

Eastern Health

POSITION DESCRIPTION

Position Title:	Registrar – Pain - Anaesthesia
Award Classification:	As per AMA / DIT Award
Award / Agreement Name:	Victorian Public Health Sector (AMA Vic) – Doctors in Training – Multi-Enterprise Agreement 2022 -2026 (Commonly known as “AMA Victoria DIT Agreement”)
Position Reports to:	Chief Medical Officer, Eastern Health. Director Medical Services, Workforce & Wellbeing. Heads of Unit / Consultants / Registrars.

EASTERN HEALTH – HEALTHIER TOGETHER

Eastern Health is one of Melbourne’s largest metropolitan public health services. We provide a comprehensive range of high quality acute, sub-acute, palliative care, mental health, drug and alcohol, residential care, community health and statewide services to people and communities that are diverse in culture, age and socio- economic status, population and healthcare needs



1. POSITION PURPOSE

- To provide clinical experience and education in Anaesthesia and pain management
- Currently, the pain management component occurs on two fixed days of the week.
- There is no on-call competent for with pain or anaesthesia.
- The work hours are approximately 45 hours per week.
- Note: this position is not accredited for Anaesthesia (ANZCA) or Faculty of Pain training.

2. MAJOR DUTIES AND/OR RESPONSIBILITIES

- Provision of pain & anaesthetics services, under the supervision of Consultants in Pain Management & Anaesthetics.
 - Acquisition, provision and maintenance of the highest standard of clinical skills
 - Commitment to continuing professional development in accordance with College & Institute requirements
 - Demonstrated commitment to EH values & code of ethics
- To provide anaesthesia care, appropriately supervised:
- Preoperative assessment, which may be in a Preadmission Clinic
- Preoperative resuscitation, optimization
- Anaesthesia for surgical procedures in the operating suite, and other locations as directed by the supervising consultant, Senior in Charge anaesthetist or Director of Anaesthesia
- To assess and provide anaesthesia care for patients in labour
- To provide airway management skills and resuscitation skills for Eastern Health Hospitals including cardiac arrests
- To provide care for critically ill patients requiring transport within and to other hospitals
- To participate in pain rounds, evaluate and manage pain
- To attend to patients in the Post Anaesthesia Care Unit (PACU), manage PACU issues
- Participate in multidisciplinary pain meetings
- Participate in audit and other research activities
- Attend the various pain related clinics and rounds: Sub acute Care Clinic, Opiate Dependency Clinic, Pain Assessment Clinic, Acute Pain Rounds
- The work is on different campuses within Eastern Health, including Yarra Ranges (Lilydale), Angliss Hospital (Ferntree Gully), Maroondah Hospital (East Ringwood) Peter James Centre (Burwood East) and Box Hill Hospital (Box Hill).

3. SAFE PRACTICE AND ENVIRONMENT

Occupational Health and Safety

Eastern Health is committed to provide and maintain a working environment for all staff that is safe and without risk to health. All staff are to take care of their own health and safety and the health and safety of any other person who may be affected by your acts or omissions at the workplace. Understand responsibilities and accountabilities to yourself and others in accordance with OH&S legislation and Eastern Health policies and promote a working environment that is congruent with these guidelines. This includes staff reporting of all clinical and OHS incidents and near misses, in particular those related to Occupational Violence, Manual Handling and Slips, trips and falls.

Staff are required to comply with all state legislative requirements in respect to the Occupational Health and Safety Act 2004 and the Workplace Injury Rehabilitation and Compensations (WIRC) Act 2013.

4. TRAINING AND DEVELOPMENT

Relevant, practical and timely education should direct, facilitate, enhance and support the professional growth and practice of employees in a health environment characterised by change. All programs should endeavour to promote evidence-based practice, a problem solving approach and to be competency based.

You are expected to participate in the personal development process on an annual basis.

5. QUALITY

As a staff member of Eastern Health staff are required to comply with Eastern Health performance standards and participate in continuous monitoring and improvement as part of your role. You are also required to comply with legislation, professional standards and accreditation standards.

As a staff member employed by Eastern Health services you must have and maintain the appropriate skills and knowledge required to fulfil your role and responsibilities within the organisation. In addition, you must ensure that you practice within the specifications of this position description, and where applicable within the agreed scope of practice.

