

Austin Health Position Description



Position Title: Clinical Perfusionist

Classification:	Clinical Perfusionist Grade 3
Business Unit/ Department:	Perfusion Department, Division of Surgery and Procedural Medicine
Work location:	Austin Health
Agreement:	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Enterprise Agreement 2021 - 2025
Employment Type:	Part-Time
Hours per week:	20
Reports to:	Clinical Perfusion Manager
Direct Reports:	Nil
Financial management:	Budget:Nil
Date:	November 2024

About Austin Health

Austin Health is recognised for high-quality, person-centred care. We're renowned for our specialist work in cancer, transplantation, infectious diseases, obesity, sleep medicine, intensive care medicine, neurology, endocrinology, mental health and rehabilitation.

We're the largest Victorian provider of training for specialist physicians and surgeons, and internationally recognised as a centre of excellence in hospital-based research.

Our services are delivered to patients across four main sites in Melbourne, in locations across our community, in people's homes, and within regional hospitals across Victoria.

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

The Clinical Perfusionist Grade 3 works as part of a multidisciplinary team, in conjunction with Cardiothoracic Surgery, Liver Transplantation, Anaesthesia, Cardiology, ICU and Emergency Departments to provide the full range of perfusion services to cardiothoracic surgery, liver transplantation and other disciplines as required.

About the Department

The Cardiothoracic surgical program is a teaching and research hospital. The Unit is responsible for a broad range of cardiothoracic surgical procedures, including major complex aortic reconstructive surgery. The cardiac surgical team performs approximately 500+ cardiac procedures per year with plans to open an additional cardiac operating theatre. The acute service for emergency surgery is available 24 hours per day, 7 days per week. Elective Surgery service operates Monday to Friday only.

Austin Health is a designated Tier 2 ECMO service provider that supports VA and VV-ECMO, and eCPR modalities, with a focus on interdisciplinary education programs and professional development opportunities.

Austin Health recently established the Australian Centre for Transplantation Excellence and Research (ACTER), an Australian first. ACTER is dedicated to improving access to transplant services and the lives of patients before, during and after transplantation.

The Perfusion Department provides services to both Cardiothoracic Surgery & Liver Transplantation Units and to other surgical units as required. Perfusionists work in close collaboration with Cardiothoracic Surgery, Liver and Renal Transplantation, Cardiology, Anaesthesia, Operating Suite, Intensive Care and Emergency Departments. The Perfusion Unit has a strong commitment to professional development and education of staff and is committed to clinical quality and staff wellbeing to ensure optimal patients outcomes are achieved. The Perfusion Department is also dedicated to fostering perfusion research and training.

Role Accountabilities

Role Specific:

Clinical

- Perform cardiopulmonary bypass in accordance with Austin Health policies and procedures.
- Select and prepare under sterile conditions the appropriate cardiopulmonary bypass equipment according to the needs of the patient and the surgical procedure.
- Implement a perfusion strategy for an individual patient based on the pre-operative assessment of the records and discussions with the relevant medical/surgical groups.

including but not limited to, circuit minimisation, haemofiltration, selective cerebral/limb perfusion, left heart bypass, circulatory arrest, and various cardioplegia techniques.

- Monitor and provide patient-centred care management, including routine administration of various types of blood products and medications to patients during cardiopulmonary bypass surgery.
- Participate in organ donation and organ perfusion programs as required.
- Competently perform VA and VV ECMO, Autotransfusion, and Intra-Aortic Balloon pump therapy.
- Record and report all incidents and potential hazards in accordance with Austin Health policies and procedures.
- Participate in a 24 hour on call roster service.
- Participation in continuous professional development.

Quality and leadership

- Quality improvement projects, research, and continuous education
- Provide support and leadership to promote excellence in perfusion education.
- Demonstrated capacity to undertake/support clinical research, publication of work and public presentation within the local, national, and international healthcare community.
- Continuously review existing practices and policies according to evidence-based practice to minimise adverse patient outcomes
- Support and actively participate in clinical research.
- Identifies areas that require improvement through observation, audits, incidents and staff feedback and supports improvement initiatives accordingly.
- Identifies opportunities for process redesign and to support Perfusion team in the implementation of redesign projects and activities.
- Take on leadership and mentorship opportunities
- Undertake a variety of administrative duties such as equipment management and supply purchasing as required

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 by following organisational safety, quality & 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 centred care.
- Comply with requirements of National Safety & Quality Health Service Standards and other relevant regulatory requirements.
- 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:

- Bachelor of Science
- Current Certificate of Clinical Perfusion (CCP) awarded by the Australian and New Zealand Board of Perfusion (ANZBP), or Eligible for Phase 1 CCP
- Minimum 5 years perfusion experience
- Strong interpersonal skills and experience working effectively in a multidisciplinary team
- Extensive, demonstrated, credentialed knowledge and experience in all aspects of perfusion practices and techniques, including:
 - ECMO life support
 - Intra-Aortic Balloon pump therapy
 - Autotransfusion modalities [Cell Saving, pre CPB blood collection]
 - Hypothermic strategies inclusive of DHCA management
 - Selective Cerebral / Body Perfusion
- Experience in one or more of the following:
 - Perfusion training and education
 - Academic research
 - Administrative duties relevant to a perfusion service and department
- A willingness to provide a significant contribution to the overall activities of the perfusion department.

Desirable but not essential:

- Masters in Perfusion
- Experience in Liver Transplantation and complex aortic surgical procedures
- Experience in Point of Care testing devices including TEG

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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

We welcome applications from Aboriginal and Torres Strait Islander people. 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	