

Austin Health Position Description



Position Title: Glomerulonephritis Clinical Fellow

Classification:	HM25 – HM30
Business Unit/ Department:	Nephrology
Work location:	Austin Health <input checked="" type="checkbox"/> Heidelberg Repatriation <input checked="" 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:	27.95 hrs/week
Reports to:	Medical Director, Nephrology
Direct Reports:	N/A
Financial management:	Budget: N/A
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 discipline of Nephrology is a branch of Internal Medicine that is defined by the care of patients with diseases of the kidneys and urinary tract. Nephrology involves the diagnosis and treatment of immunological and non-immunological kidney diseases, including electrolyte disturbances and hypertension, and the care of those requiring renal replacement therapy, including dialysis and kidney transplant recipients.

Nephrology is a specialty with a significant component of general medicine and is dependent upon a comprehensive understanding of the basic and clinical sciences.

The Glomerulonephritis (GN) Clinical Fellow position's main purpose is to provide additional training to develop advanced skills and specialty interest in Glomerulonephritis as well as further experience in general nephrology, Kidney Supportive Care and Nephrology Clinical Trials. The GN Clinical Fellow will provide high quality clinical care, diagnostic and consultative specialty service in GN at the level of a Post Graduate Fellow and participate in teaching, research, quality improvement and administrative activities within the Nephrology Department at The Austin Hospital. They will ensure high standards of professional performance and contribute to an academic environment which supports education, research, and professional development. The GN Clinical Fellow will work primarily within the newly established GN service at The Austin Hospital contributing to the development of the multidisciplinary clinic, GN patient databases, GN management and complication surveillance protocols. Additionally, the GN Clinical Fellow will attend the general nephrology clinics, Kidney Supportive Care clinic and develop expertise in and provide support to the Nephrology Clinical Trials program. This role includes outpatient and inpatient clinical management, integration within a multidisciplinary team, supervision of junior staff, audit and quality control, education and research. The role will also seek to expand the knowledge of the incumbent to enable their acquisition of specialised and advanced skills in GN and Clinical Trial conduct.

About Nephrology

The Medical & Cancer Services Division, part of the Chief Operating Directorate, comprises the following departments:

- Clinical Pharmacology
- Nephrology
- General Medicine
- Paediatrics
- Dermatology
- Oncology
- Haematology
- Palliative Care
- Endocrinology
- Rheumatology
- Infectious Diseases and Infection Prevention & Control
- Respiratory and Sleep Medicine
- Radiation Oncology
- Day Oncology & Apheresis
- Cancer Clinical Trials

- Genetic Services
- Neurosciences
- Wellness & Supportive Care
- Victorian Spinal Cord Service

The Department of Nephrology at Austin Health strives to improve the lives of people with kidney disease and advance knowledge in kidney health. The department provides care for across the spectrum of nephrology, including CKD, haemodialysis and peritoneal dialysis, pre- and post-renal transplantation, acute kidney injury, glomerulonephritis, and genetic diseases. Treatment of all forms of kidney disease and hypertension is supported, with interests including autoimmune diseases. It possesses the largest adult referral Nephrosciences unit in Victoria. The Department of Nephrology provides a consultation services for patients with renal issues across all other services at Austin Health.

Physically, the Department of Nephrology consists of Ward 7 North (24 renal inpatient beds) and 7 North Dialysis (in-centre and acute dialysis unit), all situated in the Austin Tower. Satellite dialysis units are also located at the Repatriation site (RDU), Epping (EDU), NorthEast Kidney Service (NEKS) in Preston, Home Therapies Centre (HTC) at the Repatriation site, which has a focus of training dialysis patients so they can manage their care at home. Austin Health also has 5 regional affiliate satellite dialysis centres in Bairnsdale, Bendigo, Cohuna, Echuca and Orbost. Monthly outreach clinics are held in Echuca and Bairnsdale.

Some of the individual consultant Nephrology areas of special responsibility include the following roles: Deputy Director of Nephrology, Clinical Lead in Renal Transplantation, Clinical Lead in Haemodialysis, and Clinical Lead in Home Therapies.

In addition, there are specialist nursing roles in Pre-dialysis, Vascular Access and Tenckhoff catheter insertion, Renal Anemia and Iron Management, Palliative Care, Home Therapies, In-centre dialysis. There are also NUM roles at each of the satellite dialysis units.

The Nephrology department also includes laboratory and clinical research activities. Clinical trials are supported by clinical trials coordinators. Studies undertaken include industry-sponsored trials as well as investigator-initiated studies, including some studies designed by Austin researchers, including nephrology trainees enrolled for PhD studies. In addition, basic laboratory science studies, also including nephrology trainees enrolled for PhD studies, is supported by two laboratory scientists and an equipped laboratory currently funded by NHMRC.

Purpose and Accountabilities

Role Specific:

- Deliver high quality clinical management to patients, families and carers of the GN service as well as the general nephrology and kidney supportive care outpatient clinics within the scope of practice granted by Austin HealthWork collaboratively within a multidisciplinary team to provide a high-quality consultative service to clinicians and other professionals as required for patients of Austin Health
- Ensure that detailed patient treatment plans are in place to reflect clinical decisions, and that effective clinical handover occurs, including to supervising senior medical officers in the Nephrology Department.

- Contribute to the development of treatment and complication screening protocols for the Austin Health GN service
- Assist with the establishment of the GN patient database and contribute to the maintenance and expansion of the database through data contribution.
- Ensure a high standard of clinical documentation is maintained.
- Participate in clinical and other academic activities of the Department (including attending and presenting at meetings as required by the Director and Deputy Director of Nephrology).
- Participate in Department and Hospital quality improvement programs to maintain professional standards, quality of care and patient safety.
- Participate in teaching and training for undergraduates and basic and advanced physician trainees. In addition, contribute to the education and training of other staff as required by the Department Head.
- Support and contribute to the Nephrology Department's clinical trials through patient database screening, recruitment of patients, performance of clinical trial visits, contribution of clinical trial data and undertaking of clinical trials training and skills development.
- Participate in the on-call roster as required for general nephrology, nephrology admissions and consultations, and kidney transplant at a level consistent with the role of post-graduate fellow

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.

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

Selection Criteria

Essential Knowledge and skills:

- Current medical practitioner registered or eligible for specialist registration with the Australian Health Practitioner Regulation Agency (AHPRA), and Fellowship of the Royal Australasian College of Physicians (FRACP) with recognised qualifications in renal medicine and/or Advanced Physician's Trainees currently enrolled in the Royal Australian College of Physicians nephrology advanced training program.
- Current renal medicine/nephrology clinical practice of a high standard consistent with the role of a Post Graduate Fellow, with ability to provide contemporary evidence based best practice.
- Commitment to undertake training courses specified by the Director and Deputy Director of Nephrology to enhance personal development, skills and knowledge.
- Effective communication skills (written and verbal), clinical skills, judgement and expertise, teamwork, time management and problem-solving skills in a clinical setting
- Demonstrated commitment to quality improvement, patient safety and risk management,
- Demonstrated track record in supervision and training of junior medical staff including prevocational and advanced trainees.

Desirable but not essential:

- Clinical trials experience

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	