

<b>Position Title:</b>	Staff Specialist Anaesthetist
<b>Operationally reports to:</b>	Clinical Director of Anaesthetics
<b>Professionally reports to:</b>	Executive Director Medical Services & Chief Medical Officer
<b>Department:</b>	Anaesthetics
<b>Directorate:</b>	Clinical Operations
<b>Cost centre:</b>	A4154
<b>Code &amp; classification:</b>	Specialist Year 1 – Year 9 (HM33 – HM41)
<b>Performance review:</b>	Upon completion of probationary and qualifying period and annually or as requested AMA Victoria – Victorian Public Health Sector - Medical Specialists Enterprise Agreement 2022-2026 and its successors; and GV Health Policies and Procedures (and as varied from time to time)
<b>Employment conditions:</b>	

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 2019-23* 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 2019-23* 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:

GV Health is a large, modern, 280-bed hospital with four theatres, in-house MRI and CT services and a state-of-the-art clinical skills laboratory. The Department provides anaesthetic services for a variety of specialties. These include general surgery, orthopaedics, ENT, dental, obstetrics & gynaecology, paediatrics, urology, gastroenterology and psychiatry.

The Specialist Anaesthetist will participate in providing safe, efficient and effective patient-centred anaesthetic and pain management inpatient services at a specialist level. Specialist Anaesthetists are expected to provide high level anaesthetic services within their approved scope of clinical practice. As all Anaesthetists are expected to be able to provide routine anaesthesia services and cover on-call after hours, a minimum level of expertise and set of skills is necessary. This position, amongst others, is responsible for promoting GV Health as a quality regional health service provider.

The Specialist Anaesthetist is also responsible for providing clinical supervision to junior medical staff and other relevant staff in Anaesthetics as directed by the Clinical Director.

## KEY RESPONSIBILITIES, ACTIVITIES AND DUTIES:

- All Anaesthetists should be competent in the following areas and will be required to do the following:
  - Pre-anaesthesia assessment
  - Intraoperative anaesthesia and physiological monitoring
  - Provide Anaesthesia in areas outside of the operating suite
  - Trauma management
  - Resuscitation
  - Pain management
  - Provide emergency on call services
  - Provide consultative service to the Emergency and other departments
  - Contribute to service direction and planning and the effective management of resources
  - Support the clinical needs of the Department of Anaesthetics and the Clinical Director
- Ensure 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
- Provide professional leadership for health professionals
- Participate in quality and risk management activities
- Contribute to the planning and maintenance of cost effective clinical management
- Contribute to the maintenance of high standard of medical communication
- Develop a special interest which will facilitate the future development of the unit
- Participate in administrative and/or clinical committees
- Participate in the Quality Assurance and Risk Management programs in place at GV Health
- Participate in the regular education of medical students and all levels of medical staff, nursing staff, and other medical and allied health students as required
- Participate in the regular teaching of medical students allocated to the Department by the University of Melbourne, both on site and at the rural clinical school as is reasonable
- Provide formal educational supervision to Junior Doctors



- Participate in formal assessments of junior doctors under the supervision of the Anaesthetic Department
- To be familiar with the Australian Curriculum Framework for Junior Doctors
- Provide regular formal and informal feedback on the performance of junior medical staff
- Mentor any prospective candidate who might be appearing for either the Diplomates, Fellowship or the AMC clinical exams or exams for the appropriate Colleges
- Participate in presentations at Grand Rounds, Journal Clubs, Morbidity and Mortality meetings and other educational activities
- Maintain participation in the CME activities required by the Australian and New Zealand College of Anaesthetists.
- Provide a high quality service to internal customers and consumers that reflects best practice and adds value to GV Health
- Assist the organisation in achieving clinical effectiveness by providing the appropriate systems, information or services to clinical areas

### 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
- Provision of appropriate supervision to less experienced clinical employees
- Participate in committees and professional groups and disseminate relevant information to other health care professionals.

## **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
- Timely attendance at clinical sessions.
- Contribution to the management of clinical risk, including mandatory reporting.
- Adherence to Hospital policies and procedures to ensure ethical care.
- Regular attendance at Departmental, Hospital and Specialty educational meetings and forums.
- Ongoing supervision and training of junior medical staff including education of registrar and resident in operating theatre.
- Active participation in staff development and succession planning.

## **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*.
- Hold current registration or be registrable with the Australian Health Practitioner Regulation Agency (AHPRA) as a Medical Practitioner
- Hold a Fellowship with the Fellow of the Australian and New Zealand College of Anaesthetists (FANZCA)
- Demonstrated professional expertise in Anaesthesia, including good clinical skills and appropriate management skills
- Demonstrated commitment to patient-centred care and contemporary quality assurance
- Meets GV Health requirements for credentialing and scope of practice in Anaesthesia
- Demonstrated commitment to continuing education and teaching
- Demonstrated understanding of clinical governance
- Highly effective communication and interpersonal skills, including the ability to relate positively and appropriately with patients and others
- High level of motivation and the ability to cope with stress and manage change
- Ability to work in a team environment
- Professional collegiality towards peers and the wider health care team
- Demonstrated peer review participation
- Adequate computer skills - working knowledge of Windows environment
- Demonstrated personal clinical practice audit
- Reflective practice and the ability to accept feedback and seek help and advice when needed
- Satisfactory National History Criminal 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.
- Evidence of full immunisation against COVID-19 and Influenza

### 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:

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

<b>Reviewed by</b>	<b>Clinical Director of Anaesthetics</b>
<b>Issued</b>	<b>November 2021</b>
<b>Reviewed</b>	<b>February 2023</b>

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: \_\_\_\_\_ /\_\_\_\_\_/\_\_\_\_\_

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(Print Name)