

Position Description

Orthopaedic Surgeon – Flow Improvement Consultant

Classification:	As per contract
Business unit/department:	Orthopaedic Surgery
Work location:	Austin Hospital ☒ Heidelberg Repatriation Hospital ☐ Royal Talbot Rehabilitation Centre ☐ Other ☐ (please specify)
Agreement:	AMA Victoria - Victorian Public Health Sector Medical Specialists Enterprise Agreement 2022-2026
	Choose an item.
	Choose an item.
Employment type:	Fixed-Term Full-Time
Hours per week:	40 hrs per week
Reports to:	Head of Unit, Orthopaedic Surgery
Direct reports:	Nil
Financial management:	Budget: not applicable
Date:	November 2025

Position purpose

Flow Improvement Consultant – Orthopaedic Surgeons.

The Austin Health Orthopaedic Department is seeking two Orthopaedic surgeons (FRACS (Orth)) for one-year, full-time (40 hours) positions as Orthopaedic Surgeon- Flow Improvement Consultant.

The priority of these positions is to provide timely access of care for emergency inpatients and outpatients, as well as for elective patients who would otherwise be affected by elective orthopaedic surgeon leave, by providing backfill in clinics and in theatre.

The successful applicant closely with another Orthopaedic Surgeon according to a roster, and ensure continuity of service across the week, as well as being able to cover other surgeons taking leave.

The consultant will be exposed to the full gamut of orthopaedic surgery at Austin, including foot and ankle, knee, hip, spine, shoulder, elbow and hand surgery, with fields including sports, degenerative, trauma, tumour and other work.

The consultant will work closely with the Head of Unit and other consultants, with numerous quality,

learning and teaching opportunities throughout the week including ward rounds, XR meetings, audits, case conferences, journal clubs as well as informal meetings and discussions.

The Austin Orthopaedic Department offers an Early Career Development Program. This allows first-year consultants to identify an area of their interest, match up with specific experienced surgeons amongst the thirty surgeons from the group (most with significant subspecialist training), and work out a program to increase their exposure, confidence and technical ability in these areas of interest in a very supportive environment. This includes case selection, planning, operating together, oversight, and support of the patient and surgeon in the case of escalation of issues or adverse outcomes.

Clinical and Clinical Support Duties are outlined below.

About the Directorate/Division/Department

The Orthopaedic Department, as part of the Surgery, Anaesthesia & Procedural Medicine (SAPM), is responsible for the provision of services within the Orthopaedic specialty to patients across all campuses of Austin Health. Orthopaedic surgery services are provided at both the Austin and Heidelberg Repatriation Hospital sites.

The Department 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.

The Austin Orthopaedic Unit admits over 3000 patients a year, and provides the full gamut of subspeciality orthopaedic surgery to the community. This includes over 400 lower limb joint replacements per year.

The Department has a particular interest in ways that technology can be integrated into, and improve, patient care. Austin Health is one of very few public hospitals in Victoria to have robotic-assisted surgery, virtual reality exposure, 3D printing for prosthesis and surgical planning, as well as computer navigation and many other technologies.

The Austin Orthopaedic Department has recently established ORCA- The Orthopaedic Research Centre at Austin, with the routine collection of patient PROMs (Patient Reported Outcome Measures) as well as clinical, intraoperative, and investigation data pre-, intra and post-op. This will provide exciting opportunities for those with an interest in research.

The Austin Orthopaedic Department is comprised of over 30 surgeons (four of whom are full time), and junior medical staff include a number of clinical Fellows, 5 accredited Registrars, 4 non-accredited Registrars and 8 Residents across the two campuses.

Austin Health is not a major trauma centre but trauma accounts for approximately 50% 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, TSC Ward at Repat, Spinal VSCS patients in 3 North, paediatric patients in 2 West, as well as additional patients in other wards including referrals. 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). Further discharge support is available through Hospital In The Home (HITH).



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A consultative orthopaedic service is provided to other Units across all campuses.

Outpatient clinics provide new, review, post-operative and post-fracture assessment and management to some 16,000 patients per annum.

Position responsibilities

Role-Specific:

