

Eastern Health

POSITION DESCRIPTION

Position Title:	Breast & Endocrine Surgeon
Award Classification:	At the appropriate classification rate commensurate with level of experience in accordance with the Medical Specialists (Victoria Public Health Sector) (AMA Victoria/ ASMOF) (Single Interest Employers) Enterprise Agreement 2022 – 2026 or its successor
Award / Agreement Name:	Medical Specialists (Victoria Public Health Sector) (AMA Victoria/ ASMOF) (Single Interest Employers) Enterprise Agreement 2022 – 2026 or its successor
Reports to:	Clinical Director of Breast & Endocrine Surgery

EASTERN HEALTH – HEALTHIER TOGETHER

Eastern Health is one of Melbourne's largest metropolitan public health services. We provide a comprehensive range of high quality acute, sub-acute, palliative care, mental health, drug and alcohol, residential care, community health and statewide services to people and communities that are diverse in culture, age and socio- economic status, population and healthcare needs. *'Being part of Eastern Health is being part of a welcoming team of healthcare experts'* is achieved through Eastern Health's strategic goal of HEALTHIER TOGETHER



1. POSITION PURPOSE

- To provide excellent clinical care for his/her surgical patients.
- To provide leadership for junior medical and other clinical staff.
- To support the Hospital's teaching, research and clinical governance programs.

2. MAJOR DUTIES AND/OR RESPONSIBILITIES

2.1 Provision of Clinical Services

- Assume clinical responsibility for patients under his/her care.
- Participate in setting the standards for high quality, compassionate clinical care within the Unit.
- Actively support Unit junior medical staff and provide appropriate supervision in the provision of clinical services.
- Provide regular advice to junior staff in the management of seriously ill patients and when advice is requested.
- Ensure that the rostered Registrar conducts a daily ward round and communicates appropriately with the unit specialist staff concerning patient management, admissions and discharges.
- Ensure that the rostered Registrar communicates appropriately with the receiving surgeon - this should be at least once per evening on receiving days.
- Ensure that urgent surgical inpatient consultations and requests for consultation from the Emergency Department are attended to promptly.
- With the Clinical Director, assist in determining the Unit registrar's clinical privileges in the operating theatre.
- Ensure that the Unit registrar responds promptly to requests by the Emergency Department for patient review. It is expected that the registrar should attend within 30 minutes while working in-hours shifts and as soon as possible "out-of-hours".
- Review existing clinical practices and promote change either based on evidence or if other change is required.
- Review the adequacy of the medical content of clinical records, including documentation of significant patient management decisions.
- Comply with the Health Service's policy of the Introduction of New Technology and Prostheses (refer to EH policies on-line).
- Regularly attend inpatient and non-inpatient areas as allocated (Refer to Appendix 1).

2.2 Communication

- Ensure that patients/families are given adequate information upon which to base treatment decisions and follow-up.
- Comply with the Hospital policy on informed consent.
- Develop effective communication with and be receptive to patient, relative and peer groups.
- Support multi-disciplinary teamwork.
- Provide advice to and liaise with staff from other units as required.
- Monitor the work of the Registrar and intern to ensure that discharge summaries are completed in a timely manner for LMO follow up.

2.3 Quality and Clinical Review Activities *(refer also to section 5)*

- Participate in the Unit quality activities program, including audit activities, review of deaths and analysis of relevant clinical and key performance indicators (KPIs).
- Attend Unit meetings where necessary.
- Assist in developing and implementing clinical pathways where appropriate.
- Assist in developing protocols and guidelines where required.
- Assist in resolving patient and relative complaints.

- Notify the Clinical Director/Professor of Surgery and/or Chief Medical Officer of any sentinel event or serious adverse incident within the Unit.
- Register all clinical incidents or ensure that the junior medical staff register significant incidents on the network risk register
- Co-operate with the Eastern Health Surgery Quality and Clinical Review Committee.

2.4 Education, Research & Professional development *(refer also to section 4)*

- Participate in undergraduate and postgraduate education.
- Maintain an interest and participation in research and academic publication.
- Attend surgical stream educational activities.
- Comply with College requirements for ongoing professional education.
- Comply with other relevant external standards for training and maintenance of competency.

2.5 Efficiency

- Support the efficient utilisation of resources, including efficient bed utilisation and efficient usage of diagnostic services by Unit junior staff.
- Comply with Hospital policy on the scheduling of both emergency and elective cases.
- Without compromising patient care, maximise revenue through benchmarking of productivity/efficiency measures with comparable hospitals.
- Monitor agreed WIES targets and other throughput targets where applicable for the Unit.
- Work within the budgetary provisions for the delivery of clinical services.
- Give reasonable notification (4 weeks) of absences prior to periods of leave.

