

Position Description

Plastic & Reconstructive Surgeon

Classification:	As per contract
Business unit/department:	Plastic & Reconstructive Surgery Unit, Division of Surgery, Anaesthesia & Procedural Medicine
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
Employment type:	Part-Time
Hours per week:	As per contract
Reports to:	Director Plastic & Reconstructive Surgery Unit, Division of Surgery, Anaesthesia & Procedural Medicine
Direct reports:	0
Financial management:	Budget: nil
Date:	August 2026

Position purpose

The Plastic & Reconstructive Surgeons are expected to provide high level surgical services within their approved scope of clinical practice. As all Surgeons are expected to be able to provide routine surgical services and cover “on call” after hours, a minimum mandatory level of expertise and set of skills is necessary.

This is a senior Medical Position and carries with it the professional responsibilities of clinical leadership, teaching and training as well as some administrative requirements.

About the Plastic & Reconstructive Surgery Unit

The Plastic & Reconstructive Surgery Unit at Austin Health is part of the Surgery, Anaesthesia and Procedural Medicine Division.

The Unit specialises in microsurgical reconstruction for breast, head & neck cancer and upper limb reanimation in tetraplegic patients. The Unit also manages a large number of general plastic surgery cases, including elective and post-traumatic hand surgery, facial trauma, melanoma and provides a broad reconstructive service to all specialties. There are more than 2,300 surgical procedures performed a year including 100+ free flaps.

The Unit is committed to the provision of high quality patient care and maintains an ongoing commitment to Undergraduate and Post Graduate teaching. Also provided is a consultative service for other Units within Austin Health.

The Plastic and Reconstructive Surgery Unit is supported by a Divisional Manager, Quality Coordinator, Finance, HR and Business Support as part of the SAPM Division.

Position responsibilities

Role Specific:

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

Clinical Care

- Provide comprehensive medical and surgical care of inpatients and outpatients under the care of the Plastic & Reconstructive Surgery Unit of the Austin Hospital.
- Participate in Unit meetings and Clinical sessions including multidisciplinary meetings.
- Collaborate with registrars and liaison nurses to ensure lists are optimally booked.
- Participate in registrar presentations, audits and medical students teaching
- Participate in the on-call roster as required
- Perform after hours work and night duty 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.

Teaching and training

- 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.

Selection criteria

Essential Knowledge and skills:

- A commitment to Austin Health values
- Have appropriate training and experience applicable to the field of Plastic and Reconstructive 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.



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- Attendance and active involvement in relevant departmental, organisational and external meetings (i.e. College, Association and National/International bodies).
- Demonstrates engagement, teamwork and collaboration.
- Demonstrated ability to communicate effectively at all levels.
- Demonstrated understanding of, and commitment to Clinical Governance.

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

- Registration as a Medical Practitioner with the Australian Health Practitioner Regulation Agency (AHPRA).
- Current Fellowship of the Royal Australasian College of Surgeons or equivalent.

Credentiailling 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/services.

1. Describe common plastic and reconstructive surgical pathologies including: (but not limited to) congenital and paediatric conditions, inflammatory and infective conditions, cosmetic, neoplastic conditions and tumors, trauma as they relate to Plastic and Reconstructive Surgery
2. Describe and assess the symptoms and signs of these 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
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 (including but not limited to): Craniomaxillofacial procedures; Facial soft tissues; Hand and Upper Limb; Lower Limb and Foot; Paediatric (Excision and Closure of Naevus, Otoplasty, Paediatric Hand Trauma); Skin and Integument;
10. Demonstrates procedural knowledge and technical skill, including the use and workings of, stapling devices, energy sources and devices



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This will be assumed if the Plastic 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. Microsurgical transplantation of free flap tissue
2. Digital replantation surgery
3. Cleft lip
4. Complex Paediatric procedures

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 Pulse.

For general accreditation the following need to be satisfied

- Demonstrated continuing professional development
- Regular attendance at audit
- Participation in one or more of the following:
 - a. Teaching or research
 - b. Organising audit
 - c. Clinical governance
 - d. Other role in hospital outside of Rheumatology
 - e. 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



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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

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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