

## 1. THE ORGANISATION AND OUR MISSION

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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

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<b>Job Title:</b>	Microbiology Registrar	<b>Reports to:</b>	Medical Director of Microbiology
<b>Program:</b>	Pathology Services	<b>Department:</b>	Microbiology
<b>Industrial Agreement:</b>	Doctors in training (Victorian Public Health Sector) (AMA/ASMOF) (Single Interest Employers) Enterprise agreement 2022-2026	<b>Classification:</b>	HM25-HM30
		<b>Risk Category:</b>	A

## 3. LOCAL WORK ENVIRONMENT

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Vincent's Pathology is a fully accredited NATA/RCPA registered facility offering a comprehensive range of diagnostic services the disciplines of Anatomical Pathology, Chemical Pathology, Haematology, Microbiology, Immunology and Cytogenetics to the St Vincent's campus, The Royal Victorian Eye and Ear Hospital and General Practitioners and Medical Specialists. The facilities include a centralised core facility in Fitzroy which operates 24 hours a day, 7 days per week to branch facilities offering community based remote testing.

The Department of Microbiology is an integral part of Pathology and is responsible for the Microbiology testing performed within Pathology. It offers the following services:

- Comprehensive bacteriology, serology, mycology and molecular microbiology
- Interpretation of results
- Advice regarding appropriate testing
- Advice on appropriate management of infectious diseases and infection prevention activities including travel health and immunization advice
- Provision of expert advice to St Vincent's Hospital, Melbourne, external clients, standing committees and working groups
- Infection Control advice

St Vincent's Pathology is committed to providing a service of excellence and, together with St Vincent's Hospital Melbourne and the University of Melbourne, excellence in teaching and research.

## 4. POSITION PURPOSE

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Accredited Advanced training positions will be available through the centralised RCPA/Microbiology match.

The Registrar is accountable for supporting the delivery of laboratory services to the patients of St Vincent's Hospital and clinicians referring work to St Vincent's Pathology, under the supervision of a

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Clinical Non Managerial

consultant microbiologist, contributing to service evaluation, improvement, development and research and displaying a commitment to ongoing learning and professional development in microbiology. The Registrar demonstrates a commitment to fulfilling the RCPA training requirements in a timely manner, including participation in regular training assessments.

## **5. POSITION DUTIES**

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Advanced trainee in Microbiology (12 months position):

- Provide a laboratory service to the requesting clinicians including notification of blood culture and sterile site isolates, and other significant results (as per "Notification of critical results policy")
- Provide advice regarding collection, transport and storage of specimens, and selection of appropriate tests
- Screen requests for microbiology investigations, to ensure appropriate work is performed in the laboratory
- Provide a consultative service regarding interpretation of laboratory results and assistance in therapeutic decisions
- Participate in routine diagnostic laboratory work
- Attend infection control committee meetings and assist in the development/review of infection prevention and control policies
- Provide a consultative service in the area of infection control (supported by the consultant microbiologist)
- Attend and participate in laboratory staff education sessions
- Present at meetings both within and outside of the Department of Microbiology
- Undertake research and other activities required by the RCPA

## **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 performance review processes
- 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 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**

- Current Registration, Medical Practitioner with the Australasian Health Practitioner Regulation Agency (APHRA)
- Bachelor of Medicine, Bachelor of Surgery (MBBS) or equivalent
- Training registration with the Royal Australasian College of Pathologists (RCPA)

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

- Commitment to the Values and Health Care Philosophy of St Vincent's Hospital
- Commitment to patient centred care
- 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

#### **8.3 OTHER NON ESSENTIAL REQUIREMENTS**

- Previous experience in Microbiology/Infectious Diseases
- An interest/prior experience 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.*

*\*\*\*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 <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.

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