2.6 Performance Review *(refer also to section 8)*

- Participate in an annual performance review and submit relevant documentation to the Credentialing review committee as appropriate.
- Surgical Stream Relationship Review process (attached).

2.7 Other

- Comply with Eastern Health and Division of Surgery policies, procedures and clinical guidelines.
- Comply with Occupational Health and Safety requirements.

3. SAFE PRACTICE AND ENVIRONMENT

Eastern Health is a child safe organisation, committed to promoting the wellbeing and cultural safety of Aboriginal children, children with disabilities and all children in their diversity.

More information [here](#).

Occupational Health and Safety

Eastern Health is committed to provide and maintain a working environment for all staff that is safe and without risk to health. All staff are to take care of their own health and safety and the health and safety of any other person who may be affected by your acts or omissions at the workplace. Understand responsibilities and accountabilities to yourself and others in accordance with OH&S legislation and Eastern Health policies and promote a working environment that is congruent with these guidelines. This includes staff reporting of all clinical and OHS incidents and near misses, in particular those related to Occupational Violence, Manual Handling and Slips, trips and falls.

Staff are required to comply with all state legislative requirements in respect to the Occupational Health and Safety Act 2004 and the Workplace Injury Rehabilitation and Compensations (WIRC) Act 2013

4. TRAINING AND DEVELOPMENT

Relevant, practical and timely education should direct, facilitate, enhance and support the professional growth and practice of employees in a health environment characterised by change. All programs should endeavour to promote evidence-based practice, a problem solving approach and to be competency based.

You are expected to participate in the personal development process on an annual basis.

5. QUALITY

As a staff member of Eastern Health staff are required to comply with Eastern Health performance standards and participate in continuous monitoring and improvement as part of your role. You are also required to comply with legislation, professional standards and accreditation standards.

As a staff member employed by Eastern Health services you must have and maintain the appropriate skills and knowledge required to fulfil your role and responsibilities within the organisation. In addition, you must ensure that you practice within the specifications of this position description, and where applicable within the agreed scope of practice.

You are responsible for ensuring safe high quality care in your work. This will include complying with best practice standards, identifying and reporting any variance to expected standards and minimising the risk of adverse outcomes and patient harm. In addition, you will ensure that service and care is consistent with the EH approach to patient and family centered care

6. CONFIDENTIALITY

Any information obtained in the course of employment is confidential and should not be used for any purpose other than the performance of the duties for which the person was employed. Staff are bound by the Information Privacy Act 2000 and the Health Records Act 2001.

7. EQUAL EMPLOYMENT OPPORTUNITY

You agree to adhere to the Equal Employment Opportunity policies and practices of the Health Service. Discriminatory practices, including sexual harassment, are unlawful. The Health Service will not tolerate discriminatory behaviour and any such conduct may lead to the invoking of the Disciplinary Policy and Procedure, which may result in termination of employment.

Our commitment to Diversity, Equity & Inclusion

Eastern Health is committed to creating a diverse and inclusive environment that welcomes and values all people. We recognise that diversity is essential in ensuring Eastern Health provides the best service to its consumers.

Aboriginal and/or Torres Strait Islander peoples, people from the LGBTIQ+ community, people living with disability and those from a culturally and linguistically diverse background, are strongly encouraged to apply.

For more information, please [click here](#).

8. PERFORMANCE DEVELOPMENT

A Performance Review, that includes agreed targets, will occur three (3) months from commencement and then annually on the basis of the duties and responsibilities outlined in this position description. This is an opportunity to review personal and the allocated work unit's service performance, facilitated by the setting of objectives/goals and ongoing evaluation of performance and achievement. Objectives will be developed annually, documented, discussed and agreed with the immediate line manager, who will act as the assessor. The incumbent is expected to demonstrate and show evidence annually of on-going self and allocated work unit's service development.

9. EASTERN HEALTH'S PROMISE

Our promise to our communities, patients, consumers and staff is that we will be **HEALTHIER TOGETHER**. Bolder than a vision for the future, our promise calls us to action. We know that working together is the only way we can achieve what is necessary for a healthier future.

Our values are ones in action and are the behaviours that matter most.

- Respect for all
- Safe always
- Partnering in care
- Learning and improving everyday

Learning from the challenges of the past and looking to the future, we understand that we are building towards a more engaged, more reliable, always safe health service in partnership with our people to improve every day.

ATTACHMENTS

- Attachment 1 Key Selection Criteria
- Attachment 2 Key Result Areas /Key Performance Indicators
- Attachment 3 Eastern Health /Department Information

10. NOTE

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.

