

Position Title:	Medical Registrar
Operationally reports to:	Clinical Director Medical
Professionally reports to:	Chief Medical Officer
Department:	General Medicine
Directorate:	Clinical Operations
Cost centre:	Various
Code & classification:	Hospital Registrar (HM25 - HM30)
Performance review:	Upon completion of probationary and qualifying period and annually or as requested
Employment conditions:	Doctors in Training (Victorian Public Health Sector) (AMA Victoria/ASMOF) (Single Interest Employers) Enterprise Agreement 2022 – 2026

Goulburn Valley (GV) Health is a Regional Public Hospital and Health Service for the Hume Region of Victoria, with main campuses located at Shepparton, Tatura and Rushworth. The main campus in Shepparton is the major acute referral hospital for the sub region. Additional sites are also located in Shepparton, Seymour, Benalla, Cobram, Echuca and Wodonga. GV Health provides a range of acute, subacute, mental health, aged, primary health and community services across the Goulburn Sub-Region within the Hume Region.

The *Goulburn Valley Health Strategic Plan 2024-26* provides the direction for GV Health with key elements summarised below.

Vaccination against COVID-19 and Influenzas are a mandatory requirement of this role. Vaccination against preventable diseases is also highly recommended. You will be required to provide evidence of your vaccination status during the application process.

OUR PURPOSE

Improving community wellbeing through high quality health services, outstanding care and learning.

OUR VALUES AND BEHAVIOURS

Our culture is made up of our CREATE values and behaviours, through which we commit to delivering ongoing quality healthcare for our community. Our CREATE values and behaviours are the foundations for our strategic pillars, and for achieving our goals.

Compassion

- We treat others with kindness and respect;
- Our deep connection to the community enhances our care for patients;
- We support the whole patient journey;
- We are understanding of each other.

Respect

- We respect the patient's voice and their choices;
- We celebrate diversity and are proud of multiculturalism;
- We respect differences of opinions;
- We respect the input of different disciplines and areas of expertise.

Excellence

- We are encouraged to grow professionally and personally;
- We are leaders in what we do;
- We invite feedback and are always striving to do better;
- We connect patients to further care and information.

Accountability

- We are responsible for our actions;
- We are courageous in our decision making and grow from our mistakes;
- We deliver what we promise;
- We don't compromise on our standards.

Teamwork

- We are a multi-skilled workforce and we pool our resources together;
- We mentor and support one another;
- We take a collaborative approach to care;
- We are approachable.

Ethical behaviour

- We hold ourselves to high standards;
- We rigorously uphold professional boundaries in our regional setting where patients may be friends or family too;
- We value and respect our patient's privacy and trust;
- We stand up against unsafe practice.

CREATE Outstanding

CREATE Outstanding encompasses foundation elements of the *Goulburn Valley Health Strategic Plan 2024-26* to link GV Health's purpose, values and our Culture of Care with fundamental organisational systems and processes. GV Health is striving to achieve CREATE Outstanding in every interaction with the people services are provided for as well as how staff work with each other.

ROLE STATEMENT:

The Medical Registrar is directly responsible to the attending Medical Consultant for day-to-day patient management, and ultimately to the Chief Medical Officer. They will provide the day-to-day clinical management of patients under the care and direction of the Consultant Staff of the Department of Medicine to ensure a high quality of patient care.

They will undertake administrative duties for the Department under the direction of the Consultant Staff to ensure that the Department is run efficiently.

KEY RESPONSIBILITIES, ACTIVITIES AND DUTIES:

Delivery of Service

- Ability to accurately order and interpret radiology/pathology results.
- Ability to work well in a team environment.
- Experience with management of patients on the Ward.
- Ability to communicate effectively and work collaboratively with nursing staff, senior medical staff and other relevant staff on ward or in clinics

1. Provide appropriate level of senior medical cover on the ward and oversee the HMO and intern.

2. Communication:

The Registrar is expected to:

- a) Treat all patients with empathy and dignity.
- b) Communicate effectively with patients, relatives and carers and members of the Nursing and Multidisciplinary team.
- c) Communicate with colleagues, general practitioners and other senior colleagues in a confident and polite manner.
- d) Be ready to organize family meetings and communicate the plan from Case Conferences effectively.

3. Use the Consultant ward rounds as a vital experience and be fully prepared with:

- a) Summary of patient presentation
- b) Distilling patient presentation into a problem list.
- c) Be aware of investigation results, outstanding investigations and provide interpretation of investigations in the context of the patient's clinical presentation.
- d) Be aware of recent trials, literature reviews and be enthusiastic about discussing with the Consultant the intricacies of pathophysiology and management.
- e) Encourage the junior members of the team to participate and delegate case presentation to the junior members.

4. Manage / prioritise time and information effectively. The Registrar is expected to be punctual and instil a sense of punctuality in the team.

Attend the Patient Flow Handover Meetings at 9.30 am when on – call (including weekends). If there is a medical emergency, the Registrar should nominate someone from his team to attend.

