

Position Title: 2027 Advanced Trainee – Haematology

Campus: Ballarat

Directorate: Acute Operations

Department: Medical Services, Haematology Department

Reporting to:

- Direct: Head of Haematology
- Indirect: Haematologists
- Indirect: Chief Operating officer

Appointment Terms/Conditions:

- Classification and Code: HM25-30
- Award Coverage: Doctors in Training Agreement

ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021, bringing together Edenhope and District Memorial Hospital, Stawell Regional Health, Wimmera Health Care Group and Ballarat Health Services as one united health service. More information can be found at www.grampianshealth.org.au

Our purpose is to provide high quality and accessible health care services in each of the communities we serve. We currently service the healthcare needs of more than 250,000 Victorians and we employ more than 6,300 people across 21 campuses and sites with an annual operating revenue of over \$700m.

Collaboration	Compassion	Accountability	Respect	Innovation
<i>We are stronger together.</i>	<i>We show that we care.</i>	<i>We do what we say and say what we do.</i>	<i>We appreciate and value all people.</i>	<i>We adapt and innovate to achieve best outcomes.</i>
Recognising and utilising strengths to share knowledge, solve problems, build relationships and deliver the best outcomes possible.	All people deserve to be treated with compassion, kindness and empathy.	Openness, honesty and transparency support us to be courageous, take responsibility for our actions and follow through on our commitments	Our actions and words reflect our commitment to a safe and fair health service for all.	Every day, we apply expertise and integrity to make responsible choices, always striving for continuous improvement.

POSITION PURPOSE

The registrar position at Ballarat is RACP-accredited as a level 2 training centre, and involves rotations through General Medicine, Neurology, Cardiology, Oncology, Haematology, Hospital in the Home, Rehabilitation and Palliative Care. Each General Medical unit has a sub-specialty focus but will see a broad range of general presentations.

Grampians Health provides care to the Greater Grampians region, covering 20% of Victoria. The Base Hospital is a 221-bed acute facility with ICU and a cardiac Cath lab. The regional cancer centre is co-located, with an adjacent sub-acute hospital.

RACP Advanced trainees in General Medicine, Oncology, Haematology and Cardiology are attached to the units to provide additional support. We provide regular education including sessions in the Simulation Centre and have an attached Clinical School with students from Deakin University and the University of Melbourne.

In cooperation with medical, nursing, and other health professional staff, the Medical Registrar is responsible for supervising and coordinating the care of patients. The Medical Registrar is expected to gain exposure to a breadth of clinical experience, obtain experience in patient care, and be involved in training and educational activities to develop their knowledge and understanding, and skills and attitudes in the relevant specialist stream. As a member of the Internal Medicine team the appointee will contribute to the overall performance of the team consistent with Grampians Health Mission, Vision and Objectives..

KEY ACCOUNTABILITIES

Leadership and Management

- Help create and maintain an environment, which values and promotes quality care, by providing a high standard of service and support to key stakeholders, including patients and their families and internal and external customers.
- Supervise and educate junior medical and non-medical staff in patient assessment and management where appropriate.
- Contribute to the development of appropriate policies and procedures, in conjunction with other members of the Internal Medicine Team.
- Participate in relevant committees and meetings as required.

Continuum of Care

- Practice medical responsibilities in accordance with the ethical requirements of the Medical Practitioners Board of Victoria.
- Perform clinical duties including inpatient, outpatient, and community services as determined by the relevant Unit and Program.
- Communicate any significant change in patient's condition to the responsible consultant and/or take appropriate action.
- Coordinate patient care and welfare, and liaise with nursing, diagnostic and allied health departments, and other health services for the comprehensive care of patients. Provide ongoing support and information to the patient and family (where appropriate)
- Communicate with the patient about their management; communicate with relatives concerning the patient's condition after obtaining the patient's consent or the immediate family if the patient is unconscious or otherwise unable to comprehend.

