomes
- Become familiar with the Hospital information system and processes to ensure dissemination of information in a timely and accurate manner
- 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
- Maintain patient confidentiality and confidential information of strategic importance to the hospital
- Participate 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

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 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: _____