

Position Description

Orthopaedic Surgeon

Classification:	As per EBA
Business unit/department:	Orthopaedic Department
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 Medical Specialists Enterprise Agreement 2022-2026
	Choose an item.
	Choose an item.
Employment type:	Sessional
Hours per week:	As per contract
Reports to:	Director Orthopaedics
Direct reports:	N/A
Financial management:	Budget: N/A
Date:	November 2025

Austin Health acknowledge the Traditional Custodians of the land on which Austin Health operates, the Wurundjeri 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.

Position purpose

An Orthopaedic Surgeon is required to perform the duties of the position efficiently, according to the standards of the Orthopaedic Unit, including participating in the Austin Health performance appraisal program.

About the Directorate/Division/Department

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

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, Physiotherapists, Hospital Medical Officers, Registrars and many others.

Senior medical staff include 24 visiting surgeons working in 3 units. Junior medical staff include 5 clinical Fellows, 4 accredited Registrars, 2 non-accredited Registrar and 8 Residents across the two campuses.

Austin Health is not a major trauma centre but trauma accounts for approximately 30% of the surgical workload and includes surgery associated with Spinal trauma in support of the Victorian Spinal Cord Service (VSCS).

The Orthopaedic wards include 8 North at Austin and TSC Ward at Repat, as well as Spinal VSCS patients in 3 North and paediatric patients in 2 West. Patients under the care of the VSCS are in ward 3 North. Discharge destinations within the Institution may be to Repatriation campus wards (Aged Care), Royal Talbot campus wards SSR (spinal rehabilitation) or Mellor (general orthopaedic rehabilitation). Other discharge services include Hospital In The Home and the Medi-Hotel.

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 16,000 patients per annum.

An Orthopaedic Liaison Nurse assists with organising the management of patients through a pre-admission service. Elective patients are booked to theatre according to their waiting list category (1, 2 or 3) and the time they have been waiting for surgery.

Position responsibilities

Role Specific:

- Provide in-hours emergency and trauma surgery and care for orthopaedic patients presenting through the Emergency Department for any consultant.
- Provide surgery and care for selected elective orthopaedic patients presenting through the outpatient department.
- Keep up-to-date records of emergency and elective activity for auditing purposes, both clinical and administrative.
- Liaise with theatre to enhance utilisation of available theatre space, whether regular or opportunistic.
- Provide comprehensive orthopaedic management of inpatients requiring orthopaedic assessment anywhere in Austin Health.
- Provide a consultative service to other Units as required within 24 hours of referrals being made across Austin Health.
- Provide weekly clinical follow-up and referral services to patients at both Royal Talbot and Repatriation campuses.
- Assist in managing access to outpatients.
- Provide outpatient review of post-op trauma patients and assist in the running of fracture clinics.
- Assist in the equitable management of the surgical waiting list.
- Provide comprehensive management of inpatient and outpatients.
- Participate in Unit meetings and activities.
- Provide an on-call service as required.
- Provide a consultative service to other Units as required.
- 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.



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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.

1. Understand growth, structure and function of bones, including injury and repair, bone cell biology, biomechanics and biomaterials
2. Describe common orthopaedic pathologies including gait abnormalities, metabolic bone diseases, neuromuscular disorders, inherited musculoskeletal disorders, degenerative arthritis, inflammatory arthritis, connective tissue disorders, musculoskeletal tumours and peripheral nerve conditions
3. Describe and select appropriate diagnostic testing
4. Identify appropriate treatment options, and their indications and contraindications
5. Take a thorough history from the patient and perform a competent examination
6. Clearly elicit features in the history and examination that significantly predict perioperative and postoperative outcomes
7. Order and interpret appropriate investigations (including orthopaedic imaging)
8. Recognise the most common disorders and differentiate those amenable to operative and non-operative treatment
9. Plan and manage appropriate surgical, or non-surgical treatment
10. Demonstrates procedural knowledge and technical skill for orthopaedic procedures and operations

This will be assumed if the Orthopaedic Surgeon has a Fellowship of the Royal Australasian College of Surgeons 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. Hip arthroscopy
2. Anterior approach to THR
3. Pelvic Osteotomies
4. Spinal Surgery

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



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- 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 in hospital outside of Rheumatology
 - 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

- 1 Specialist training or a specific fellowship
- 2 Significant accumulated total experience in the field
- 3 Recent experience (adequate number of cases per year in previous years)
- 4 Satisfactory completion of an acceptable outside organisations credentialing requirements

Selection criteria

Essential skills and experience:

- A commitment to Austin Health values.
- Have appropriate training and experience applicable to the field of orthopaedic surgery
- 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.
- 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 Royal Australasian College of Surgeons or equivalent.



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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.



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