Role responsibilities

- The Medical Registrar is responsible for daily ward round and responding to all relevant inpatient and outpatient's referrals.
- The appointee will have a broad exposure to the full range of general medical and specialty medical pathology and procedures.
- The appointee will be expected to contribute to weekly imaging/MDT meeting, and Journal club.
- The appointee will be expected to present at the hospital Grand Round and in addition attend and participate both in the general medical meeting calendar.
- There will be an expectation of active supervision and contribution to the support and training of the general medical intern and HMO staff.
- Compliance with all GH Policies and Procedures.
- Adherence to infection control policies and procedures as identified in the Grampians Health Infection Control Manuals.
- Participation in the GH integrated risk management and quality improvement systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleague.
- You must ensure that the affairs of Grampians Health, its patients, clients, and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of Grampians Health.
- At GH, we recognise and respect 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 socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst GH employees.
- GH is committed to a patient/client centred approach in the provision of health care and services, consistent with the GH values, mission, and vision. It is expected that you demonstrate the core values of patient centred care in every interaction with patients, carers, and colleagues

KEY SELECTION CRITERIA

Qualifications and experience

- MBBS or equivalent degree registrable with the Australian Health Practitioners Regulation
- Eligibility for registration with the RACP for Basic Physician Training.

Technical/Professional Knowledge and Skills

- Sound knowledge of human biology and its alteration in acute and chronic disease.
- Detailed knowledge of the investigation and management of acute and chronic general medical conditions.
- Understanding of and respect for the professional roles of the broad health care team in the care of patients.
- Understanding of the impact of illness on a patient's life.
- Knowledge of quality activity procedures.
- Understanding of ethical issues, including confidentiality, medical ethics, and medico-legal aspects.
- Understanding of research and scientific methods.

Skills

- Demonstrated patient management, technical and physical examination skills.
- Ability to establish a positive relationship with all patients.
- Excellent written and verbal communication skills.
- Ability to communicate and problem solve, and goal set in a multidisciplinary meeting.
- Ability to assess new medical knowledge and its application.
- Ability to work effectively as a team member with other health professionals.

Personal Attributes

- Honesty and compassion at all times.
- Flexibility and willingness to adjust to changing circumstances.
- Respect for others, with non-discriminatory and non-judgmental attitudes.
- Positive work habits, including self-education and reflective practice.
- Compassion
- Teamwork, Respect, Collaboration
- Commitment to professional development
- Good Communication and interpersonal skills

ORGANISATIONAL REQUIREMENTS

- Grampians Health is committed to a consumer centred approach in the provision of health care and services, consistent with our values, purpose and vision. It is expected that team members demonstrate the core values of consumer centred care in every interaction.
- All team members of Grampians Health are responsible for supporting the safety, participation, wellbeing and empowerment of children.
- Quality care is a strategic and operational priority at Grampians Health, achieved through our Governance Framework.
- Participation in the Grampians Health integrated quality improvement and risk management systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleague.
- You must ensure that the affairs of Grampians Health, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of Grampians Health.
- All team members must adhere to infection control policies and procedures, together with any State and/or Commonwealth Government Covid19 rules, protocols and orders.
- In accordance with current legislation and organisational policy, employees must be willing to undertake and maintain a police check, working with children check and where necessary an NDIS Worker screening check. Ongoing employment will be dependent on the provision of satisfactory checks.

OTHER RELEVANT INFORMATION

- At Grampians Health we recognise and respect 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 socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst Grampians Health employees.
- All Grampians Health employees are required to take reasonable care of their own health and safety in the workplace as well as take reasonable care for the health and safety of others who may be affected their acts or omissions. Persons with delegated management functions have an additional duty to provide and maintain a working environment that is safe and free of risks to health, so far as is reasonably practicable in areas where they have management or control. All employees have a duty to

report issues they cannot rectify, follow all existing Grampians Health policies and protocols relating to health, safety, wellbeing and injury management and cooperate with any action taken by Grampians Health to comply with the OHS Act or Regulations.

- Statements included in this Position Description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all inclusive.
- Management may alter this Position Description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).
- An annual performance review will occur with your Manager. Your performance review is intended to be a positive discussion, outlining the key roles and responsibilities outlined in this Position Description. The performance review discussion provides an opportunity to clarify your role, revise key performance activities and identify any objectives or goals for the year ahead.