

Cardiothoracic Surgery Registrar (Accredited)

Role Information

Number of Posts: 1 full time post, Monash Medical Centre, Monash Health
This position is for a RACS trainee in CT Surgery.

Applications are invited from qualified medical practitioners, registered in Australia for the position of Cardiothoracic Registrar. The position is based at Monash Medical Centre with occasional travel to other Monash Health sites. The position is attached to the Cardiothoracic Unit at Monash Medical Centre.

This position begins on 5 February 2018 for 12 months.

Closing Date: please refer to college website.

Enquiry Contact Details:

Chantelle Augello

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Application details

Applications are to be made via the Royal Australasian College of Surgeons: www.surgeons.org

Monash Health recruitment protocol requires all college recommended candidates to formalise their application to Monash Health by applying to our recruitment system. Further information will be provided to preferred college candidates at the appropriate time. Recommended Candidates will be required to upload their CV, a completed Fit2Work Consent form, and provide copies of 100 points of certified ID. Should the college be unable to provide Monash Health completed references, recommended candidates will also be required to provide referee details who will be contacted via our electronic referencing system.

Monash Health Position Description

Cardiothoracic Surgery Registrar

Last Updated: April 2017

Position Title:	Cardiothoracic Surgery Registrar
Classification:	HM25-HM30
Reports to:	Clinical Unit Head
Department:	Unit specific to Allocation/Appointment

About Monash Health

Monash Health provides a world of healthcare across south eastern Melbourne, uniquely integrating primary, secondary and tertiary health services, as well as world-renowned research and teaching facilities in one organisation. Our health service provides access to public health services for a greater community of 1.4 million residents or 24 per cent of Victoria's population. Monash Health also has a wider official specialist role for greater Melbourne, regional Victoria and interstate in such specialties as paediatrics, cardiology, transplants and neonatal intensive care, with extensive university affiliations.

More than 16,000 staff work at more than 40 care locations across south eastern Melbourne, including Monash Medical Centre, Monash Children's Hospital, Moorabbin Hospital, Dandenong Hospital, Casey Hospital, Kingston Centre, Cranbourne Centre, and an extensive network of rehabilitation, community health and mental health facilities.

In 2015/2016:

- We provide more than 3.47 million episodes of care to our community
- More than 251,372 people are admitted into our hospitals
- More than 218,272 people come to our three Emergency Departments for treatment
- We respond to more than 53,026 ambulance arrivals
- We deliver more than 9,896 babies; and
- More than 39,628 children are admitted to our Monash Children's Hospital and neonatal units.

Together, we seek to deliver quality patient-centred health care and services that meet the needs of our diverse community.

Cardiothoracics

The Cardiothoracic Surgery Unit provides adult cardiac and thoracic surgical care for all Monash Health patients. In addition there is a strong interest in surgery for adolescent and adult congenital heart disease. Currently there are seven senior surgical staff members appointed to the unit. The majority of procedures are carried out at MMC, Clayton and a small number of thoracic surgery procedures are performed at Dandenong Hospital. There is a strong academic program within the Unit and a close research affiliation with Monash University and the organisations within the Monash Medical Centre Research Precinct.

Job Summary (Purpose /Key Result areas/Scope)

Purpose

Work as part of a multidisciplinary team to provide safe and effective person centred care, provide teaching and supervision of resident medical staff and students and undertake training towards attaining Fellowship of the relevant college.

Key result Areas

As Registrar of the Unit you will have a significant responsibility and a complex role. You will be required to undertake:

- Patient assessment and management in consultation with the treating consultant
- Patient care coordination
- Intern/HMO support, supervision, feedback and teaching
- Student interaction and teaching
- Family member communication, feedback and liaison
- Extensive interaction with the other health professionals, especially, the nursing and allied health staff
- Self-management (including time management, accessing education and training and completing college requirements)
- Provide clinical leadership to the multidisciplinary treating team
- Demonstrate commitment towards key organisational initiatives
- Demonstrate compliance with all relevant Monash Health Policies and Procedures

Scope

Dimensions	Budget	Equivalent Full Time Staff	Direct reports
	Not Applicable	Not Applicable	Resident Medical Staff of the Unit

Key relationships	Internal	External
	<ul style="list-style-type: none"> • Unit Head • Senior Medical Staff • Other Registrars and HMOs • Nurse Unit Manager and Nursing staff • Allied Health Staff • Monash Doctors Workforce • Monash Doctors Education • Directors of Vocational Training • Monash Innovation and Quality • Director Medical Services • Junior Medical Staff Advisory Committee 	<ul style="list-style-type: none"> • Relevant Medical College • The Postgraduate Medical Council of Victoria • Other public health services

Responsibilities/Accountabilities

Operational / Clinical

As the registrar you are accountable to your Unit Head/consultant for the care all the patients in the unit. It is your responsibility to

