

Position Title: 2027 Urology Registrar (Unaccredited)

Campus: Ballarat

Directorate: Acute Operations

Department: Division of Surgery - Urology

Reporting to:

- Direct: Urology Consultants and Supervisor
- Indirect: Director of Surgery, Chief Medical 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

Provision of high quality care to Urology patients of Grampians Health under the direction of the Unit Consultants. Postgraduate training and experience at registrar level.

Responsible for

The day to day inpatient management of all relevant patients of the Urology Unit. Attendance at relevant ward rounds for urology patients and participation in management plan development. Receiving and giving of patient clinical handovers. Supervision and teaching of junior staff regarding overall care of urology patients. Day to day management and clerking to ensure that the medical record is complete and comprehensive. Attendance at Operating Theatre sessions as allocated; recognising that certain lists and procedures will be performed consistent with level of training. Foster rapport and good communications using appropriate language, written or verbal, with the patient and other parties as required, including contact with the referring Medical Practitioner. Use technology appropriately, with cost benefit and potential patient benefit and complications considered. Appropriately liaise with all staff involved in the care of the patient, including communication and referrals necessary for ongoing care post-discharge. Involvement in the care of private patients when commitments to public sector permit and where requested by the designated Consultant. Counsel and support patients and their families. Fulfil duties as outlined in the Duty Roster of the post undertaken. As a representative of the Hospital and the Medical Profession, present an appearance and demeanour of professionalism at all times.

Goals and Objectives

This is an opportunity to consolidate or gain experience consistent with the stage of training and competency, recognising that each unit offers sub-specialty skills and training as well as general training. Specific goals and objectives are thus dependent upon your stage of training, your unit and prior experience, but examples of what should be achieved are:

- Satisfactory completion of the year as an advanced surgical trainee
- Development of new or strengthened skills in urology sub-speciality

KEY ACCOUNTABILITIES

- Must carry out work duties in a safe manner by adhering to Grampians Health Occupational Health and Safety Policies, Regulations and agreed safe work procedures, and report immediately any potential hazards and/or incident occurring in the workplace.
- Adhere to infection control policies and procedures as identified in the Grampians Health Ballarat Infection Control Manuals.
- Must ensure that the affairs of Grampians Health Ballarat, 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 Ballarat.
- Compliance with all Grampians Health Policies and Procedures.
- Adherence to infection control policies and procedures as identified in the Grampians Health Ballarat Infection Control Manuals.
- Participation in the Grampians Health 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 Ballarat, 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 Ballarat.

- 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.
- Grampians Health is committed to a patient/client centred approach in the provision of health care and services, consistent with the Grampians Health 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

Minimum Qualifications

- Demonstrated high level experience and skills, appropriate to stage of training, in the general surgical assessment and clinical management of patients
- Thorough understanding of the relevant legislation pertaining to Medical Officers
- High level interpersonal and communication skills
- Evidence of on-going professional development to continually update personal medical knowledge and skills
- Ability to operate in an environment of change.
- Ability to work as part of a team as well as independently
- MBBS or equivalent degree enabling registration with the Medical Board of Victoria

Personal qualities

- Leadership
- Teamwork
- Innovative ideas
- Good communication skills
- The ability to work well with a multidisciplinary health team
- Demonstrate a willingness to learn and teach; evidence of on-going professional development to continually update personal medical knowledge and skills
- Ability to operate in an environment of change

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.