

Position Description

Unaccredited Orthopaedics Registrar

Classification:	HM25-HM30
Business unit/department:	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
	Choose an item.
	Choose an item.
Employment type:	Fixed-Term Full-Time
	Parental Leave Backfill
Hours per week:	43 hours – per unit roster
Reports to:	Chief Medical Officer through Medical Director of Surgical CSU and Director, Orthopaedic Surgery Professional accountability is to the Chairman, Division of Surgery
Direct reports:	NIL
Financial management:	Budget: N/A
Date:	May 2025

About Austin Health

Austin Health is one of Victoria's largest health care providers. Comprising the Austin Hospital, Heidelberg Repatriation Hospital, Royal Talbot Rehabilitation, Hospital in the Home and community based health services; Austin Health is an internationally recognised leader in clinical teaching, training and research, with numerous university and research institute affiliations.

Austin Health employs near 9,000 staff across its sites; including over 1,600 doctors and 3,000 nurses, and delivers a full range of leading edge clinical services, including several state-wide services (liver transplant, spinal cord injury service, respiratory support service, child inpatient mental health service). In total, Austin Health provides over 900 beds, including mental health, aged-care and rehabilitation beds and a range of community and in the home services. The current annual operating budget is in excess of \$960 million.

Austin Health delivers vital state-wide services to all Victorians, including to diverse multicultural and veteran communities. It also provides community and specialty services to the people of Melbourne's north-eastern corridor in a safety-focused, team-oriented and stimulating work environment.

Austin Health's current vision is shaping the future through exceptional care, discovery and learning.

Our values define who we are, shape our culture and the behaviours, practices and mindset of our people. Our values are: Our actions show we care, we bring our best, together we achieve and we shape the future. www.austin.org.au/about-us

Austin Health is committed to providing an inclusive culture where all employees can contribute to the best of their ability and strive to develop further. Find more at <http://www.austin.org.au>

Position Purpose

The Unaccredited Registrar position is aligned to the entire Orthopaedic Unit and not attached to any single unit. The priority for this position is to assist the Accredited Registrars and the rest of the team run the Orthopaedic Unit efficiently and effectively across two campuses (Austin and Repatriation Hospitals).

About Orthopaedics

The Orthopaedic Unit, as part of the Division of Surgery, is responsible for the provision of services within the specialty to patients across all campuses of Austin Health. The Orthopaedic Department Director is A/Prof. Andrew Hardidge.

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.

The Orthopaedic Unit has over 20 visiting surgeons working in 3 units, Clinical Fellows, and a number of Accredited and Unaccredited Registrars, and Residents across 2 campuses.

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.

A team of Orthopaedic Liaison Nurses assist with organising the management of patients through a pre-admission service. Elective patients are booked to the theatre according to their waiting list category (1, 2 or 3) and the time they have been waiting for surgery. Other administrative support includes a Departmental Secretary.

Purpose and Accountabilities

Role Specific:

Clinical Care

- Thorough, courteous and timely assessment of patients in emergency;
- Attending & assisting in theatre;



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- Attending Orthopaedic and fracture outpatients; this now includes 'virtual' or telehealth-based clinics
- Attending weekly surgical audits and other scheduled meetings;
- Providing high standard clinical support to residents and interns;
- Assist in organisation for meetings including XR sessions;
- Maintain clinical documentation, including audit information;

Teaching and Training

- Participate in both undergraduate and postgraduate teaching and training as the opportunities arise;
- Attend Clinical Conference and XR Meetings.

On Call/Cover

- Participate in the overnight and weekend on-call based on an equitable roster;
- Cover the Accredited Registrars as required to enable them to attend Bone School training.

Service Improvement

- Participate in projects aimed at improving quality of patient experience and care
- Participate in projects aimed at improving unit costs, efficiency or effectiveness

Other

- 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.
- Abide by Austin Health corporate policies and practices as varied from time to time.
- Participate in Austin Health performance appraisal program as required.
- Undertake not to reveal to any person or entity any confidential information relating to patients and employees, policies, processes and dealings and not to make public statements relating to the affairs of Austin Health without prior authority of the Chief Executive Officer.
- Participate in the emergency incident response activities, as defined within the Emergency Response Manual, as and when required, at the direction of management.

All Employees:

- Comply with Austin Health policies & procedures, as amended from time to time, which can be located on the intranet (The Hub): <http://eppic/>
- 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

Selection Criteria

Essential Knowledge and skills:

- A commitment to Austin Health values.
- Registration as a Medical Practitioner with the Australian Health Practitioner Regulation Agency (AHPRA) - (note eligible applicants will be assisted through this process).
- Have appropriate training and experience applicable to the field of Orthopaedics.
- Demonstrated commitment to high quality patient care.
- Demonstrated teamwork and collaboration.
- Demonstrated ability to communicate at all levels.
- Have good organizational skills



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- Be highly motivated
- Have good insight with a personal awareness of limitations
- Have completed Basic Surgical Trainee years 1 & 2 (not essential).
- Have significant Orthopaedic resident or registrar experience, preferably experience in the Victorian public health system
- Have a baseline level of Orthopaedic knowledge to allow safe management of patients when on call.

Desirable but not essential:

- A sound understanding of information technology including clinical systems and applications relevant to the Management of rostering and risk management reporting or as required for the role and/or department.

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.



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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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