- Provide safe and high quality person-centred care for patients under your care
- Ensure coordination of care for patients in your unit
- Ensure timely and clear clinical communication including clinical handover with regards to patients under your care
- Ensure timely escalation of care related issues to your consultant when required
- In your clinical practice demonstrate commitment to quality and safety and Monash Health’s “Patient first” initiative.
- In your clinical practice demonstrate commitment towards Monash Health’s “Four hours will be ours” initiative

Financial Management

As a registrar you do not have financial or budgetary responsibility but you are required to demonstrate an understanding of how your clinical practice affects the financial performance of the organisation

- In your clinical practice you should a commitment to ethical and appropriate use of resources
- You must demonstrate a commitment towards Monash Health's "Living within our means" initiative

Human Resources

As a registrar you are required to demonstrate a commitment towards Occupational Health and Safety. You are required to

- Participate and co-operate in consultative processes to improve health and safety
- Observe safe working practices and protect your own and others' health and safety

You are also required to participate in the professional development of resident medical staff

- Provide leadership and support for resident medical staff, appraise their performance in consultation with your Unit Head and ensure that staff receive appropriate performance management, professional training and development opportunities

Self-Management

- Maintain clinical knowledge, skills and attributes appropriate to your practice
- Seek regular feedback on your progress with your clinical supervisor and other members of your team formally and informally. Ensure timely mid and end of term performance appraisals
- Maintain your health and understand its impact on your performance in the role. Seek help early in case of health related concerns.

Person Specification

Qualifications/ Registrations/ Licenses

- A medical qualification (MBBS or equivalent) which is recognised for registration by the Australian Health Practitioner Regulation Agency
- Trainee of relevant Medical college
- Motor vehicle driver licence

Technical Skills/ Knowledge / Experience

- Has the appropriate level of clinical knowledge and skills to undertake the role of Registrar
- Has the appropriate level of relevant clinical experience to undertake the specific role

Capabilities

Professionalism

- Demonstrates all the attributes that accord with the Monash Health values – iCARE (Integrity, Compassion, Accountability, Respect and Excellence)
- Demonstrates a high level commitment to ethical practice
- Understands medico-legal issues associated with clinical care
- Demonstrates a commitment to profession-led regulation
- Demonstrates ability to effectively manage matters of patient safety and quality of care
- Understand the role of the relevant College and the associated expectations of the Registrar role

Scholar/ Teacher

<ul style="list-style-type: none"> • Demonstrates ability to contribute to the development, dissemination, application, and translation of new medical knowledge and practice • Facilitates the medical education of patients, families, trainees and other health professionals and the community • Provides the necessary training and commitment to the supervision, mentoring and assessment of junior medical trainees and students • Supports basic laboratory, translational, and clinical research, as appropriate to the Department
<p>Health Advocacy</p> <ul style="list-style-type: none"> • Demonstrates ability to advocate for improvements in health care through involvement in relevant professional bodies and forum • Able to respond to individual patient health and educational needs • Promotes the maintenance of good health in colleagues and junior medical staff • Looks after his or her own health and well being • Advocates for improvements in health care
<p>Leadership & Management</p> <ul style="list-style-type: none"> • Demonstrates clinical Leadership with proven ability to exercise sound judgment and provide leadership in professional standards, ethics and a commitment to research and innovation
<p>Teamwork</p> <ul style="list-style-type: none"> • Demonstrated ability to work in collaboration with members of interdisciplinary teams and committees • Capacity to be an effective member of the relevant Department/Program, stimulate constructive debate and support colleagues in the achievement of Department/Program objectives
<p>Communication</p> <ul style="list-style-type: none"> • Able to communicate effectively with team members and colleagues • Able to communicate effectively and appropriately with patients and families, including those of diverse cultural backgrounds • Maintains clinical and administrative documents accurately • Facilitates continuity of patient care through effective communication and handover of relevant information

Monash Health Values

Integrity	Honesty, open and transparent, admit mistakes, maintains confidentiality, fairness, builds trust.
Compassion	Empathy, sensitivity, concern for others, interacts with dignity, tolerance, anticipates needs
Accountability	Understands roles, uses resources wisely, delivers on time, timely decision making, achieves stretch goals, takes responsibility for performance
Respect	Builds relationships, courteous, listens and understands, gives & receives feedback, sensitivity & understanding, values difference & individual worth
Excellence	Supports creativity & innovation, proactive & solution focused, seeks out opportunities, embraces quality improvement, professionalism

Other Position Requirements

- May be required to travel between Monash Health sites
- May be required to cover relevant and appropriate positions at other sites
- Is required to comply with all relevant Monash Health policies and procedures

- It is the responsibility of the individual to organise their own transport to and from their rostered sites (and between sites where applicable)

Approved :	Head, Department of Cardiothoracic Surgery
Date:	April 2017