

# Position Description

Position Title	Anaesthetics Registrar <i>or</i> Provisional Fellow
Position Number	
Division	Clinical Operations
Department	Surgical Services
Team	Anaesthetics
Enterprise Agreement	Doctors In Training (Victorian Public Health Sector) (AMA VICTORIA/ASMOF) (Single Interest Employers) Enterprise Agreement 2022-2026
Classification Description	Registrar Year 1 – Registrar Year 6
Classification Code	HM25-HM30
Reports to	Professional: Clinical Unit Head Operational: Medical Workforce Unit
Management Level	Non Management
Staff Capability Statement	Please click here for a link to <a href="#">staff capabilities statement</a>

## Bendigo Health

With more than 4,500 staff and volunteers and covering an area a quarter of the size of Victoria, Bendigo Health, is an expanding regional health service offering the advantages of city life combined with the beauty and freedom that comes from living in a regional area.

Bendigo Health is a >700 bed service that treats more than 49,000 inpatients, triages more than 60,000 emergency attendees and welcomes more than 1,800 new born babies in a year. In addition, more than 15,000 operations are performed in our operating theatres and more than 100,000 occasions of services are provided to outpatients.

The organisation provides services in surgery, emergency medicine, maternity, women's health, medical imaging, pathology, rehabilitation, community services, residential aged care, psychiatric care, community dental, hospice/palliative care, cardiology, cancer services and renal dialysis to the people of the Loddon Mallee region.

Demand on services is increasing rapidly with Bendigo being one of Victoria's fastest growing regional cities.

## Our Vision

Excellent Care. Every Person. Every Time.

## Our Values

CARING – We care for our community

PASSIONATE – We are passionate about doing our best

TRUSTWORTHY - We are open, honest and respectful

All staff at Bendigo Health should have, or aspire to the personal qualities, knowledge and skills as described in the Bendigo Health Staff Capabilities Statement. Refer to link at top of page.

## The Clinical Operations Division

The Clinical Operations Division encompasses acute, allied health, cancer and mental health services. We provide a range of general medical, surgical and specialty services including but not limited to; Oncology, Cardiology, Renal, Emergency, Women's and Children's, Critical Care, Specialist Clinics, Cancer Clinics and Mental Health Services. Our Allied Health teams provide a diverse range of programs and person-centred care in inpatient, outpatient, community, home and residential care settings.

Within a state-of-the-art hospital, our Ambulatory and Critical Care, Medical Services, Surgical Services and Women's and Children's areas use the latest technologies to provide excellent care. Our world class Cancer Centre uses a multi-disciplinary, integrated approach to treat specific cancers. The Cancer Centre offers medical oncology, radiation oncology, specialist nurses, clinical trials and cancer research, palliative care, and a Cancer Wellness Program.

The Mental Health Service provides psychiatric care and treatment across a large catchment area in Victoria stretching from Swan Hill in the north of the state to Gisborne in the south. Family sensitive practice is central to our models of mental health care and best practice ensures the identification, inclusion and support of families, carers and children.

Each year our onsite Specialist Clinics provide over 100,000 service events, we also see more than 60,000 people in our Emergency Department and welcome over 1,800 babies into the world. The Clinical Operations Division assists with the admission of more than 49,000 patients into the hospital each year.

## The Anaesthetics Team

The team is part of Bendigo Health's Surgical Services Department.

The Interventional Suite at Bendigo Health consists of: 11 main operating theatres, 3 procedure rooms, Sterilising Department, Stage 1, 2 and 3 recovery room areas and Day of Surgery Admissions. More than 15,000 elective and emergency surgical procedures are completed every year. Interventional suite staff are required to adapt quickly to emergency situations which can take place at any time during a 24-hour period, seven days a week. Emergencies can include critically ill general surgical, obstetric, and some trauma patients.

