

Austin Health Position Description



Position Title: Staff Anaesthetist - General

Classification:	As per contract
Business Unit/ Department:	Anaesthesia
Work location:	Austin Health & Heidelberg Repatriation
Agreement:	AMA Victoria - Victorian Public Health Sector Medical Specialists Enterprise Agreement 2022-2026
Employment Type:	Fixed Term Full Time
Hours per week:	40
Reports to:	Director, Anaesthesia
Direct Reports:	N/A
Financial management:	Budget: N/A
Date:	May 2023

About Austin Health

Austin Health is one of Victoria's largest health care providers. We deliver services for patients across four main sites in Melbourne, in locations across our community, in people's homes, and within regional hospitals across Victoria. We are an internationally recognised leader in clinical teaching, training, and research, with numerous university and research institute affiliations.

We employ approximately 9,500 staff and are known for our specialist work in cancer, infectious diseases, obesity, sleep medicine, intensive care medicine, neurology, endocrinology, mental health, and rehabilitation.

Our vision is to shape the future through exceptional care, discovery, and learning. This is supported by our values which define who we are, shape our culture and the behaviours of our people.

We aim to provide an inclusive culture where all staff can contribute to the best of their ability and strive to develop further. We recognise that our people are our greatest strength. We want them to thrive, be their best selves and feel engaged, safe, and empowered. To achieve this, diversity and inclusion is essential to our culture and our values. You can view our current Diversity and Inclusion Plan [here](#).

Commitment to Gender Equality

Austin Health is committed to gender equality in the workplace. In developing our [Gender Equality Action Plan](#) we have been guided by the gender equality principles set out in the Gender Equality Act 2020 (Vic). We believe that everyone should live in a safe and equal society, have access to equal power, resources and opportunities and be treated with dignity, respect, and fairness.

Position Purpose

Consultant Anaesthetists are expected to provide high level anaesthetic services within their approved scope of clinical practice. As all anaesthetists are expected to be able to provide routine anaesthesia services and cover “on call” after hours, a minimum level of expertise and set of skills is necessary.

In emergency cases a knowledge of certain areas of anaesthesia without necessarily recent experience may be required. This will usually have been gained in obtaining the FANZCA or equivalent and the fact that the anaesthetist’s scope of practice does not include a certain area of anaesthesia will not preclude them performing anaesthesia in those areas, particularly emergency, situations.

About Anaesthesia

Austin Health has three campuses, the Austin Campus, the Repatriation Campus, and the Royal Talbot Rehabilitation Centre. Anaesthesia services are provided by the Department of Anaesthesia for both the Austin and Repat sites.

The Department of Anaesthesia is located on Level 2 of the Austin Tower. The Department comprises 37 fulltime Staff Anaesthetists, 72 Visiting Anaesthetists, 23 Anaesthesia Registrars/Fellows, 6 Critical Care HMOs, 3 Research Nurses, 8 Pain Nurses, 10 Anaesthesia Liaison Nurses, and 5 Administrative Staff.

The Austin operating theatre complex is situated on Level 2 of the Harold Stokes building and consists of 11 theatres, 2 endoscopy suites and 2 procedure rooms. Anaesthesia is also undertaken in Radiology and in the Cardiology Cath Lab.

The Surgery Centre opened in 2008 on the Repatriation Campus. It is an autonomous elective surgery centre but is incorporated into Austin Health. It consists of 8 theatres, an endoscopy room, and a procedure room, and has a separate Head of Anaesthesia. Administrative services are provided by the Department of Anaesthesia at the Austin Campus.

Most surgical specialties, apart from Cardiac Transplantation, Obstetrics and Complex Paediatric Surgery, are undertaken at the Austin and are covered by the Department. Surgical specialties at the Austin include Thoracic, Cardiac, Neurosurgery, Hepatobiliary, Orthopaedic, ENT, Ophthalmology and Vascular. The Austin is a statewide referral centre for liver transplantation and spinal injuries.

The Austin also has a Pain Service encompassing acute and chronic pain.

