

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:	Registrar	Reports to:	Director of Psychosocial Cancer Care
Program:	Medical & Specialist Services – Cancer Services	Department:	Psychosocial Cancer Care
Industrial Agreement:	AMA Victoria – Victorian Public Health Sector - Doctors in Training Enterprise Agreement 2022 – 2026, or its successor	Classification:	HM26-30
		Risk Category:	A

3. LOCAL WORK ENVIRONMENT

The Department of Psychosocial Cancer Care is a specialist service for patients with cancer or other life limiting illness and their families. The Department works with patients, their families and treating teams to make sense of their experiences. This includes an integration of all the biomedical, psychological, spiritual and social aspects of the patient's journey, and treatment using all of these modalities. We provide education and undertake research in these areas, and there is an expectation that the registrar will become involved in these activities.

The work takes place across inpatient and outpatient settings, and across the Fitzroy site and Caritas Christi site in Kew. We work closely with the referring teams, and often attend their multidisciplinary meetings as part of routine patient care.

All St Vincent's Mental Health clinical staff are expected to be familiar, and practice in a manner consistent with the National Practice Standards for the Mental Health Workforce.

4. POSITION PURPOSE

The Registrar is accountable for the delivery of clinical services to the patients of the Department of Psychosocial Cancer Care under the supervision of consultant psychiatrists, contributing to service evaluation, development and research and displaying a commitment to ongoing learning and professional development in psychiatry and psychosocial cancer care.

The Registrar demonstrates a commitment to fulfilling RANZCP training requirements in a timely manner, including participation in training assessments as required.

5. POSITION DUTIES

RESPONSIBILITY AREA 1:

To develop practices which reflect the highest standard of psychosocial care for patients and families treated by the oncology, haematology, surgical oncology and palliative care units by:

- Establishing and maintaining close working relationships with these units
- Attending to referrals from these units, under the supervision of the Director

- Engaging in a formal educational programme as well as a self-directed learning programme to enhance knowledge and skills development

Performance Indicators:

- Attends individual and group supervision sessions and participates to a satisfactory standard
- Clearly documents assessment and management plans in accordance with the needs of SVHA
- Effectively manages workflow of referrals through the Department through maintaining existing technology platform.
- Communicates effectively in verbal and written form to the referrer/treating team
- Demonstrates excellent interpersonal skills and capacity to work in a trans-disciplinary manner
- Shows evidence of enthusiastic participation in formal and self-directed learning and contributes to case presentations, journal club, staff education sessions and other forms of educational activity
- Demonstrates excellent liaison with the Consultation-liaison service of the Department of Psychiatry, the Social Work Department and Pastoral Care

RESPONSIBILITY AREA 2:

To assist in the dissemination of education and training of clinicians working in the psychosocial cancer care space by

- Embracing opportunities to spread acquired knowledge and skills to health practitioners
- Actively participating in the development of links and activities with relevant stakeholders

Performance Indicators:

- Active participation in the educational life of the Department, including workshops, journal clubs, lectures and other activities as may arise.
- Development of teaching skills through working with the Director of Education for the Department
- Development of teaching links with other Departments.

RESPONSIBILITY AREA 3:

Engage in a small, clinically-relevant research project

Performance Indicators:

- Shows initiative, sensitivity and intelligence in the development and performance of the study
- Utilizes the supervision time provided for the project in an appropriate way
- Participates in research meetings organised by the Department of Psychosocial Cancer Care and other organisations as required.
- Is aware of timelines and progresses the project to completion within the 12 months

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

- Bachelor Medicine, Bachelor Surgery or equivalent
- Registration with the AHPRA or eligibility for general registration

8.2 OTHER ESSENTIAL REQUIREMENTS

- Commitment to the Values and Health Care Philosophy of St Vincent's Hospital
- Ongoing involvement in and commitment to continuing education
- Excellent communication skills with the ability to communicate effectively with colleagues at all levels both internal and external to the Department
- Previous experience in Mental Health

8.3 OTHER NON ESSENTIAL REQUIREMENTS

- Excellent interpersonal skills with the ability to promote and facilitate and establish effective and fruitful working relationships and collaborations with departments, professional groups

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: _____