The Anaesthesia Team provides anaesthetic services for more than 12,000 operative procedures per year, as 24 hours a day, seven days a week service between regular and on-call capability. The service encompasses pre-anaesthetic assessment, peri-operative optimisation, intra-operative anaesthesia, acute pain management, anaesthesia outside the operating suite, and teaching/education roles throughout the organisation.

Our team includes Staff Anaesthetists, Registrars (at many levels of training), Anaesthetic Technicians, Administrative staff and Acute Pain Nurses.

Our team are committed to evidence-based practice, continuous quality improvement, and teaching. Bendigo Health has accreditation for medical practitioners who wish to become Fellows of the Australian and New Zealand College of Anaesthetists (FANZCA), for up to 24 months of training time. Bendigo Health is also an accredited site for Diploma of Rural Generalist Anaesthesia trainees ("GP Anaesthetists"). Our pool

of Registrars rotate from metropolitan-based training schemes in Melbourne, the Victorian Regional Anaesthetic Training Network (VRTN), and from other Critical Care Units within Bendigo Health.

## The Position

The position may be flexible to the experience of the applicant. We are looking for a Registrar/Provisional Fellow (PF) to join our team of approximately 12 Registrars.

As a PF, this position is accredited by ANZCA (PF0199) for up to 12 months, and while currently advertised as a 6-month post, may be extended by negotiation.

As a Registrar position, BH is accredited for all phases of training (IT/BT/AT), and this position may be offered to a candidate seeking to join as an Introductory Trainee, but is NOT currently attached to a rotational training allocation.

Registrars at Bendigo Health are an integral part of the health care service team, providing leadership and direction to a dedicated staffing group. A Registrar at Bendigo Health should have, or aspire, to, the personal qualities, knowledge and skills as described in the Bendigo Health Staff Capabilities Statement. Refer to link at top of page.

All staff at Bendigo Health should have, or aspire to the personal qualities, knowledge and skills as described in the Bendigo Health Staff Capabilities Statement. Refer to link at top of page.

The primary responsibilities of the Anaesthetics Registrars are to ensure that care is delivered in a safe and timely manner. This will be achieved by working in partnership with the Specialist Anaesthetists. This position is designed to provide graduated levels of training and experience, consistent with the goals and objectives, and under appropriate supervision.

## Responsibilities and Accountabilities

### Key Responsibilities

- Delivery of Anaesthesia in operating theatre under the supervision of Specialist Anaesthetists.
- Participation in on site staffing roster providing 24-hour anaesthetic cover to the hospital.
- Pre-operative assessment of patients who will be receiving an anaesthetic.
- Member of the Cardiac Arrest ("Code") Team for cardiac arrests.
- Membership of Surgical Trauma Management / Reception Team with Surgical Registrar and Emergency Department Staff.
- Participation in Quality Assurance activities of the Department, including multi-disciplinary activities.
- Liaison with Nursing and Allied Health Staff in ensuring a high standard of patient care and efficient use of available resources.
- Teaching and supervision of HMOs and Medical Students.
- Other reasonable duties as specified by the Chief Medical Officer and Director of Anaesthesia.
- Participation in an equitable manner in the on-call Anaesthetic roster.

A specific requirement of this position is continued professional development through on the job learning, attendance at clinical reviews, internal tutorial programs presented by Fellows in Anaesthesia and attendance at appropriate external workshops as required by their parent College.

## Generic Responsibilities

**Code of Conduct** - The Victorian Government's Code of Conduct is binding on all Bendigo Health staff. Contravention of a provision in the code may constitute misconduct and/or regarded as a breach of the employee's employment agreement and will be dealt with under the organisations' Counselling and Disciplinary Action Policy.

**Compliance with policies and procedures** - All Bendigo Health's policies and procedures are set out in its clinical and managerial policy manuals located on the intranet under PROMPT and in hard copy. All staff must ensure they comply with policies, procedures and standard ways of work practices when carrying out their work. Any breach in compliance may result in disciplinary action.

