

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:	Clinical Director of Palliative Care
Program:	Medical and Specialist Services	Department:	Palliative Care
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

St Vincent's Hospital Melbourne provides a comprehensive suite of services for its Palliative Care related clinical, training, educational and research environments. For people with life limiting illnesses, the focus of care is interdisciplinary, holistic and supportive, with due consideration of providing care in the environment of their choice. Services include the specialist inpatient palliative care unit, organisational wide consultancy services, with outpatient and community based consultations. Our services continue to foster and enhance the development and expertise of palliative care provision, reflected in the integrative approach with our Department of Psychosocial Cancer Care, the Centre for Palliative Care and the University of Melbourne Palliative Nexus.

4. POSITION PURPOSE

Research Fellow position in Palliative Medicine. This is a leadership position within our service, and will support the team and staff – both within our team and beyond. With support and supervision appropriate for the level of training, the Research Fellow will contribute to the clinical team and practice palliative medicine. The setting of this practice, the supervision and amount will be determined by negotiation, depending on the candidate. Factors to consider are their level of experience and training requirements. Opportunities are broad and include joining our in-patient units, consult service (at Fitzroy, the Private or St George's), various outpatient clinics and/or regional clinics.

5. POSITION DUTIES

- Develop an active role within an academic palliative medicine service, with a range of clinical, research and education opportunities and remits
- Join the services research team, and be involved in clinical trials and current and new research projects
- With support and supervision from the multi-disciplinary team, develop a contained research project for completion in the 12 months:
 - Framing a research /continuous improvement question,
 - Designing the appropriate methodology,
 - Preparing Hospital Research and Ethics Committee review documentation
 - Undertaking the study
 - Analysing the results

- Preparation of abstracts for publication, papers and presentations
- Participate in the registrar on-call palliative care roster
- Attend multi-disciplinary meeting and contribute as relevant, as well as participate in professional development sessions alongside the team
- Ensure patients have management plans in place and documented
- Communicate effectively with the relevant stakeholders during direct patient care and within clinical meetings to ensure optimal patient care
- Be involved in regular and structured feedback with supervisors
- Participate in both Department and Occupational Health and safety programs as arranged
- Adhere to workplace infection control policy and procedures
- Perform duties adhering to the Health Service's Occupational Health and Safety Protocols
- Participate in the planning of, and the response to emergency procedures
- Complete lock up of the office by close of business each day, where appropriate
- Maintain the tidiness of the office space
- Comply with the Infection Control Policies and Procedures of St Vincent's Health
- Participate in education delivery and development, for generalists and specialists of all disciplines is seen as core business, and there is an expectation of a broad and comprehensive educational portfolio to be developed over the course of the year
- Contribute to multi-disciplinary education
- Present to Journal Clubs
- Maintain a portfolio of education delivered and developed

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

- Medical Graduate. Minimum two years post hospital medical officer year 1
- Specific Training Courses: Current general registration with the Medical Practitioner's Board of Victoria.

8.2 OTHER ESSENTIAL REQUIREMENTS

- Current Victorian Medical Board Registration
- At least 2, preferably 3 years post graduate experience in medicine
- Good communication skills
- Interest in Palliative Medicine

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)	Whooping cough (pertussis)
Hepatitis B	Diphtheria
Measles	Tetanus
Mumps	Influenza
Rubella	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.

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: _____