

Information for Anaesthesia Provisional Fellow Positions 2027

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|----------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|
| Business unit/department: | Anaesthesia |
| Division: | SAPM – Surgery, Anaesthesia & Procedural Medicine |
| Head of Unit: | Professor Laurence Weinberg |
| Contact persons: | General positions Supervisors of Training – Department of Anaesthesia Cardiac & Liver Transplant positions Dr Rebecca Caragata |
| Contact details: | Email: anaesthesiaSOT@austin.org.au Phone: (03) 9496 3800 |

Austin Health acknowledges the Traditional Custodians of the land on which we operate, the Wurundjeri Woi Wurrung People of the Kulin Nation. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.

Important Dates for this position

| | |
|--------------------------------------|---------------------------------------------------|
| Opening date for applications | Monday, 13 April 2026 |
| Closing date for applications | Sunday, 10 May 2026 |
| References due | Sunday, 10 May 2026 |
| Interviews | Likely Tuesday, 16 June to Thursday, 18 June 2026 |

Summary of Position

To provide anaesthesia services under appropriate supervision by Specialist Anaesthetists as arranged by the Director or delegated Anaesthetist responsible for rosters. This is a transitional year from trainee to consultant and will include more clinical responsibility and administrative duties.

General

This Fellowship may be taken as a 6 or 12 month position, with preference given to applicants desiring a 12-month position.

The General Fellowship offers exposure to Anaesthesia for all surgical specialties offered at Austin Health, apart from Liver Transplantation. This includes Thoracic, Hepatobiliary, Vascular, ENT, Plastic Surgery, Urology, and Orthopaedics, with some limited opportunity for exposure to Cardiac Surgery. There is no Obstetric service at Austin Health and only limited Paediatric Surgery, confined predominantly to ENT, Plastic Surgery, and Orthopaedics.

General - Perioperative Medicine Stream

This Fellowship may be taken as a 6 or 12 month position, with preference given to applicants desiring a 12-month position.

This portfolio offers exposure to Anaesthesia and complex perioperative medicine, including experiences through the high-risk pre-admission clinic, combined physician/geriatrician anaesthesia clinics, perioperative pain clinics, multidisciplinary meetings for subspecialty surgery, perioperative business meetings, chart review and decision-making clinics and a unique inpatient perioperative review service. Austin Health anaesthesia department also have a strong focus on research and quality improvement, and the perioperative fellow has opportunities to participate and develop research activities in perioperative medicine.

Cardiac/Liver Transplant

This is typically a 12-month full-time position in Anaesthesia. Occasionally, a 6-month rotation may be offered if the applicant has had previous Cardiac Anaesthesia experience at a Fellow level.

This position provides a mixed exposure to cardiac and liver anaesthesia. The clinical workload is roughly divided into one third cardiac anaesthesia, one third liver transplant / major hepatobiliary and one third ancillary lists.

Service-work lists encompass ancillary cases within the cardiac or liver anaesthesia subspecialty field (i.e., radiology lists for TIPS procedures, CT-guided microwave ablations of hepatic malignancies, ERCP, cardiology Cath Lab for TAVI procedures) as well as some general anaesthesia lists.

The three Cardiac / Liver fellows cover an on-call roster on a three-weekly cycle, with one week on-call at a time. During their call week, they participate in any liver or multi-visceral transplants that occur, as well as any emergency afterhours cardiac cases.

Note: Applicants who are interested in both General and Specialty Cardiac/Liver must apply for both positions. Applications cannot be transferred between positions.

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.

Pre-requisites/Preferences for Candidates

Prospective Fellows must satisfy College criteria for appointment as a Provisional Fellow, i.e. Having passed the final FANZCA examination prior to commencement at Austin and fulfilled all the requirements for ANZCA Advanced Training (Having signed off the Core Unit Review for AT).

