

Austin Health Position Description



Position Title: Urology Clinical Fellow

Classification:	As per contract
Business Unit/ Department:	Division of Surgery, Anaesthesia and Procedural Medicine
Work location:	Austin Health [<input type="checkbox"/>] Heidelberg Repatriation [<input type="checkbox"/> Royal Talbot [<input type="checkbox"/>] Other [<input type="checkbox"/>] (please specify)
Agreement:	AMA Victoria - Victorian Public Health Sector - Doctors in Training Enterprise Agreement 2022- 2026
Employment Type:	Fixed-Term Part-Time
Hours per week:	32
Reports to:	Chief Medical Officer through Medical Director of Surgical CSU and Head of Urology Unit Professional accountability is to the Chairman, Division of Surgery
Direct Reports:	N/A
Financial management:	Budget:
Date:	September 2024

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

Urology Fellow to undertake duties as per Duty Schedule, occasional replacement of registrars (negotiated).

About Urology unit

The Urology Unit, as part of the Division of Surgery, is responsible for the provision of services within the specialty to patients across Austin Health. The Head of Unit is A/P Damien Bolton.

Purpose and Accountabilities

Role Specific:

- The Urology Fellow is expected to undertake standard clinical duties including supervision of registrars during surgery and the performance of routine surgical procedures under direction from the consultant Urologist. This operative responsibility may also include occasional replacement of registrars during periods of leave.
- Clinical duties required of the Urology Fellow will also include direction of the resident medical staff in regard to ward responsibility, particularly in regard to postoperative patient care, and outpatient clinic attendance.
- Participate in research projects within the Urology unit.
- Participate in the auditing and review of clinical practices to improve clinical outcomes.
- Attendance at Division of Surgery audits is compulsory and attendance at Surgical Grand Rounds is expected.

Teaching and training

- Participate in both Under Graduate and Post Graduate teaching.

Research

- Participate in clinical and/or basic research.

- Report incidents or near misses that have or could have impact on safety - participate in identification and prevention of risks.
- Participate in the emergency incident response activities as directed.

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.

Selection Criteria

Essential Knowledge and skills:

- A commitment to Austin Health values.
- Registered Medical Practitioner in the State of Australia.
- Hold a Fellowship of the Royal Australasian College of Surgeons or its equivalent.
- Have appropriate training and experience applicable to the field of Urology.
- Demonstrated commitment to high quality patient care.
- Proven capability and interest in research.
- Demonstrated commitment to teaching.
- Demonstrated ability to communicate at all levels.
- Demonstrated surgical competency.

Desirable but not essential:

- A sound understanding of information technology including clinical systems, applications relevant to the Management of rostering and risk management reporting or as required for the role and/or department

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	