- a) Attend Handover Meetings at 8 am
- b) Firstly, gather information whether any of the patients have deteriorated overnight and prioritise clinical evaluation.
- c) Manage the referrals and review them. Once reviewed, discuss with Consultant.
- d) Make sure that all the patients are seen daily.
- e) Follow – up on the plan from the ward round.
- f) Be pro-active about discharges and ensure discharges occur smoothly and early in the day.
- g) Attend clinics as rostered and be proactive about specialty learning

4. The Registrar is a senior medical position. The person taking up this role is expected to:

- a) use logical / lateral thinking to solve problems and make decisions
- b) provide leadership and effectively manage others
- c) successfully manage conflict or difficult situations.
- d) participate effectively and appropriately in an inter-professional health care team
- e) ability to provide leadership and effectively manage others

5. Mentoring:

- a) The Registrar will mentor the juniors closely and will feedback any problems on the ground to the Consultant.
- b) Will be sympathetic to the workload of the juniors and serve as a conduit between the juniors and the Consultant.
- c) Prevent any problems / misunderstandings escalating by intervening appropriately and enlisting the help of the Consultant as required.

6. Teaching & Training:

- a) Be keen to teach, organise departmental teaching, and arrange to be a part of Clinical Audit presentations
- b) Participate in Medical Student Teaching, Grand Rounds and Journal Clubs.
- c) Participate in regular in – service teaching on the ward and run the Departmental Teaching program.
- d) Participate in the GV Health CPD programme and contribute to the interesting cases section.
- e) Organise meetings with Radiology Dept to review interesting images
- f) Facilitate CBDs, mini CEXs and DOPS for the juniors and arrange to have these reviews for self with the Consultant.

7. Administrative:

- a) Ensure that the discharge summaries are completed on time and as accurately as possible. All discharges meant for the following day should be completed the previous day by 3 pm unless the patient’s clinical condition has changed. They do not necessarily have to do it themselves, but need to provide oversight.
- b) Ensure that documentation at Case Conferences and family meetings are accurate and representative.
- c) Ensure effective hand-over is done at the end of each shift in the template provided by GV Health. This is in line with the National Handover Template
- d) Affirm discharge planning with families, social work, nursing and allied health and keep to discharge dates.
- e) Be prepared to participate in Committees and Groups and represent the interests of the hospitals

f) Understand and fulfill the documentation requirements of GV Health documentation policy and procedure.

8. Audit & Research:

- a) Be keen to participate in audit and demonstrate an understanding of the audit process and be willing to 'close the loop' of an audit.
- b) Understand the principles of Clinical Governance and work within the framework of the Clinical Governance guidelines within the hospital.
- c) If an opportunity arises be ready to participate in research and link in with the University.

- Emergency Department Medical Registrar to ring the on call Medical Registrar to refer patients deemed for admission. The on call Medical registrar to send an intern from his unit to clerk the patient.
- The Medical Registrar is responsible for patients belonging to 2 Consultants. Where there is a possibility that the 2 Consultant ward rounds might coincide, the Medical Registrar ward rounds with post take consultant first before moving on to round with the second Consultant.
- The afternoon off registrar is to ensure appropriate handover has taken place.
- Where possible encourage the interns are to present patients to Consultant on ward round.
- Surgical & Orthopaedic Registrar should contact Medical Registrar regarding patients of concern prior to 2200.

1. Provide quality and safe clinical care for consumers

- Ensure consumers, families/representatives or carers are provided with timely information and are involved in decision making about their care planning and treatment
- Accept accountability for own actions and seek guidance when a situation exceeds experience and/or knowledge
- Uphold and protect consumer rights, maintain strict confidentiality and continually practice to the principles of open disclosure
- Comply with best practice healthcare standards, legislation, and GV Health's Clinical Governance Framework and clinical practice guidelines
- Consumer feedback and complaints are responded to appropriately to ensure that issues are resolved and quality and safe clinical care is provided
- Maintain accurate and current clinical records ensuring documentation meets professional and legal standards
- Promptly report vital consumer observations that are outside the normal range as per clinical guidelines
- Ensure an effective discharge from hospital or services that reflects the needs of the consumer.

2. Develop and maintain collaborative relationships with all disciplines

- Collaborate and communicate with all members of the health care team to achieve desired consumer outcomes
- Respect the decisions and actions of others
- Contribute to interdisciplinary team meetings and clinical education sessions to facilitate consumer care goals.

3. Support and participate in evidence-based programs to evaluate and improve the quality of consumer care and outcomes

- Maintain current knowledge of clinical practice
- Actively participate in identifying where improvements can be made to the quality of consumer care
- Participate in clinical audits, research, process redesign and accreditation against healthcare standards to ensure ongoing clinical practice improvement and the quality of consumer care.