Application Process

- **Complete online application at <https://www.austin.org.au/careers/>**
 - Only online applications will be accepted
 - Resume, Cover Letter & Evidence of COVID-19 Vaccination must be attached
 - Resume should include as a minimum
 - **Passport-sized photo** on the front page of your CV – photocopy or black and white digital photo acceptable.
 - Name of University for medical degree and date of graduation.
 - **Full chronological working history since graduation**, including gaps in employment.
 - **List of referees** which must relate to work completed within the last 12 months (or longer if recent extended leave), include dates worked and contact details of referee.
- **Organise 3 references**
 - Attached to this file is the reference form.
 - 3 references must be submitted by application closing date
 - It is the responsibility of the candidate to ensure 3 references are submitted to Austin Health Anaesthesia department via email (preferred) anaesthesia.admin@austin.org.au or fax (03) 9496 6313. Check with your referees to ensure they have completed the process.
 - Refer to the form for further instructions.
 - References are subject to audit.



Our actions
show we care



We bring
our best



Together
we achieve



We shape
the future

VICTORIAN PUBLIC HOSPITALS – Anaesthesia Trainee Reference Form

Applicant Details – to be completed by applicant

| | | | |
|----------------------|--|-------------|--|
| First Name | | FAMILY NAME | |
| Contact Phone | | Email | |
| Position Applied for | | | |

Referee's Details – to be completed by referee

| | | | |
|----------------------------------|--|-----------------------|--|
| Name | | Qualifications | |
| Organisation | | Position | |
| Contact Phone | | | |
| Email | | | |
| When did applicant work with you | | For how long (months) | |

Candidate Performance – to be completed by referee

Please rate the applicant below from 1-5 using x, where 1 is poor and 5 is exceptional. Refer to page 2 for guidance

| <u>Academic</u> | 1 | 2 | 3 | 4 | 5 | NA |
|----------------------------------------|---|---|---|---|---|----|
| Factual Knowledge | | | | | | |
| Understanding | | | | | | |
| Information Gathering & Presentation | | | | | | |
| Organization | | | | | | |
| Ability to Pass Exams | | | | | | |
| <u>Clinical Skills</u> | 1 | 2 | 3 | 4 | 5 | NA |
| Information Gathering and Presentation | | | | | | |
| Decision Making | | | | | | |
| Organization | | | | | | |
| Procedural Skills | | | | | | |
| Situational Awareness | | | | | | |
| Documentation | | | | | | |
| <u>Interpersonal Skills</u> | 1 | 2 | 3 | 4 | 5 | NA |
| Guidance Seeking | | | | | | |
| Empathy | | | | | | |
| Communication | | | | | | |
| Teamwork | | | | | | |
| Interaction with: | | | | | | |
| Senior Medical Staff | | | | | | |
| Other Health Care Staff | | | | | | |
| Patients and Family | | | | | | |
| <u>Professional Attributes</u> | 1 | 2 | 3 | 4 | 5 | NA |
| Ethical Practice | | | | | | |
| Initiative | | | | | | |
| Integrity | | | | | | |
| Leadership | | | | | | |
| Quality Assurance | | | | | | |
| Teaching | | | | | | |

| | |
|--------------------------|--|
| General Comments: | |
| | |

| Declaration | YES | NO |
|-----------------------------------------------------------------------------------------------------|-----|----|
| I certify this opinion is based on my own personal knowledge of the applicant and is free from bias | | |
| I recommend that the applicant be considered for or continue, training as an Anaesthetic Registrar | | |
| I would be happy to have the applicant work in my department/unit in the future | | |

| | | | |
|------|--|-----------|--|
| Date | | Signature | |
|------|--|-----------|--|

Referee:

Please retain the original Assessment until the end of the year in the event of additional requests or audits.

Submit front page only to organisations selected by candidate on page 2 and let the applicant know when you have.