- Provide in-hours emergency and trauma surgery and care for orthopaedic patients presenting through the Emergency Department or outpatients for any consultant.
- Attend and oversee fracture clinics, including managing numbers, flow, access, and junior medical staff oversight and training
- Coordinate requirements and provide oversight for Virtual Fracture Clinic (VFC)
- Cover periods of leave of existing elective surgeons of the orthopaedic department at Austin Hospital with the aim to maintain continuity of utilisation of operating theatre and outpatient sessions, in turn to help further reduce patient waiting times for surgery and clinic.
 - As there are over thirty orthopaedic surgeons, each who have operating sessions at various times throughout the week, the sessions that require relief of leave will necessarily also vary, and on a week-to-week basis.
 - However, as the required notification for leave application is six weeks, the Flow Improvement Consultants will be notified of sessions requiring cover at least four weeks in advance. The surgeons will then work with the liaison nurses and registrars to determine a final roster of proposed covered lists. The surgeons will have some flexibility in choosing the day (or 2 half days) off, provided that the theatre and outpatient clinics are adequately covered.
 - It is expected that each surgeon cover at least one to two elective or trauma lists per week where existing surgeons have taken leave.
 - During periods of high-volume leave (conferences, school holidays) the surgeons are expected to remain at Austin and cover additional lists during these periods within their allocated hours.
 - The patients for elective surgery will be those waiting a prolonged period on the elective surgical waiting list (any surgeon), or from long-waiting outpatients seen and added to the waiting list by the Flow Improvement Consultants. To ensure continuity, and appropriateness, of care, the former patients will be seen by the Flow Improvement Consultants in clinic prior to surgery, and the latter patients would form a newly-generated surgeon specific waiting list. That is, the surgeon will populate their own elective waiting list but filled by the patients waiting longest either for surgery or clinic.
 - As the position is a 12-month fixed-term position and the Austin Orthopaedic Department encourage continuity of care, the predominant elective surgery for leave relief will be that with shorter-term follow-up. However, the surgeon can take advantage of the Early Career Development Program (see above) to begin more complex surgery, and perform those cases with longer-term follow-up (e.g., Joint Replacement Surgery). This Program ensures these patients will have continuity of care long-term with a consultant involved in their planning, surgery and ongoing care.
- Work closely with the other Flow Improvement Consultant to provide a seamless continuum of care between the two positions, and optimise all opportunities to help the department cover sessions and perform trauma work.
- Keep up-to-date records of emergency and elective activity for auditing purposes, both clinical and administrative.
- Liaise with the orthopaedic surgical liaison nurses, theatre, registrars, and other key stakeholders to enhance utilisation of available theatre space, whether regular or opportunistic.
- Provide comprehensive orthopaedic management of inpatients requiring orthopaedic assessment anywhere in Austin Health.



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- Help provide a consultative service to other Units as required within 24 hours of referrals being made across Austin Health.
- Provide a clinical follow-up and referral service to the rehabilitation wards at the Repatriation campus (twice a week) and Royal Talbot (on-request)
- Assist in managing access to outpatients.
- Assist in the equitable management of the surgical waiting list.
- Participate in all Unit meetings, ward rounds and other activities, as per roster.
- Attend Thursday morning weekly Division of Surgery audit meetings to provide orthopaedic expertise.
- Participate in the on-call service as per the roster, and help assist with additional on-call, where mutually-agreeable.
- Work as a team member with peer medical, junior medical, nursing and other clinical staff to provide efficient, safe and quality care across the continuum.

Orthopaedic Department and Hospital Logistics and Improvements

- 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.
- Assist in the evaluation of the delivery of services and in implementing appropriate quality and risk management initiatives.
- Participate in the auditing and review of clinical practices, at local and hospital wide levels, to improve clinical outcomes.
- Participate in quality assurance/improvement projects and clinical governance programs when requested.

Teaching, Training and Research:

- Contribute to the supervision, education and training of registrars (both accredited and unaccredited), junior medical, nursing and other clinical staff, both undergraduate and postgraduate, including participating in their performance appraisal and feedback processes.
- Commitment to facilitate, conduct and participate in clinical and/or basic research.

Audit and Quality Assurance:

- Help ensure that the registrars and junior medical staff are supported in keeping the orthopaedic database up-to-date and accurate
- Attend the weekly **Thursday** morning Division of Surgery and Therapeutic Intervention (DoSTI) Mortality and Morbidity meeting
- Meet regularly with junior medical staff to review complications and MET call data to provide feedback, lessons, and audit data
- Participate in the auditing and review of clinical practices to improve clinical outcomes

All Employees:

- Comply with Austin Health policies & procedures, as amended from time to time, which can be located on the intranet (The Pulse): <https://OPPIC>
- Report incidents or near misses that have or could have impact on safety - participate in identification and prevention of risks
- Comply with the Code of Conduct

People Management Roles:

- Ensure clear accountability for quality and safety within the department
- Ensure incident management systems are applied ('Riskman') and a response to local issues and performance improvement occurs; ensure the risk management system is functional.
- Be aware of and comply with the core education, mandatory training and development policy.



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The full-time Orthopaedic Surgeon is required to perform the duties of the position efficiently, according to the standards of the Orthopaedic Unit and Division of Surgery, including participating in the Austin Health performance appraisal program

Selection criteria

Essential skills and experience:

- Have appropriate training and experience applicable to the field of Orthopaedics
- Demonstrate a commitment to high quality patient care
- 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, and
- Demonstrate a commitment to teaching, training and research.

Professional qualifications and registration requirements

- Be a registered Medical Practitioner with the Australian Health Practitioner Regulation Agency (AHPRA) Hold a Fellowship of the Royal Australasian College of Surgeons (FRACS (Orth)), 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).



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- 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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