You are responsible for ensuring safe high quality care in your work. This will include complying with best practice standards, identifying and reporting any variance to expected standards and minimising the risk of adverse outcomes and patient harm. In addition, you will ensure that service and care is consistent with the EH approach to patient and family centered care.

6. CONFIDENTIALITY

Any information obtained in the course of employment is confidential and should not be used for any purpose other than the performance of the duties for which the person was employed. Staff are bound by the Information Privacy Act 2000 and the Health Records Act 2001.

7. EQUAL EMPLOYMENT OPPORTUNITY

You agree to adhere to the Equal Employment Opportunity policies and practices of the Health Service. Discriminatory practices, including sexual harassment, are unlawful. The Health Service will not tolerate discriminatory behaviour and any such conduct may lead to the invoking of the Disciplinary Policy and Procedure, which may result in termination of employment.

8. PERFORMANCE DEVELOPMENT

A Performance Review, that includes agreed targets, will occur three (3) months from commencement and then annually on the basis of the duties and responsibilities outlined in this position description. This is an opportunity to review personal and the allocated work unit's service performance, facilitated by the setting of objectives/goals and ongoing evaluation of performance and achievement. Objectives will be developed annually, documented, discussed and agreed with the immediate line manager, who will act as the assessor. The incumbent is expected to demonstrate and show evidence annually of on-going self and allocated work unit's service development.

9. EASTERN HEALTH'S PROMISE

Our promise to our communities, patients, consumers and staff is that we will be **HEALTHIER TOGETHER**. Bolder than a vision for the future, our promise calls us to action. We know that working together is the only way we can achieve what is necessary for a healthier future.

Our values are ones in action and are the behaviours that matter most.

- Respect for all
- Safe always
- Partnering in care
- Learning and improving everyday

Learning from the challenges of the past and looking to the future, we understand that we are building towards a more engaged, more reliable, always safe health service in partnership with our people to improve every day.

10. ATTACHMENTS

- Attachment 1 & 2 Key Selection Criteria

11. NOTE

Statements included in this position description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all-inclusive.

Prior to accepting any offer of employment, prospective employees will be required to read and commit to the Eastern Health Code of Conduct, including (but not limited to) issues of Occupational Health and Safety, Equal Opportunity and Confidentiality.

Vaccination against infectious disease is a mandatory requirement of this role. An offer of employment is conditional on you providing evidence that you are currently vaccinated against COVID-19, prior to commencing employment.

Signed: _____

Date: ____/____/____

Manager

INCUMBENT STATEMENT

I _____ (Incumbent Name) have read, understood and accepted the above Position Description and associated Attachments.

Signed: _____

Date: ____/____/____

ATTACHMENT 1

KEY SELECTION CRITERIA

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Essential

The successful candidate must have:

Medical qualifications and is registered by the Medical Board of Victoria / APHRA
Unrestricted medical registration.

It is desirable that the successful candidate:

Has enthusiasm for working in pain management and anaesthesia
Is a doctor who is more than 4 years post-graduation
Has had more than 6 months experience in anaesthesia
Has had some experience in pain management

Aboriginal & Torres Strait Islander Candidates

Eastern Health’s Aboriginal Workforce Plan 2023 – 2026 has recently been released. With a strong focus on cultural safety and belonging, actions included in the Workforce Plan provide practical supports for all Aboriginal and/or Torres Strait Islander staff.

An Aboriginal Employment Coordinator is available to ensure each person has culturally safe and positive employee experiences which foster belonging and access to diverse experiences and career pathways.

Should you require further information regarding this position or support to complete an application, please contact the Recruitment Manager for this position or Eastern Health’s Aboriginal Employment Coordinator at Aboriginal.Workforce@easternhealth.org.au

ATTACHMENT 2

KEY RESULT AREAS / KEY PERFORMANCE INDICATORS

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Clinical Areas

- Gain and solidify clinical experience in the following, particularly with a view to consultant level input and participation:
- Attendance at emergency calls for resuscitation or cardiac arrest.
- Anaesthesia for the range of surgical specialties, both independent and as part of a team with a consultant anaesthetist.
- Expectation of participation with more complex or difficult cases.
- Sedation procedures, both within & external to the operating theatres
- Anaesthetic assessment clinics & ward based pre-operative assessments
- Acute pain management & other post-operative care
- Liaison with all professional groups in delivering holistic care to patients.

Non Clinical Areas

- Presentation and participation in tutorials, simulation and in meetings.
- Participation in audit processes and / or research.