

Position Description



POSITION TITLE: Anaesthetic Registrar – Victoria Regional Rural Generalist Advanced Priority Trainee	DIVISION: Surgical and Critical Care
REPORTS TO: Operationally – Director of Medical Workforce Professionally – Director of Anaesthesia, Perioperative Medicine and Pain.	DIRECT REPORTS: nil
ENTERPRISE AGREEMENT: Doctors In Training (Victorian Public Health Sector) (AMA Victoria/ASMOF) (Single Interest Employers) Enterprise Agreement 2022-2026	CLASSIFICATION: HM25-HM30
APPROVED: Director of Anaesthesia, Perioperative Medicine & Pain	APPROVAL DATE: 21 st March 2024
PRIMARY OBJECTIVE:	
To provide high Quality Anaesthesia, Perioperative Medicine and Pain Management of patients within the in the Surgical and Critical Care Directorate. Participation in the roster for after-hours, on-call and recall as required by your unit.	
BARWON HEALTH VISION – Together with our community we build healthier lives, inspired by world class standards	
PRIORITIES	VALUES
<p>OUR VISION</p> <p><i>BY 2050, EVERYONE IN OUR COMMUNITY ENJOYS THE BEST HEALTH AND WELLBEING IN VICTORIA.</i></p> <p>OUR PURPOSE</p> <p><i>PROVIDE BEST CARE, EVERY PERSON, EVERY DAY, SO THAT EVERYONE FEELS BETTER.</i></p> <p>Strategic Priority 1: Deliver Best Care</p>	<p>RESPECT We RESPECT the people we connect with</p> <p>COMPASSION We show COMPASSION for the people we care for and work with</p> <p>COMMITMENT We are COMMITTED to quality and excellence in everything we do</p> <p>ACCOUNTABILITY We take ACCOUNTABILITY for what we do</p> <p>INNOVATION</p>



Strategic Priority 2: Invest to improve
Strategic Priority 3: Ensure Our Future

We drive INNOVATION for better care



OUR VALUES / RESPECT / COMPASSION / COMMITMENT / ACCOUNTABILITY / INNOVATION

POSITION DIMENSION & DECISION MAKING AUTHORITY:	KEY COMMUNICATION CONTACTS (INFORMED):	
<p>Without referral to Manager (RESPONSIBLE)</p> <ol style="list-style-type: none"> 1. A range of roles are required including but not limited to General Anaesthesia and Sedation, Airway Management, Pain Medicine, Perioperative medicine, Regional and Local Anaesthesia, Resuscitation, Trauma and Crisis Management. 2. After hours (1800 – 0800) responsibilities vary greatly according to the experience and abilities of the individual trainee. Any uncertainty should be clarified with the Supervising Anaesthetist. 3. Participation in the roster for after-hours, on-call and recall as required by your unit. 4. Pre-assessment and optimisation of patients prior to planned anaesthesia is performed by all registrars. 5. Pain management of uncomplicated patients. More complex patients may require liaison with the on call Acute Pain Consultant or Chronic Pain Consultant. 6. Epidural anaesthesia for labour, after completion of epidural accreditation. 7. Airway management outside the operating theatre after 2 years of anaesthesia training, except in time critical emergencies. <p>After Consultation with Manager or others (CONSULTED)</p> <ul style="list-style-type: none"> • Management of patients with additional complexity, especially obstetric and paediatric patients. For anaesthesia, all patients will require consultant input and availability on site for at least the first 6 months of a registrars training. • Contribute to and assist the Supervising Anaesthetist in the running of the operating theatre and off the floor anaesthetising locations. <p>Referred to Managers or others (CONSULTED)</p> <ul style="list-style-type: none"> • Decisions outside position delegation 	<p>Purpose/Frequency of Contact</p> <ol style="list-style-type: none"> 1. Daily / multiple times 2. As required 3. As required 4. Daily / multiple times 5. Daily / multiple times 6. Daily / multiple times 7. As required 	<p>Contact/Organisation</p> <ul style="list-style-type: none"> • Director of Anaesthesia, Perioperative Medicine & Pain • Supervising Consultant, Procedural Medical Staff, Nursing Staff, Junior Medical Staff. • Patients, Families, Carers. • Director of Anaesthesia, Supervisor of training, Administrative Staff. • On call Supervising Anaesthetist after hours, On call Acute Pain consultant, on call Chronic Pain consultant