**Occupational Health and Safety** - Every staff member has the responsibility to take reasonable care of their own health and safety and the safety of others, to cooperate with Bendigo Health's OH&S policies and to participate in appropriate safety education and evaluation activities. All staff are expected to participate in reporting any health, safety and wellbeing issues. Any breach in compliance may result in disciplinary action.

**Infection Control** - Every staff member has the responsibility to minimise incidents of infection/cross-infection of residents, staff, visitors and the general public. All staff must adhere to the policies and procedures as set out in Bendigo Health's infection control manuals. Any breach in compliance may result in disciplinary action.

**Confidentiality** - All information concerning Bendigo Health, its patients, clients, residents and staff should remain strictly confidential. Any unauthorised disclosure of such information may result in disciplinary action.

**Quality Improvement** - Bendigo Health is dedicated to improving the quality and safety of health services by providing care within the following domains of quality: Consumer Participation, Clinical Effectiveness, Effective Workforce and Risk Management. As a result, we apply the concept of the quality cycle for all our quality activities, initiatives and projects thereby ensuring the best possible care and treatment results are achieved. The underlying principle of the cycle is that an activity is not complete until evaluation shows that it has been effective and reached the desired outcome. As a Bendigo Health employee, you have a responsibility to participate in and commit to ongoing quality improvement activities using the framework of the NSQHSS (National Safety and Quality Health Service Standards).

**Diversity** – Each person has a right to high-quality health care and opportunities regardless of diversity factors, which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age and socio-economic status. Every staff member has a responsibility to recognise and respect diversity. Inclusiveness improves our service to our community and promotes engagement amongst staff.

Employees are required to carry out lawful directions outlined above or delegated to them. The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

# Key Selection Criteria

## Essential

### Qualifications

1. MBBS or equivalent degree with current General Registration with AHPRA
2. At least 3 years post-graduate experience
3. **REG ONLY**  
Willingness to gain membership of Australian and New Zealand College of Anaesthetists (For Registrar Applicants)
4. **PF ONLY**  
Completed requirements of ANZCA training sufficient to advance to Provisional Fellowship (For Provisional Fellow Applicants)

### Specialist Expertise

5. Demonstrate appropriate level of experience and skill in the medical assessment and clinical management of patients
6. Thorough understanding of the relevant legislation pertaining to Medical Officers

### Personal Qualities, Knowledge and Skills

7. High level interpersonal and communication skills and the ability to communicate confidently and appropriately with patients and their families and other health professionals
8. Evidence of on-going professional development to continually update personal medical knowledge and skills
9. Ability to effectively use organisational skills (incorporating documentation, time management skills, critical thinking, and prioritisation)
10. Ability to effectively operate in an environment of change
11. Ability to work as an effective team member in a multi-disciplinary environment as well as independently (when appropriate)

## Preferred

### Qualifications

1. Current membership of Australian and New Zealand College of Anaesthetists (ANZCA)
2. Previous Anaesthesia experience

## Mandatory Requirements

**National Police Record Check** A current and satisfactory National Police Record Check must be completed by all new staff prior to commencement at Bendigo Health.

**Immunisation** As a health provider dedicated to providing quality patient care, we all need to be aware of the critical importance of infection control. Each staff member has a responsibility to comply with Bendigo Health's Staff Immunisation Policy and various infection control policy and procedures. All staff are required to provide evidence of vaccinations prior to commencement at Bendigo Health

**Working with Children Check** Bendigo Health has a responsibility to provide a child safe environment. This position is a defined "child-related role" at Bendigo Health. As such you must maintain a valid working with children check. In addition, you will be required to assist Bendigo Health in providing a child safe environment by participating in any training or reporting required to ensure the protection of children in our care.

**Registration with Professional Regulatory Body or relevant Professional Association** For example, AHPRA, AHRI, RACS etc. The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

*All Bendigo Health sites, workplaces and vehicles are smoke free.*

*This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.*