There is a strong research structure in the Department with a Head of Research supported by 3 research nurses.

The Austin is co-located with the Mercy Hospital for Women and whilst the Anaesthesia Departments at both hospitals are separate, they have close ties.

It is recognised that an anaesthesia department at a teaching hospital needs a wider range of skills than any one anaesthetist could have. Therefore each individual anaesthetist will need to bring their own set of skills which will complement those of others and enable the department to cover all contingencies and provide a comprehensive service. No individual anaesthetist can be expected to be proficient in every area of modern anaesthesia.

Purpose and Accountabilities

Role Specific:

- Provide comprehensive and high-quality routine anaesthesia services to patients allocated at Austin Health demonstrating clinical leadership in service delivery.
- Undertake thorough pre-anaesthesia assessments on such patients and perform pre-anaesthesia clinics for high-risk patients as agreed with the Director of Anaesthesia.
- Provide post-anaesthesia follow up for patients as part of the anaesthesia team.
- Undertake special anaesthesia or related clinical procedures as identified within your scope of clinical practice.
- Contribute, if required, to on call duties.
- Attend staff meetings and professional development activities where reasonably able to do so.
- Supervise trainees and junior medical staff.
- To assist the Director in administrative duties as required including the development and review of policies and procedures for the provision of services, updating as needed to reflect best practice and evidence-based medicine.
- To assist in the evaluation of the delivery of services and in implementing appropriate quality and risk management initiatives.
- Demonstrate a commitment to working as a team member with peer medical, junior medical, nursing, and other clinical staff to provide efficient, safe, and quality care across the continuum.

Teaching, Training and Research:

- Contribute to the supervision, education, and training of junior medical, nursing, and other clinical staff, including participating in their performance appraisal and feedback processes.
- Participate in both undergraduate and postgraduate teaching activities.
- Commitment to facilitate, conduct and participate in clinical and/or basic research.
- Participate in the auditing and review of clinical practices to improve clinical outcomes.

All Employees:

- Comply with Austin Health [policies & procedures](#) as amended from time to time
- Comply with the Code of Conduct and uphold our values, and diversity and inclusion commitments.
- Maintain a safe working environment for yourself, colleagues, and members of the public. Escalate concerns regarding safety, quality, and risk to the appropriate staff member, if unable to rectify yourself
- Comply with the principals of patient centered care.
- Comply with Austin Health mandatory training and continuing professional development requirements.
- Work across multiple sites as per work requirements and/or directed by management.

People Management Roles:

- Maintain an understanding of individual responsibility for safety, quality & risk and actively contribute to organisational quality and safety initiatives.
- Ensure incident management systems are applied and a response to local issues and performance improvement occurs.
- Support staff under management to comply with policies, procedures and mandatory training and continuing professional development requirements.

Credentialing and Scope of Clinical Practice

Core Scope of Clinical Practice – Procedures, therapies, and competencies that a Fellow from the respective specialist medical college would be competent in practicing. This only applies to practice at Austin Health and its campuses/sites.

The core SoCP in Anaesthesia includes:

1. Comprehensive pre-anaesthetic assessment of all patients identifying relevant issues and risks and developing a management plan to optimise the patient's care, including perioperative analgesia.
2. General and regional anaesthesia for all elective and emergency surgery including anaesthesia for Trauma, Orthopaedic, Vascular, Thoracic, Neurosurgery, Urology, Gynaecology, Plastic Surgery, Ophthalmology, ENT Surgery, Electroconvulsive Therapy, and Bariatric Surgery.
3. Comprehensive post-anaesthetic care including management of including ongoing analgesia and regional anaesthesia
4. All anaesthetists will be expected to be capable of doing the majority of cases in Paediatrics (2 – 12 years old)
5. All anaesthetists will be expected to be proficient in the following procedures: arterial line insertion, CVC cannulation, epidural insertion/anaesthesia, spinal anaesthesia, fiberoptic intubation, and regional anaesthesia nerve blocks.

