

Position Description

Title	FELLOW IN ANAESTHESIA	Position Reports to	Director of Anaesthesia Executive Director Medical Officer (Administrative)
Classification	<i>dependent upon experience of appointee</i>	Employment Status	Full Time Fixed term
Enterprise Agreement	<i>AMA Victoria – Victorian Public Health Sector - Doctors in Training Enterprise Agreement 2022-2026 ("DiT Agreement")</i>		

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 150 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 250,000 patients, with over 200,000 outpatients, nearly 40,000 emergency patients and over 14,000 inpatients.

Vision Mission And Guiding Principles

Our focus is on providing the very best patient care possible. We strive to apply new and effective models of care, invest in research and training and share our knowledge to improve eye and ear health.

Our Vision

We will inspire and advance specialist eye and ENT care

Our Mission

We improve health and wellbeing outcomes through excellence in:

1. Clinical Care
2. Teaching
3. Education
4. Research
5. Innovation

Guiding Principles

1. **Integrity** – We act ethically, accept personal accountability, communicate openly and honestly and treat everyone with trust and respect.
2. **Inclusive and Accessible Care** – We are compassionate, thoughtful and responsive to the needs of our consumers
3. **Collaboration** – We communicate openly, respect diversity of views and skills, and work effectively with partners and in multidisciplinary teams to deliver optimal outcomes
4. **Excellence** – We give our personal best at all times, deliver exemplary care and experience, monitor performance, and seek continuous improvement through innovation.

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.

Position Summary:

Provision of high quality anaesthetic and resuscitation services for the patients of The Royal Victorian Eye and Ear Hospital.

Key Responsibilities / Performance Outcomes:

1. Provide high quality standards of patient care

- This includes assessment, planning, implementation and evaluation of 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. Service

- Provision of perioperative care and resuscitation service to patients in line with ANZCA guidelines
- Co-operate with and support other members of the department, medical colleagues, nursing staff and other staff within the hospital.

4. Education

- Participate in continuing medical educational and quality assurance activities within and outside the department.
- Provision and teaching of junior anaesthetic trainees, medical graduates and other health service personnel.

5. Quality Clinical care

- Attend Pre Admission Clinic.
- Attend any urgent anaesthetic referrals.
- Participation in peer review and quality management activities conducted within the department.

6. Personal Development

- Participation in continuing medical education to maintain professional skills

Quality, Patient Safety And Risk Management

Ensure utilisation of systems designed to support quality, safety & risk management. This involves:

- Providing care that is patient and family-centred and delivered in partnership with the patient and their carer.
- Developing and maintaining your skills and competencies relevant to your clinical scope of practice.

- Having an understanding of working within your role and responsibilities outlined in the Eye and Ear Quality Clinical Governance Framework to deliver safe high quality and person-centred experience and care.
- Participating in reporting and analysis of safety and quality data including risks or hazards.
- Participating in improvement activities.
- Participating in the reporting and analysis of quality initiatives, adverse events and risk identification.
- Participating in appropriate professional development activities and other quality and safety training.
- Participating in health service activities required for accreditation.
- Ensuring appropriate use of hospital resources.
- Demonstrate awareness of the financial requirements of the department and demonstrate an awareness of cost effective practice.
- Actively participate in the annual performance development cycle.

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:

- 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.
- Actively promote and demonstrate the organisational values of integrity, care, excellence and teamwork.
- Participate in wellness@work initiatives.
- Report any hazards, near miss and incidents (regardless of whether an injury occurred or not) via the Victorian Health Incident Management System (VHIMS) Riskman.
- Understand and adhere to emergency procedures.
- Actively discourage and where possible call out inappropriate behaviour that may pose a safety risk to others.
- Participate actively in return to work programs if injured, and supporting injured colleagues in their return to work.
- Ensure all staff 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.
- Building our 'safety culture' where occupational health and safety is considered part of everyday work.
- Understand and manage the challenges of managing a flexible and dispersed workforce including work from home psychological and safety considerations.
- All clinical practitioners involved in medication management have an obligation to practice within legislation, the Poisons Control Plan, hospital policy and procedures.
- The requirement for Advance Life Support training will be determined for nursing and medical staff working in specific departments based on acuity.

Selection Criteria: Qualifications, Experience And Competencies

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> •MBBS or equivalent degree enabling registration with the Australian Health Practitioners Regulation Agency (AHPRA) •Primary and/or Fellowship of the Australian and New Zealand College of Anaesthetists (A.N.Z.C.A.). 	
Experience	<ul style="list-style-type: none"> •Training and experience consistent with an ANZCA training program 	
Competencies	<ul style="list-style-type: none"> •Advanced Life Support (ALS) certification 	

Key Working Relationships

Internal

Executive Director, Medical Services
 Director of Anaesthesia, Deputy Director of Anaesthesia, Supervisors of Training
 Manager Medical Workforce JMS Coordinator
 Surgical and nursing staff

External

Patients, relatives, General Practitioners and Community.

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.

Author of Position Description or Manager of Position:

Name Dr Birinder Singh Giddey, Executive Director Medical Services

Date April 2025

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: ____ / ____ / ____