

Position Description

Orthopaedic Spinal Surgery Fellow

Classification:	HM14-20
Business unit/department:	Orthopaedic Unit, Division of Surgery, Anaesthesia & Procedural Medicine
Work location:	Austin Hospital <input checked="" type="checkbox"/> Heidelberg Repatriation Hospital <input checked="" type="checkbox"/> Royal Talbot Rehabilitation Centre <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 Full-Time
Hours per week:	38 hours per week - as per unit roster
Reports to:	Director Orthopaedic Unit, Division of Surgery, Anaesthesia & Procedural Medicine
Direct reports:	0
Financial management:	Budget: nil
Date:	April 2026

Position purpose

The Orthopaedic Surgery Unit at the Austin Health is offering a one year Spinal Surgery Fellowship.

An Orthopaedic Postgraduate Fellow (FRACS) or equivalent is required to perform the duties of the position efficiently, according to the standards of the Unit including participating in the Austin health performance appraisal program.

Appointments are for 12 months from commencing in February.

The Fellow will gain considerable experience in the full gamut of Spinal Surgery from the occiput to the sacrum including degenerative disorders, primary and secondary tumours, major adolescent and adult deformity, infection and trauma. All acute spinal cord injuries throughout Victoria and Tasmania managed at the Austin through the Victorian Spinal Cord Injuries Service.

The Orthopaedic Spinal Surgery Unit receives primary to tertiary referrals from across Victoria and Tasmania. Surgeons of the Spinal Surgery Unit work in close collaboration with spinal rehabilitation physicians towards optimal patient outcomes, as well as with oncologists at the Cancer Centre in the management of primary and metastatic disease of the spine.

The fellow will:

- Provide support and mentorship to Registrars and Residents in clinical and operative care of patients.
- Oversee and direct the clinical management of patients in collaboration with unit consultants.
- Undertake both emergency and elective surgery independently and facilitate emergency operating.
- Support the general running of the orthopaedic spine sub unit and its activities in collaboration with the unit registrars.

About Orthopaedics

The Orthopaedic Unit, as part of the Division of Surgery, Anaesthesia & Procedural Medicine, is responsible for the provision of services within the specialty to patients across all campuses of Austin Health. The Director of Orthopaedic Surgery is Mr Andrew Hardidge.

The Spinal Surgery Unit within the Department of Orthopaedics is headed by Dr Gerald Quan and has four dedicated spinal surgeons and a dedicated AOA (Australian Orthopaedic Association) - Accredited Orthopaedic trainee. It is a large provider of spinal surgery services for the North Eastern corridor of Melbourne as well as the state-wide Victorian Spinal Cord Injury Service.

Orthopaedic Surgery services are provided at both the Austin and Heidelberg Repatriation Hospital sites. The Unit is committed to the provision of high quality patient care and maintains an ongoing commitment to undergraduate and postgraduate teaching that includes Medical Students, Postgraduate Orthopaedic Nurses, Hospital Medical Officers, and Registrars. Senior medical staff includes 1 Director, 1 full-time trauma surgeon and 20 visiting surgeons working in 3 units. Junior medical staff include 2 clinical Fellows, 3 accredited Registrars, 1 non-accredited Registrar and 4 Residents.

The Orthopaedic ward at Austin Health is 8 North with the exception of paediatric patients who are in 2 West. Patients under the care of the VSCS are in ward 3N. Discharge destinations within the Institution may be to the Repatriation campus or Royal Talbot campus, other discharge services include Hospital in The Home.

A consultative orthopaedic service is provided to other Units across all campuses. In addition, outpatient clinics provide new, review, post-operative and post-fracture assessment, and management to some 15,000 patients per annum.

Position responsibilities

There are a number of surgical sessions and outpatient sessions per week at the Austin Campus and The Surgery Centre, Repatriation Campus.

Role Specific:

Teaching and training

- Participate in Under Graduate teaching Orthopaedic Surgery (University of Melbourne Medical students).
- Participate in Post Graduate teaching in Spinal Surgery (AOA-accredited SET Trainee).

Research



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- Participate in clinical and basic science research in Spinal Surgery.
- Presentation of research findings to Victorian State Branch and National (Spine Society of Australia, Australian Orthopaedic Association) Scientific meetings.
- Preparation of research findings for publication in peer-reviewed Journals.

Clinical Care

- Assist surgeons in the Spinal Surgery Unit in providing surgical and clinical management of inpatients and outpatients as required.
- Participate in Unit meetings and activities.
- Participate in Unit ward rounds and weekly Spinal grand round.
- Demonstrate a commitment to working as a team member with peer medical, resident, nursing and other staff to provide efficient, safe and quality care across the continuum.
- Participate in the auditing and review of clinical practices to improve clinical outcomes.

Other

- Assist the Head of Unit in administrative duties as required.
- Assist in making a safe working environment by reporting any incidents of unsafe work practices, sites or equipment.
- Assist in the resolution of these issues.

Selection criteria

Essential Knowledge and skills:

- A commitment to Austin Health values
- Have appropriate training and experience applicable to the field of Orthopaedics.
- Demonstrated capability and interest in research
- Demonstrated commitment to teaching
- Demonstrated commitment to high quality patient care
- Demonstrated teamwork and collaboration
- Demonstrated ability to communicate at all levels
- Computer skills including use of email and the internet
- Demonstrated understanding of Clinical Governance.
- 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.

Professional qualifications and registration requirements



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- Registration as a Medical Practitioner with the Australian Health Practitioner Regulation Agency (AHPRA) - (note eligible applicants will be assisted through this process).
- Orthopaedic Postgraduate Fellow (FRACS) 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



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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.



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