4. Commit to ongoing professional development of self, other employees and the profession

- Maintain and demonstrate regulated clinical skills and competencies by undertaking professional development and completing mandatory training as defined by GV Health
- Undertake credentialing and review of scope of practice and work within these
- Improve performance by seeking feedback, setting goals and participating in annual performance reviews
- Support the development of others by acting as a resource to colleagues and participating in orientation and precepting of new employees and supervising students
- Provision of appropriate supervision to less experienced clinical employees
- Participate in committees and professional groups and disseminate relevant information to other health care professionals.

5. Teaching

- Attend and participate in all Department meetings
- Contribute to multidisciplinary and student clinical education sessions
- Deliver Morbidity & Mortality Reviews and Journal Club Presentations
- Be familiar with The Australian Curriculum Framework for Junior Doctors

QUALITY, SAFETY, RISK and IMPROVEMENT

- Maintain an understanding of individual responsibility for consumer safety, quality and risk and adhere to the relevant policies, procedures and guidelines
- Maintain a safe working environment for yourself, your colleagues and members of the public
- Identify, report and manage risks and ensure actions are taken to prevent and minimise harm to consumers and the GV Health workforce
- Contribute to organisational quality and safety initiatives
- Minimise the risk of infection to consumers, residents, employees, visitors, contractors and the general public
- Comply with requirements of the National Safety and Quality Health Service Standards and other relevant standards, regulations and legislative requirements.

OTHER REQUIREMENTS FOR ALL CLINICAL EMPLOYEES:

- Where relevant collaborate with consumers and the community in the development, implementation and review of health service planning, policies and quality improvement activities
- Demonstrate sensitivity, empathy and respect for the customs, values and spiritual beliefs of others at all times
- Assist with the supervision of students where appropriate
- Understand and act in accordance with the GV Health Code of Conduct, values and relevant policies, procedures and guidelines
- Comply with the principles of Patient and Family Centred Care
- Promote GV Health as a quality regional health care provider

KEY PERFORMANCE INDICATORS:

- Registration is maintained and working within scope of practice
- Attendance and active participation at meetings as required
- 100% compliance with core competencies and training requirements as outlined in the GV Health Education Framework
- Active participation in the Performance and Development review process
- Participate in the Rotational performance enhancement process and complete all mandatory and role specific competencies blue printed on the H-Prime E Learning Program.

Other Position Requirements

Statements included in this position description are intended to reflect in general the duties and responsibilities of the position. It is not intended to be an exhaustive list of responsibilities, duties and skills required.

GV Health may alter the duties of this position description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).

KEY SELECTION CRITERIA:

Mandatory

- Commitment to the GV Health Values of Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour.
- Current registration with the Australian Health Practitioner Regulation Agency as a Medical Practitioner
- Highly effective communication and interpersonal skills, including the ability to relate positively with and appropriately with patients and others
- High level of motivation
- Ability to work collaboratively in a team environment
- Professional collegiality towards peers and the wider health care team
- Evidence of full immunisation against COVID-19 and Influenza
- Satisfactory National Criminal History Check prior to commencement of employment
- Satisfactory Victorian ‘Employee’ Working with Children Check prior to commencement of employment
- Completion of a Commonwealth of Australia Statutory Declaration prior to commencement of employment.

Inherent Requirements

GV Health has a duty of care to all employees. The purpose of this section is to ensure that you fully understand and are able to perform the inherent requirements of the role (with reasonable adjustments if required) and that you are not placed in an environment or given tasks that would result in risks to your safety or the safety of others.

The role may require the following tasks among other things:

Consumer Care Role	
<ul style="list-style-type: none"> ▪ manual handling (pushing, pulling equipment) ▪ general consumer handling and clinical duties ▪ sitting, standing, bending, reaching, holding ▪ pushing pulling trolleys and equipment ▪ working alone ▪ general clerical, administration work, computer work ▪ use of personal protective equipment and handling ▪ operating equipment ▪ handling general and infectious waste ▪ participating in shift work and on-call 	<ul style="list-style-type: none"> ▪ exposure to substances and hazardous materials ▪ working at other locations may be required ▪ dealing with anxious or upset consumers or members of the public ▪ driving a motor vehicle

Reviewed by	Clinical Director – Medicine
Issued	April 2024
Reviewed	April 2025

I acknowledge:

- That I will observe child safe principles and expectations for appropriate behaviour toward and in the company of children.
- That GV Health has a zero tolerances of child abuse and all allegations and safety concerns will be treated very seriously. For more information refer to GV Health’s Child Safety Standards procedure.
- That I have read and fully understand the Position Description and Inherent Physical Requirements of the position.
- I agree that I have the physical ability to fulfil the inherent physical requirements of the position, and accept my role in fulfilling the responsibilities, activities, duties and generic position requirements.
- I understand that the information provided is a general outline and may not encompass every aspect of the position.
- GV Health may alter the duties of this position description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).
- I understand that this is separate to the Employment Agreement that I will sign, outlining the terms and conditions of my employment.

Accepted by: _____

____/____/____

(Print Name)