

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:	Clinical Haematology Registrar	Reports to:	Director of Haematology Department
Program:	Clinical Support	Department:	Haematology
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

The Clinical Haematology Registrar is accountable for the delivery of clinical services to St Vincent's patients, through providing high quality clinical services, contributing to service evaluation and displaying a commitment to ongoing learning and professional development in general medicine.

4. POSITION PURPOSE

To provide day to day clinical management of patients of St Vincent's Health, under the care and direction of Consultant Haematologists and the Director of Haematology and to ensure a high quality of patient care.

To undertake administrative duties under the direction of the Director of Haematology and to ensure that the clinical service is run efficiently.

5. POSITION DUTIES

- Active participation in the provision of high quality clinical haematology service.
- Development of competence in all aspects of clinical haematology care.
- Development of a sound working knowledge of all relevant treatment protocols/procedures.
- Ensure consents are obtained for all procedures including bone marrow biopsies, chart premedications for bone marrow biopsies
- Perform all relevant procedures including CSF sampling, administration of intrathecal chemotherapy, pleural and peritoneal aspirations, bone marrow biopsies and other procedures appropriate to the level of training.
- Teach and supervise junior staff in the performance of procedures.
- Provision of a clinical liaison service to both internal (St Vincent's Health) and external clinicians (including out-of-hours advice under supervision)
- Participation in education, clinical audit and quality improvement activities
- Participation in and practice concordant with the framework of the St Vincent's Health quality and occupational health and safety programmes
- Effective and appropriate liaison with laboratory haematologists and registrars, other pathologists, St Vincent's Health clerical staff, St Vincent's Health clinical and laboratory staff, patients/carers and external clients

- Participation in and contribution to registrar/HMO education programmes and clinical research activities within the Haematology Department
- Delivery of clinical service to inpatients, outpatients and participation in the on-call clinical registrar roster

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

Performance Indicators

- Demonstrates commitment to high quality clinical haematology practice to support safe and efficient patient care

RESPONSIBILITY AREA 2:

- Participation in the quality improvement activities of the Department and participation in audits, method/protocol/incident reviews and external QA activities
- The registrar will assist in collection of data for audit purposes.

Performance Indicators

- Attendance at and involvement in management and educational meetings of the Department and participation in QC/QA/method/ incident review activities

RESPONSIBILITY AREA 3: Teaching

- Development and maintenance of a relevant self-directed learning programme
- The registrar will be actively involved in teaching; lectures and tutorials to nurses, residents and medical students will be given during the year.
- The registrar will assist with orientation of new junior staff to the Department especially Clinical Haematology HMOs with respect to appropriate test ordering, blood product utilisation, bone marrow biopsy etc.
- The registrar will participate in the regular Department educational and management meetings; journal presentations and discussions on specialised topics will be required. Attendance for registrars at such meetings is compulsory unless on holidays or there are extenuating circumstances.
- In accordance with relevant awards, attempts will be made to provide sufficient time for personal continuing education, attendance at relevant tutorials and travel to major scientific/educational meetings.
- Assistance with the provision of staff training and education sessions for the Haematology Department and Laboratory and inter-hospital teaching activities
- Preparation for, and success in, relevant examinations

Performance Indicators

- Attendance and presentations at Department and external education meetings /tutorials etc.
- Participation in orientation and training of junior HMO staff and student/staff teaching programmes

RESPONSIBILITY AREA 4: Research

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

RESPONSIBILITY AREA 5: Resource Utilisation

- The registrar will participate in and provide advice on clinically appropriate and efficient haematology tests

PERFORMANCE OBJECTIVES AND ACTIVITIES:

- Registrars are expected to achieve competence and participate in the following:
- Provision of Clinical Haematology service at St. Vincent's and Peter MacCallum cancer Centre sites.

- Delivery of clinical care and supervision of junior doctors.
- Provision of a consulting service to other specialities and to requests for opinion from community general practitioners and medical staff at regional hospitals.
- Performance of all necessary and appropriate procedures and knowledge transfer to junior doctors.
- Ensuring consent and premedications are charted as necessary.
- Familiarisation with the computer system.
- Clinical liaison activities.
- Participation in on-call medical roster (to acquire “consultative” skills in out-of-hours/urgent circumstances), including out of hours care of medical oncology patients.
- Participation in Internal Medicine on-call roster under exceptional circumstances of unavailability rostered staff, as and when deemed appropriate by the Chief Medical Officer or administrative delegate.
- Appropriate interaction with laboratory scientists, pathologists and clerical staff in the Haematology laboratory as required.
- Participation in Haematology audits and internal and external quality assurance activities.
- Participation in development and review of laboratory haematology and related protocols/methods/guidelines.
- Attendance at and participation in laboratory and clinical meetings as outlined above.
- Undertaking of assigned haematology tutorials/teaching for undergraduate and postgraduate medical and scientific staff.
- Active and regular participation in peer review.
- Provision of assistance to the Director of Haematology, Head, Laboratory Haematology and other Consultant Haematologists to ensure that errors, complaints and incidents are recorded, investigated and analysed and that appropriate corrective actions are taken in a timely fashion to support a culture of open disclosure and quality improvement.
- Maintenance of professional and ethical standards of behaviour and practice; the registrar must ensure personal punctuality and provision of timely communication of illness/unplanned absence and requests for proposed leave to the Director of Haematology or other Consultant Haematologists.
- Assistance in building and maintaining the reputation of the Haematology Department as a referral centre for diagnosis and management of haematological disease and as a reputable Haematology training site.
- Participation in any additional duties related to the delivery of clinical haematology services as deemed appropriate by the Director of Haematology.

6. INCUMBENT OBLIGATIONS

General

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- Only access confidential information held by SVHM when this is necessary for business purposes, maintaining the confidentiality of that information once accessed
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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 (Bachelor Medicine, Bachelor Surgery), or MD (Doctor of Medicine)
- Provisional Registration, Medical Practitioners Board of Victoria

8.2 OTHER ESSENTIAL REQUIREMENTS

- Commitment to the Values and Health Care Philosophy of St. Vincent's Hospital
- Commitment to the Hospital Code of Conduct
- Clinical competence, appropriate to level of training
- Ability to contribute in a multidisciplinary team
- Demonstrated organisational skills
- Excellent written and verbal communication skills
- Commitment to the principles of the Patient Care Model

- Knowledge of and commitment to Continuous Quality Improvement
- Demonstrated understanding of professional medical issues.

8.3 ESSENTIAL CLINICAL REQUIREMENTS

- Provide basic haematology services
- Provide inpatient ward care
- Provide outpatient clinic care
- Provide surgical care in theatre
- Preparation of weekly x-ray session
- Preparation of weekly tumour conference
- Provide leadership to haematology residents

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.

****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

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: _____