Grampians Health

Position Title: **Medical Specialist – Urogynecology**

Directorate: Women's and Children's Services

Department: Gynaecology

Reporting to: **Clinical Director of Women's and Children's Services**

Appointment Terms/Conditions:

Classification and Code: According to years of experience (Year 1-9)

Enterprise Agreement: AMA Victoria - Victorian Public Health Sector - Medical Specialists Enterprise Agreement

ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021. Drawing on a regional history of over 150 years, we provide service to over 250,000 Victorians, operate across 21 campuses and sites, and employ more than 7,000 dedicated professionals. Our values reinforce our commitment to providing high-quality, accessible healthcare services close to home. Our mission is to serve the communities of the Grampians region with comprehensive care, ensuring every individual receives the attention they deserve. For more information, visit www.grampianshealth.org.au.

Collaboration *We are stronger together.*	***Compassion*** *We show that we care.*	***Accountability*** *We do what we say and say what we do.*	***Respect*** *We appreciate and value all people.*	***Innovation*** *We adapt and innovate to achieve best outcomes.*
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

Grampians Health (GH) is the largest regional health service in Victoria with a catchment of 250,000 people.

The mission of GH is to deliver fully integrated regional health services which maximise care, compassion, individual choice and quality outcomes.

The Medical Specialist - Urogynecology provides high-quality specialist urogynecological care to patients of Grampians Health. The role includes assessment, management and treatment of women with pelvic floor disorders, urinary incontinence, prolapse and associated conditions through outpatient clinics and theatre services. The position is a fractional appointment of 4.75 hours per week (equivalent to one day per fortnight) and includes participation in allocated Urogynecology outpatient clinics and theatre lists.

KEY ACCOUNTABILITIES

- Provide specialist urogynecology services in outpatient clinics.
- Assess and manage new and review patients with pelvic floor disorders.
- Undertake elective urogynecological procedures and surgery within allocated theatre sessions.
- Maintain accurate clinical documentation.
- Participate in multidisciplinary care, quality, safety and governance activities.
- Unaccredited junior doctors to be trained and supervised closely in accordance with Grampians Health and AMA guidelines.
- 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, minimize and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleagues.
- Participation in case reviews, patient debriefing and staff debriefing as directed by your manager.
- 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 will demonstrate the core values of patient centred care in every interaction with patients, carers and colleagues.

KEY SELECTION CRITERIA

Medical Practitioner who holds a degree registrable with the AHPRA Victoria.

Post Graduate qualification: FRANZCOG in Gynaecology or equivalent qualification recognised by RANZCOG.

Post graduate experience and qualifications in Gynaecology which would allow recognition as a specialist under Medicare.

Analytical and Conceptual Skills: The ability to research data and information, identify key priorities and objectives; organize information in a logical sequence; including creation of resulting reports appropriate to purpose and audience.

Clinical Service: Can demonstrate thorough knowledge of Gynaecology management and surgical skills in both the elective and emergency situation.

CME: Demonstrates a commitment to ongoing professional development is able to describe current trends and issues affecting general surgical care.

Interpersonal Skills: Ability to develop positive relationships with health care professionals, providers, carers and patients.

Teaching: Demonstrated ability to provide education and training to health care team, medical students and junior medical staff.

Communication and Conflict resolution: Ability to communicate well with patients and carers and avoid and deal with conflict should it occur.

Resource use: acknowledge the need for efficient use of medical and surgical resources, equipment and prostheses in the best interests of patients and communities.

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.
- 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.