Prior to accepting any offer of employment, prospective employees will be required to read and commit to the Eastern Health Code of Conduct, including (but not limited to) issues of Occupational Health and Safety, Equal Opportunity and Confidentiality.

Healthcare workers are strongly recommended to follow COVID vaccination recommendations provided in the [Australian Immunisation handbook \(based on ATAGI advice\)](#). Seasonal vaccination against influenza is a mandatory requirement of this role and employment is conditional on this being up to date prior to employment.

Signed: _____ Date: ____/____/____
Executive Director Medical and Clinical Governance Eastern Health or delegate

INCUMBENT STATEMENT

I _____ (Incumbent Name) have read, understood and accepted the above Position Description and associated Attachments.

Signed: _____ Date: ____/____/____

ATTACHMENT 1

KEY SELECTION CRITERIA

Position Title:	Breast & Endocrine Surgeon
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Reports to:	Clinical Director of Breast & Endocrine Surgery

Essential

- Must be a registered medical practitioner in the State of Victoria.
- Must hold a Fellowship of the Royal Australasian College of Surgeons (RACS), or hold equivalent qualifications to enable recognition as a specialist General Surgeon
- Must have significant clinical experience, specific to the practice and be recognised as a Breast & Endocrine surgeon (including full membership to Breast Surgeons of Australia and New Zealand (BreastsurgANZ) and at least associate membership to Australian and New Zealand Endocrine Surgeons (ANZES) or equivalent professional organisations).
- Must have significant clinical experience, with experience and training in General Surgery.
- Must participate in relevant college continuing education programs particularly related to general, breast and endocrine surgery.

Other

- Demonstrate extensive experience or training in advance oncoplastic (level 2 or above) breast surgery.
- Demonstrate relevant qualifications in surgeon performed ultrasound in the areas of breast and endocrine surgery (e.g. Certificate in Clinician Performed Ultrasound (CCPU), Diploma of Diagnostic Ultrasound (DDU)).
- Hold relevant post-graduate qualifications in surgery or surgical education.
- Demonstrated experience in teaching of medical students and HMOs.
- Teaching experience of other clinical staff – nursing and allied health.
- Exposure to research practices and principles.
- Familiarity with clinical information systems.

ATTACHMENT 2

Key Result Areas /Key Performance Indicators

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- Punctuality in attendance.
- Efficient work practice and awareness of the need to meet current DHS targets in patient care.
- Appropriate supervision of all junior general surgical medical staff at all times as the senior medical officer in the department.
- Excellence in medical documentation.
- Undertaking of specific tasks under the portfolio/s for administrative work, audit, patient safety and clinical guideline development, teaching and research as allocated by the Clinical Director Breast & Endocrine Surgery and the Executive Clinical Director of Surgery.
- Representation of the Breast & Endocrine Surgery clinical stream and hospital internally within Eastern Health and externally in the broader health system.
- Professional and high standard working relationship with all staff in the Breast & Endocrine clinical stream.

ATTACHMENT 3

Eastern Health/Department/Specialty Information & additional position requirements

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Department / Specialty Area	Breast & Endocrine Surgeon
Campus / Physical Location	All Eastern Health sites

SPECIALTY SPECIFIC INFORMATION

Organisational Context

SPECIFIC DUTIES

Participate in the following Breast & Endocrine Surgery surgical services provided by the Unit where applicable–

- Operating lists as rostered
- Ward inpatient service
- Inpatient consultation service
- Outpatient services
- On-call service (general surgery and/or breast and endocrine surgery)
- When rostered on-call, provide a prompt telephone response to provide advice and/ or to return to the hospital if this is clinically required.

CLINICAL PRIVILEGES

- Breast & Endocrine surgeons have clinical privileges as generally accepted for this discipline.
- Breast & Endocrine surgeons may be allocated to endoscopy lists.
- Clinical privileges in sub-specialised areas and to undertake new procedures may be granted but only after appropriate credentialing of individual practitioners.

Aboriginal & Torres Strait Islander Candidates

Eastern Health's Aboriginal Workforce Plan 2023 – 2026 was released in February 2023. With a strong focus on cultural safety and belonging, actions included in the Workforce Plan provide practical supports for all Aboriginal and/or Torres Strait Islander staff.

An Aboriginal Employment Coordinator is available to ensure each person has culturally safe and positive employee experiences which foster belonging and access to diverse experiences and career pathways. Should you require further information regarding this position or support to complete an application, please contact the Recruitment Manager for this position or Eastern Health's Aboriginal Employment Coordinator at Aboriginal.Workforce@easternhealth.org.au