This will be assumed if the Anaesthetist has a Fellowship of Australian and New Zealand College of Anaesthetist or equivalent and an ongoing continuous practice in this specialty.

Extended Scope of Clinical Practice – Procedures, therapies, and competencies that a Fellow from the respective specialist medical college would be competent in practicing after additional training, qualifications and experience as determined by the Director/Head of Unit.

The Director/Head of Unit is expected to apply guidelines from the respective specialist medical college and/or appropriate state, national and international bodies. Where guidelines are not explicitly available, the Director/Head of Unit must apply 'best-practice' principles to ensure safe clinical care.

1. Paediatric anaesthesia on infants (less than 24 months age) and in highly specialised areas
2. Cardiac anaesthesia
3. Complex pain management (including chronic and interventional pain procedures)
4. Liver transplantation anaesthesia
5. Transoesophageal echocardiography

Emergency/Life threatening situation – In a medical emergency situation, any medical staff member who is credentialed at Austin Health is permitted to provide necessary patient care, as best able, and outside their defined scope of clinical practice in order to provide life-saving measures and/or to prevent serious harm.

Please note – Recognising the dynamic and rapidly advancing nature of medical practice, if you believe a novel competence, practice or procedure should be included within your specialty's scope of clinical practice, please speak to your Head of Unit and refer to the 'Introduction of a New Technology / Clinical Practice' policy on the HUB (<http://eppic//Document/1193>).

For general accreditation, the following need to be satisfied

- Demonstrated continuing professional development
- Regular attendance at audit
- Participation in one or more of the following
 - Teaching or research
 - Organising audit
 - Clinical governance
 - Other role within Austin Health but outside of the unit/specialty
 - College role

For each area where special expertise needs to be demonstrated

Some or all of the following criteria will be used to assess accreditation

- Specialist training or a specific fellowship
- Significant accumulated total experience in the field
- Recent experience (adequate number of cases per year in previous years)
- Satisfactory completion of an acceptable outside organisations credentialing requirements.

Selection Criteria

Essential Knowledge and skills:

- A commitment to Austin Health values.
- Must be a registered Medical Practitioner in Australia with the Australian Health Practitioner Regulation Agency (AHPRA).
- Current Fellowship of the Australian and New Zealand College of Anaesthetists or equivalent
- Have appropriate training and experience applicable to the field of Anaesthesia, Sub-specialty interests strongly encouraged.
- Demonstrated commitment to high quality patient care
- Demonstrated commitment and ongoing activity in research and/or clinical audit activities.
- Involvement in teaching and training of medical, technical, and nursing staff, including at undergraduate and post-graduate level.
- Demonstrated capability and interest in research.
- Attendance and active involvement in relevant departmental, organisational and external meetings (i.e. College, Association and National/International bodies).
- Demonstrates engagement, teamwork, and collaboration.

- Have demonstrated ability to communicate effectively at all levels.
- Have demonstrated understanding of, and commitment to Clinical Governance.

Desirable but not essential:

- A sound understanding of information technology including clinical systems.

General Information

Austin Health is a Child Safe Environment

Austin Health is committed to child safety. We want children to be safe, happy, and empowered. We support and respect all children, as well as our staff and volunteers. Austin Health has zero tolerance of child abuse, and all allegations and safety concerns will be treated seriously in line with legal obligations and our policies and procedures.

Equal Opportunity Employer

Austin Health is committed to diversity and inclusion in employment and is proud to encourage applications from people of different backgrounds, abilities, ages, genders, gender identities and/or sexual orientations.

Austin Health acknowledges the Traditional Owners of the lands we work on and pay our respects to Elders past and present.

We welcome applications from people with disability and aim to provide an inclusive and accessible workplace. If you need any help with the application process or would like to discuss your reasonable adjustments during interviews, please let us know.

We welcome applications from Aboriginal and Torres Strait Islander peoples. For any support throughout the recruitment process or further information about working at Austin Health, please follow this link to Aboriginal Employment on our [website](#).

Document Review Agreement

Manager Signature	
Employee Signature	
Date	