KEY ACCOUNTABILITIES:		
Key Result Area	Major Activities	Performance Measures
Medical Expert	<ul style="list-style-type: none"> • Perform a complete and appropriate assessment of patients • Demonstrate proficient technical/procedural skills • Demonstrate safe, effective patient centred care • Recognise limits of expertise and experience 	<ul style="list-style-type: none"> • Feedback from consultants • Workplace based assessments – Mini CEX, DOPS, Case Based Discussion, Multisource feedback. • Clinical placement reviews
Communicator	<ul style="list-style-type: none"> • Accurately elicit and synthesise clinical information • Effective oral and written communication 	<ul style="list-style-type: none"> • Feedback from consultants • Multisource feedback • Clinical placement reviews
Collaborator	<ul style="list-style-type: none"> • Participate effectively and appropriately in an interdisciplinary healthcare team • Work to prevent and resolve conflict 	<ul style="list-style-type: none"> • Feedback from consultants • Multisource feedback • Clinical placement reviews



Manager	<ul style="list-style-type: none"> Participate in audit and quality assurance activities Develop efficient work practices 	<ul style="list-style-type: none"> Consultant feedback Compliance with pain service and regional anaesthesia audit requirements is checked and feedback given
Health Advocate	<ul style="list-style-type: none"> Advocate for patients and colleagues, promote health 	<ul style="list-style-type: none"> Feedback from consultants Multisource feedback
Scholar	<ul style="list-style-type: none"> Maintain and improve practice through ongoing learning Facilitate learning of others 	<ul style="list-style-type: none"> Mini – CEX, Case Based Discussions, Multisource feedback Clinical Placement review
Professional	<ul style="list-style-type: none"> Adhere to local Barwon Health Protocols and regulatory and legal obligations Demonstrate ethical practice Commitment to own health (eg. minimising effects of fatigue) and supporting colleges Understands the application of National Safety and Quality Standards to ensure compliance with applicable regulatory bodies is maintained 	<ul style="list-style-type: none"> Feedback from consultants Mini CEX, Case Based Discussion, Multisource feedback. Clinical placement reviews Adherence to National Quality and Safety Standards
Information Management	<ul style="list-style-type: none"> Displays and promotes correct documentation techniques and initiates regular documentation auditing to ensure legal, professional and organisational standards are met and maintained Abide by the Organisation's requirements pertaining to appropriate Information Security and Information Management regulations and report an accidental or malicious breach of these regulations to the appropriate department Ensure patient information is accurate and only released in line with the Health Records Act requirements 	<ul style="list-style-type: none"> Documentation audits
Occupational Health and Safety (OHS)	<ul style="list-style-type: none"> Be familiar with and ensure that all appropriate actions are taken to implement OHS policies and procedures and that legislative requirements are met within the service Report any incidents or potential hazards in accordance with Barwon Health policies and procedures including effective reporting via RiskMan Assist in the planning, development and implementation of OHS measures Demonstrates a commitment to health and safety in line with Barwon Health OHS policies and procedures, training requirements and legislative/regulatory requirements Ensures that mandatory OHS training is kept up to date 	<ul style="list-style-type: none"> Evidence of compliance with OHS policies and procedures Participation in team meetings where key OHS issues are discussed and resolved Evidence of hazard and incident reporting using RiskMan Maintains compliance with mandatory OHS training requirements
Other Duties	<ul style="list-style-type: none"> Exhibits a commitment to the Barwon Health's values including team based above and below the line behaviours Undertake special projects or reports required by the Manager on a wide range of issues Report all incidents through the incident management system Practice in accordance with the relevant health care or industry standards Demonstrate an understanding of appropriate behaviours when engaging with children Complete mandatory training and education 	<ul style="list-style-type: none"> Barwon Health values modelled at all times Professional Development Review Demonstrated use of incident management system Adherence to applicable health care or industry standards Demonstrated completion of mandatory training Adherence with Barwon Health policies and procedures Adherence with requirement of National Safety & Quality Health Service Standards and other relevant regulatory requirements including the 'Child Safe Standards



