

Austin Health Position Description



Position Title: Renal Transplant Surgery Fellow

Classification:	As per HM Classification
Business Unit/ Department:	Renal Surgery and Transplant Unit
Work location:	Austin Health <input checked="" type="checkbox"/> Heidelberg Repatriation <input 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 Full-Time
Hours per week:	38
Reports to:	Chief Medical Officer through the Division of Surgery Medical Director and Director of IBD Unit Professional accountability is to the Chairman, Division of Surgery
Direct Reports:	N/A
Financial management:	Budget: Nil
Date:	May 2024

About Austin Health

Austin Health is one of Victoria's largest health care providers. We deliver services for patients across four main sites in Melbourne, in locations across our community, in people's homes, and within regional hospitals across Victoria. We are an internationally recognised leader in clinical teaching, training, and research, with numerous university and research institute affiliations.

We employ approximately 9,500 staff and are known for our specialist work in organ transplantation cancer, infectious diseases, obesity, sleep medicine, intensive care medicine, neurology, endocrinology, mental health, and rehabilitation.

Our vision is to shape the future through exceptional care, discovery, and learning. This is supported by our values which define who we are, shape our culture and the behaviours of our people. In the area of transplantation, the vision of Austin Health is to build Australia Center for Transplantation Excellence & Research (ACTER).

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 objective of this position is to provide a Renal Transplant Surgery Fellow role to:

- Undertake training in all components of Renal transplant surgery and management of its complications.
- Undertake specific training in organ retrieval to reach independent operating
- Support the renal retrieval roster (in and out of hours) once independence reached
- Support the deceased donor transplant surgery roster
- Undertake specific training in transplant sub-specialties (eg. Renal access surgery & surgeries for treating surgical complications post transplant)
- Undertake specific training in Paediatric Renal Transplant
- Undertake specific training in live donor surgery (**Laparoscopic** nephrectomies)
- Actively undertake research program & improve academic development in surgery
- Provide support and teaching to resident and Registrar medical staff through direction and management of patients.
- Support emergency work to be done in hours.

Please see draft duty schedule (appendix 1) for further details of this position. To ensure sufficient training opportunities, attendance at daytime work will be secondary to attendance at renal retrieval and implantation surgery, with the exception of surgical lists.

In the first instance, attendance at retrieval and transplant surgery will be in the capacity as trainee, with full consultant support. Once independence is reached, attendance will be in capacity as lead surgeon.

About Renal Surgery & Transplant Unit

Austin Health Renal Transplant Surgery Program

Renal Transplantation commenced at Austin Health in 1974, and we have performed over 1000 transplants in the following 44 years. In recent times, demands for transplantation surgery, renal access surgery and other general surgery on renal patients have increased. We currently perform approximately 75 renal transplants per year, including over 20 live donor kidney transplants.

Austin Health is the provider of transplantation surgery to several other services as part of the Victorian Kidney Transplant Collaborative (VKTC) group. Commencing in 2010, the VKTC offers live and deceased transplant surgery to non-transplanting Renal Hub Services, including Eastern Health, Barwon Health, Bendigo Health and St Vincent's (live donor transplant surgery only).

Paediatric transplants are performed at the Royal Children's Hospital, with a memorandum of understanding in place between Austin Health and the Royal Children's Hospital. This involves a live donor clinic and live donor surgery at Austin and deceased donor and live donor transplants at the Royal Children's Hospital. Fifty Paediatric transplants have been performed in the last 5 years, average 10 cases per year.

The service has actively participate in the Australian Paired Kidney Exchange Program (ANZKX) since its origins in 2010. Patients with incompatible donors are registered with ANZKX to enhance transplant outcomes.

Most recently, Austin Health has successfully implemented machine perfusion program for kidney transplant and played a leading role in this area with intention to improve quality of kidney preservation, increase utilization of donated kidneys and improve the short- and long-term transplant outcomes. Some research programs are actively progressing involving the machine perfusion.

As the statewide liver transplant service provider, Austin Health also plays a lead role in the retrieval of all abdominal organs including kidney-only organ retrieval in deceased donors (following brain death and cardiac death) and tissues for Biobank.

Austin Health Renal Surgery

The service also provides general surgery for the renal patients, including peritoneal dialysis access, hernia repair and other general surgical procedures.