Submission Details

| Organisation | Email | Fax | Send |
|---------------|--------------------------------------------------------------------------------------|----------------|------|
| Austin Health | anaesthesia.admin@austin.org.au | (03) 9496 6313 | |

Candidate Performance Indicators

Academic

- **Factual Knowledge:** 1=Very poor for level of experience 3=What you would reasonably expect 5=Exceptional. What you would expect from someone many years' senior
- **Understanding**” 1=No understanding of basic concepts 3=What you would expect 5=Understands complex concepts and their clinical applications
- **Information Gathering & Presentation**” 1=Unaware of basic resources 3=What you would expect 5=Aware of the resources and how to use them. Efficient and perceptive in gathering and presenting information
- **Organization**” 1=Procrastinates, can't commit and has no strategy 3=Fairly well organised 5=Highly committed to study, has a well formulated plan, follows through and efficiently uses time
- **Ability to Pass Exams**” 1=unlikely to pass specialist exams 3=Will probably pass 5=Likely prize winner

Clinical Skills

- **Information Gathering and Presentation:** 1=Unable to collate clinical facts 3=Thorough history and examination. Misses the odd fact. Reasonable synthesis of data 5=Thorough, efficient, accurate. Excellent synthesis, prioritisation and presentation of important facts and complex issues
- **Decision Making:** 1=Unable to make basic decisions 3=Reasonable for level of experience 5=Makes logical and appropriate decisions. Supports with multiple reasons. Advanced for years of experience
- **Organization:** 1=Unable to plan or prioritise. Very unreliable 3=What you would expect 5=Plans well ahead. Ensures has enough time for required tasks. Thoughtful and ordered set-up of environment
- **Procedural Skills:** Struggles with basic procedures and is difficult to teach 3=Good technique and reasonable success for level of experience 5=Picks up skills easily and is aware of the broader issues
- **Situational Awareness:** 1=Unaware of what is going on 3=What you would expect 5=Highly vigilant. Aware of all aspects of their environment. Aware of potential hazards and has made appropriate preparations and plans
- **Documentation:** 1=Insufficient information, poor legibility, verbosity 3=Legible and complete 5=Efficiently provides all the relevant information. Set out logically. No unnecessary data

Interpersonal Skills

- **Guidance Seeking:** 1=Never seeks advice when required or seeks constantly when not. Is highly defensive and cannot accept constructive suggestions 3=Appropriate 80% of the time 5=Appropriate all the time
- **Empathy:** 1=No capacity to appreciate others perspective 3=Manages this well most of the time 5=Is highly skilled in this area
- **Communication:** 1=Cannot get their message across verbally 3= Manages well most of the time 5=Highly skilled and effective
- **Teamwork:** 1=Cannot work as part of a team 3=Manages well most of the time 5=Understands the role of other members, can assess others competency, can take on leadership and respond to others leadership as required
- **Interaction with: Senior Medical and Other Health Care Staff** 1=Seems to aggravate everybody, avoids contact 3=Manages well most of the time 5=Highly regarded by most, engages constructively and involved collaboratively in projects
- **Interaction with Patients and Family:** 1=Appears not to care, aloof and abrupt 3=Comprehensively explains issues but is not necessarily overs-killed at addressing concerns and managing challenging behaviours 5=Highly skilled in this area

Professional Attributes

- **Ethical practice:** 1=Consistently behaves unethically 3=Acts ethically 5=Also has a highly developed framework and rationale for dealing with complex ethical issues
- **Initiative:** 1=Will not do anything unless told 3=Shows a reasonable amount of initiative 5=Is a self-starter. Has the capacity to see what needs to be done and gets on with it
- **Integrity:** 1 Consistently late, leaves early without communication. Blames other and never acknowledges personal responsibility 3= Appropriate most of the time 5=Exemplary
- **Leadership:** 1=Can only follow, will not take on responsibility, cannot coordinate others when required 3=Appropriate for level of experience 5=Deserves respect, highly effective
- **Quality Assurance:** 1=Shows no interest and never turns up to QA meetings 3=Reasonably involved 5=Runs projects and frequently presents. Always attends meetings when able
- **Teaching:** 1=Shows no interest or aptitude 3 Does some teaching consistent with level of training 5=Enthusiastic, engaging and affective. Aware of educational theories