Position Description

Staff Anaesthetist - General

Classification:	As per contract
Business unit/department:	Anaesthesia
Work location:	Austin Hospital ☒ Heidelberg Repatriation Hospital ☒ Royal Talbot Rehabilitation Centre ☐ Other ☐ (please specify)
Agreement:	AMA Victoria - Victorian Public Health Sector Medical Specialists Enterprise Agreement 2022-2026
Employment type:	Full-Time or Part-Time
Hours per week:	As per contract
Reports to:	Director, Anaesthesia
Direct reports:	N/A
Financial management:	N/A
Date:	November 2026

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 the Directorate/Division/Department

Austin Health operates across three campuses: the Austin Campus, the Repatriation Campus, and the Royal Talbot Rehabilitation Centre. Anaesthesia services are provided by the Department of Anaesthesia at both the Austin and Repat sites, with the department based on Level 2 of the Austin Tower. The department includes a diverse team of medical, nursing, and administrative staff, and supports anaesthesia across 11 theatres, 2 endoscopy suites, and 2 procedure rooms in the Harold Stokes building, as well as in Radiology and the Cardiology Cath Lab. The Repatriation Campus houses the Surgery Centre, an elective surgery facility with 8 theatres and independent anaesthesia leadership, although administrative support comes from the Austin Campus.

Surgical services at Austin encompass most specialties except Cardiac Transplantation, Obstetrics, and Complex Paediatric Surgery, with the hospital recognized as a statewide referral centre for liver

transplantation and spinal injuries. The department also manages a comprehensive Pain Service and maintains a strong research program led by a Head of Research and supported by dedicated research staff. Despite separate anaesthesia departments, the Austin and the adjacent Mercy Hospital for Women maintain close ties. Recognizing the complexity of modern anaesthesia, the department values a wide range of specialist skills, encouraging individual anaesthetists to contribute their unique expertise to ensure high-quality, well-rounded care.

Position responsibilities

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.

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, fibreoptic 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.
- 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.

Professional qualifications and registration requirements

- 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

Quality, safety and risk – all roles

All Austin Health employees are required to:

- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality and risk policies and guidelines.
- Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with the principles of person-centered care.
- Comply with requirements of National Safety and Quality Health Service Standards and other relevant regulatory requirements.

Other conditions – all roles

All Austin Health employees are required to:

- Adhere to Austin Health's core values: *our actions show we care, we bring our best, together we achieve, and we shape the future.*
- Comply with the Austin Health's Code of Conduct policy, as well as all other policies and procedures (as amended from time to time).

- Comply with all Austin Health mandatory training and continuing professional development requirements.
- Provide proof of immunity to nominated vaccine preventable diseases in accordance with Austin Health's immunisation screening policy.
- Work across multiple sites as per work requirements and/or directed by management.

General information

Cultural safety
Austin Health is committed to cultural safety and health equity for Aboriginal and/or Torres Strait Islander People. We recognise cultural safety as the positive recognition and celebration of cultures. It is more than just the absence of racism or discrimination, and more than cultural awareness and cultural sensitivity. It empowers people and enables them to contribute and feel safe to be themselves.

Equal Opportunity Employer
We celebrate, value, and include people of all backgrounds, genders, identities, cultures, bodies, and abilities. We welcome and support applications from talented people identifying as Aboriginal and/or Torres Strait Islander, people with disability, neurodiverse people, LGBTQIA+ and people of all ages and cultures.

Austin Health is a child safe environment
We are committed to the safety and wellbeing of children and young people. We want children to be safe, happy and empowered. Austin Health has zero tolerance for any form of child abuse and commits to protect children. We take allegations of abuse and neglect seriously and will make every effort to mitigate and respond to risk in line with hospital policy and procedures.