The VKTC provides a framework for transplant services across the group of 5 health services - Austin, St Vincent's, Eastern, Bendigo and Barwon. In addition to this are the Paediatric transplants at the Royal Children's run under a Memorandum of Understanding with the RCH. The framework is one of shared protocols and referral pathways, with an emphasis on communication between the groups at each health service. The group holds monthly meetings to discuss clinical challenges.

Purpose and Accountabilities

Role Specific:

Clinical Care

- Provide comprehensive renal transplant surgical management of inpatients and outpatients and associated surgical procedures.
- Participate in Unit meetings and activities.
- Support a retrieval service as required.

- Provide a consultative service to other Units as required.
- Provide leadership and guidance to Registrars.
- 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 unit data management, audit and review of clinical practices to improve clinical outcomes.
- Attend Division of Surgery audit (mandatory) and Surgical Grand Rounds.
- Provide an on-call service as required.

Teaching and Training

- Participate in both Undergraduate and Post Graduate teaching plus nursing teaching as required.
- Participate in patient education Sessions if required.
- Develop clinical skills in medical and surgical management of the complete range of renal transplant and associated conditions and to develop research and teaching skills in these fields.
- Attend and participate in ALL mandatory training requirements at Austin Health, including CERNER training and OH&S training as required.

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.

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. Escalate concerns regarding safety, quality, and risk to the appropriate staff member, if unable to rectify yourself
- Comply with the principals of patient centered care.
- Comply with Austin Health mandatory training and continuing professional development requirements.
- Work across multiple sites as per work requirements and/or directed by management.

Selection Criteria

Essential Knowledge and skills:

- A commitment to Austin Health values.

- Appropriate tertiary medical qualification from either Australian Medical School or recognised overseas training.
- Medical Registration with the Australian Health Practitioner Regulation Agency (AHPRA) of Australia.
- Dedication to delivering excellent service – to patients, all colleagues (nursing, medical, managerial, support staff), GPs and other contact points.

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.

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

Austin Health is committed to diversity and inclusion in employment and is proud to encourage applications from people of different backgrounds, abilities, ages, genders, gender identities and/or sexual orientations.

Austin Health acknowledges the Traditional Owners of the lands we work on and pay our respects to Elders past and present.

We welcome applications from people with disability and aim to provide an inclusive and accessible workplace. If you need any help with the application process or would like to discuss your reasonable adjustments during interviews, please let us know.

We welcome applications from Aboriginal and Torres Strait Islander peoples. 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	

Please note: this duty schedule is **draft only**. Final duty schedule to be agreed with successful candidate.

Please note that this does not include retrieval surgery, deceased donor transplant or emergency general on-call surgery as part of clinical duties that may take place during business hours on the planned schedule (within reason) but surgical lists (marked *) will be quarantined. *On-call requirements will be week on/off*

WEEK 1	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
AM	- Renal Radiology - Renal Grand Round	- Transplant Grand Round - Transplant Clinic	- Dept Surgery Seminar - Vascular Grand Round	- Surgical M&M - Donor Nephrectomy	- Ward round - Teaching/Research	Ward round
PM	Live donor clinic	- Renal surgery list (*)	Vascular List (*)		- Renal Unit Tx Meeting - Teaching/Research	

WEEK 2	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
AM	- Renal Radiology - Renal Grand Round	- Live donor meeting - Transplant Clinic	- Dept Surgery Seminar - Vascular Grand Round	- Surgical M&M - Donor Nephrectomy	- Ward round - Teaching/Research	
PM	Paed assessment clinic	1pm - Renal Pathology	Vascular List (*)	Adult LDRT	- Renal Unit Tx Meeting - Teaching/Research	

WEEK 3	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
AM	- Renal Radiology - Renal Grand Round	- Live donor meeting - Transplant Clinic	- Dept Surgery Seminar - Vascular Grand Round	- Surgical M&M - Donor Nephrectomy	- Ward round - Teaching/Research	Ward round
PM	Live donor clinic		Vascular List (*)	Paediatric LDRT	- Renal Unit Tx Meeting - Teaching/Research	

WEEK 4	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
AM	- Renal Radiology - Renal Grand Round	- Live donor meeting - Transplant Clinic	- Dept Surgery Seminar - Vascular Grand Round	- Surgical M&M - Donor Nephrectomy - VKTC Meeting	- Ward round - Teaching/Research	Ward round
PM		Renal Pathology	Vascular List (*)		- Renal Unit Tx Meeting - Teaching/Research	