

Position Description

Title	Ophthalmology Registrar (Unaccredited)	Position Reports to	Head of Clinic Chief Medical Officer (Administrative)
Classification	(dependent upon experience of appointee)	Employment Status	<i>Fulltime Fixed Term</i>
Enterprise Agreement	AMA Victoria – Victorian Public Health Sector - Doctors in Training Enterprise Agreement 2022-2026 (“DiT Agreement”)		

As Australia’s only specialist eye, ear, nose and throat hospital, The Royal Victorian Eye and Ear Hospital’s (the Eye and Ear) has been providing care for the senses for almost 160 years. The Eye and Ear has over 50 different outpatient clinics for the diagnosis, monitoring and treatment of vision and hearing loss and provides a 24-hour emergency eye and ear, nose, and throat service. The Eye and Ear provides care annually for around 220,000 patients, with over 160,000 outpatients, nearly 44,000 emergency patients and over 17,000 inpatients.

Vision Mission and Values

The Eye and Ear is a world leader providing exceptional care. We aspire to be the world’s leading eye and ear health service through; outstanding patient experience; exemplary leadership; inspiring our people and building a platform for the future. Our values of **Integrity, Care, Excellence** and **Innovation** are at the core of everything we do.

- **INTEGRITY** We act ethically, accept personal accountability, communicate openly and honestly and treat everyone with trust and respect
- **CARE** We treat patients with respect, are compassionate, thoughtful and responsive to their needs and sensitive to diversity
- **TEAMWORK** We communicate openly, respect diversity of views and skills and work effectively with partners and in multi-disciplinary teams to deliver the best outcomes for patients
- **EXCELLENCE** We always give our personal best, deliver exemplary customer service, monitor performance and seek leading edge ways to improve it

Please read our full Strategic Plan here:

https://www.eyear.org.au/page/About_Us/Our_Publications_and_DVDs/

The Eye and Ear is an equal opportunity employer and is committed to providing a work environment that is free from harassment or discrimination and promotes inclusion, equity, diversity and cultural awareness in the workplace. The Eye and Ear is a smoke free environment.

Role and Purpose:

To provide high quality medical services to ophthalmology patients of the Hospital within the limits of his/her experience and competence, whilst obtaining postgraduate skills in the assessment and treatment of ophthalmology conditions.

This position is a 12-month junior registrar post. It is not accredited by the Royal Australian and New Zealand College of Ophthalmologists (RANZCO) for training.

The unaccredited registrar will provide clinical cover for our emergency department, our Acute Ophthalmology Clinic, Surgical Ophthalmology Service with some exposure to specialty clinics, including intravitreal injection clinics. Hours will range from 0745 to 2200 weekdays and weekends.

Included in the monthly roster is one week of overnight shifts. Additional nights will be required. The unaccredited registrar also has access to the hospital's weekly teaching program, which they may attend when it does not coincide with rostered clinical sessions.

Key Responsibilities / Performance Outcomes:

1. Provide high quality standards of patient care - includes assessment, planning, implementation and evaluation of ongoing care in collaboration with patients, carers and a multidisciplinary team.
2. Work within an Ethically and Legally Sound framework - Ensure the delivery of clinical services within the Department is in line with best evidence-based practice and the National Safety and Quality Health Service Standards (NSQHSS).
3. Provision of direct patient care in the Emergency Department and other Outpatient Clinics as rostered
4. There are no regular operating lists on the unaccredited registrar roster although the successful applicant is welcome to attend operating lists during unrostered sessions.
5. Night duty and weekend work as rostered.
6. Participation in the sick-leave Emergency Department on-call roster.
7. Participate in educational and audit activities in the Ophthalmology Division as permitted within rostering commitments

Quality, Patient Safety and Risk Management

Ensure utilisation of systems designed to support the provision of safe, quality care. This involves:

1. Providing care that is patient and family-centred, delivered in partnership
2. Participating in the reporting and analysis of safety and quality data including risks or hazards
3. Participating in improvement activities
4. Participating in the reporting and analysis of adverse events and the identification of system improvements
5. Developing and maintaining skills and competencies relevant to clinical scope of practice
6. Participating in appropriate professional development activities and other quality and safety training
7. Ensuring appropriate use of hospital resources
8. Being aware of the financial requirements of the department and demonstrate an awareness of cost-effective practice
9. Participating in a 6-monthly (or more frequent, as required) performance appraisal process.
10. BLS competency

Occupational Health and Safety

The Eye and Ear endeavours to provide a working environment for its employees that is safe and without risk to health. Employees are required to:

1. Perform their work with due regard for their own safety and health and for the safety and health of other people who may be affected by their acts or omissions.
2. Actively promote and demonstrate the organisational values of integrity, care, excellence and teamwork.
3. Participate in wellness@work initiatives.
4. Report any hazards, near miss and incidents (regardless of whether an injury occurred or not) via the Victorian Health Incident Management System (VHIMS) Riskman.
5. Understand and adhere to emergency procedures.
6. Actively discourage and where possible call out inappropriate behaviour that may pose a safety risk to others.
7. Participate actively in return-to-work programs if injured and supporting injured colleagues in their return to work.
8. Taking adequate steps to eliminate or minimise the risk of harm to employees, contractors, volunteers and students.
9. Ensure consultation with Health and Safety Representatives and staff on matters relating to health and safety.
10. Building our 'safety culture' where occupational health and safety is considered part of everyday work.
11. All clinical practitioners involved in medication management have an obligation to practice within legislation, the Poisons Control Plan, hospital policy and procedures.

Selection Criteria: Qualifications, Experience and Competencies

Essential	
A high level of clinical competence	
Education/qualifications/memberships:	MBBS Current registration with the Australian Health Practitioners Regulation Agency (AHPRA)
Experience	At least two years general medical postgraduate experience Desirable: Some previous ophthalmic experience. Example, rotation as PGY2, or other unaccredited position
Competencies	<ul style="list-style-type: none"> Basic Life Support (BLS) certification (if this is not within the 12 months prior to commencement, the incumbent will be required to complete this on commencement)
<i>All staff are required to have a satisfactory National Criminal Record Check. Direct patient care/clinical employees are required to have a valid Working With Children Check.</i>	

Reporting Lines

Chief Medical Officer
Director of Medical Services

Key Working Relationships

(Internal)

- Executive Director Medical Services/Chief Medical Officer
- Director of Medical Services
- Director of Ophthalmology
- Director of Emergency
- Clinical Leads, Acute Ophthalmology Service
- Head of Unit, Surgical Ophthalmology Service
- Medical Workforce Unit Manager

(External)

- Referring Doctors & General Practitioners

Authorisations	
Manager Name	Dr Chris Tan, Director Medical Services
Date Written or Reviewed	March 2024

The Eye and Ear reserves the right to modify this position description as required. The employee will be consulted when this occurs. Statements included in this position description are intended to reflect the duties and responsibilities of this position and are not to be interpreted as being all-inclusive.

Agreement

I have read, understood and agree to comply with the position description

Name: _____

Signature: _____

Date: ____ / ____ / ____