	<ul style="list-style-type: none">• Comply with relevant Barwon Health policies and procedures• Participate in quality improvement activities• Perform all other duties as directed within the limits of skill, competence and training to maximise flexibility and effectiveness	<ul style="list-style-type: none">• Active participation in required quality improvement activities
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KEY SELECTION CRITERIA – LEADERSHIP CAPABILITY FRAMEWORK: [Leadership Capabilities - Leading Self](#)

AWARENESS OF SELF	COMMUNICATE	RELATIONSHIPS	RESULTS
<p>Builds and maintains resilience:</p> <ul style="list-style-type: none"> Monitors own emotional reactions when under pressure Focuses on the positives in difficult situations Bounces back from setbacks 	<p>Communicates clearly:</p> <ul style="list-style-type: none"> Obtains and provides accurate information to consumers and colleagues utilising principles of Health Literacy Has the courage to respectfully have 'difficult' conversations Discusses issues thoughtfully without getting aggressive 	<p>Works in teams:</p> <ul style="list-style-type: none"> Works cooperatively with others to achieve shared objectives Contributes to maintaining an environment of trust 	<p>Supports a shared purpose:</p> <ul style="list-style-type: none"> Understands <u>Barwon Health's mission, vision and values</u> and can explain how they are relevant to work Holds self and others responsible for achieving results
<p>Demonstrates commitment to personal development:</p> <ul style="list-style-type: none"> Evaluates own strengths and areas for development Seeks feedback from others on own performance and development Seeks development opportunities 	<p>Listens, understands and adapt to others:</p> <ul style="list-style-type: none"> Listens actively to others Focuses on gaining a clear understanding of others' comments by asking clarifying questions and reflecting back 	<p>Develops others:</p> <ul style="list-style-type: none"> Recognises and praises others for their contributions and accomplishments Provides respectful and timely feedback to others 	<p>Displays openness to change:</p> <ul style="list-style-type: none"> Responds in a positive and flexible manner to change and uncertainty Listens with an open mind to others when they propose new solutions and different ways of doing things
<p>Exemplifies personal integrity and professionalism:</p> <ul style="list-style-type: none"> Acts in alignment with the <u>Barwon Health Values and Code of Conduct</u> at all times Reports instances where the behaviours of others are inconsistent with the <u>Barwon Health Values and Code of Conduct</u> 	<p>Influences positive outcomes:</p> <ul style="list-style-type: none"> Provides ideas and information to individuals and in group discussions, in keeping with the <u>Barwon Health Values</u> 	<p>Values individual differences and diversity:</p> <ul style="list-style-type: none"> Recognises the positive benefits of diversity Is sensitive to culture norms and expectations Puts themselves in others' shoes to accept and value different perspectives 	<p>Takes accountability for achieving quality and excellence:</p> <ul style="list-style-type: none"> Establishes and maintains effective consumer relationships Sets SMART (Specific, Measureable, Agreed Upon, Realistic, Time-based) goals, strives to meet and exceed goals, reports on progress Shows initiative



KEY SELECTION CRITERIA - SPECIALIST KNOWLEDGE:

QUALIFICATIONS -

ESSENTIAL:

- Bachelor of Medicine/Bachelor of Surgery (or equivalent) at an Australian university or Bachelor of Medicine/Bachelor of Surgery (or equivalent) at an overseas university and completed both parts of the Australian Medical Council exams.
- Australian Citizen or hold Permanent Residency in Australia
- Registered or eligible for registration with the Australian Health Practitioners Regulatory Agency (AHPRA)
- Currently registered with Victorian Rural Generalist Program (VRGP)

DESIRABLE:

- Relevant Research and Audit experience

EXPERIENCE and/or SPECIALIST KNOWLEDGE -

ESSENTIAL:

- Anaesthetic experience at a resident level
- Varied clinical experience prior to anaesthesia role; General Medical, Medical Specialty, Obstetrics and Gynaecology, Surgical experience

DESIRABLE:

- Demonstrated commitment to ongoing Medical Education, Quality Assurance and Teaching
- Excellent communication skills, both written and verbal
- High standards of professional behaviour; integrity, punctuality, reliability, ethical practice

This role must be fully vaccinated for Covid-19 and meet the requirements of the Barwon Health immunisation policy.

