



ROLE DESCRIPTION

Role Title:	Urology Fellow/Registrar		
Classification Code:	MDP2/MDP3	Position Number	M57500
LHN/ HN/ SAAS/ DHW:	Central Adelaide Local Health Network (LHN)		
Hospital/ Service/ Cluster:	The Queen Elizabeth Hospital		
Division:	Surgical		
Department/Section / Unit/ Ward:	Urology		
Role reports to:	Head of Unit		
Role Created/ Reviewed Date:	December 2023/August 2024		
Criminal and Relevant History Screening:	<input type="checkbox"/> Aged (NPC or DHS) <input checked="" type="checkbox"/> Working With Children's Check (DHS) <input checked="" type="checkbox"/> National Police Check (NPC)		
Immunisation Risk Category Requirements:	<input checked="" type="checkbox"/> Category A (direct contact with blood or body substances) <input type="checkbox"/> Category B (indirect contact with blood or body substances) <input type="checkbox"/> Category C (minimal patient contact)		

ROLE CONTEXT

Primary Objective(s) of role:

- Responsible for the managing the care of all patients allocated to current department in consultation with the responsible Consultants, Nurses and Allied Health professionals.
- To develop consultant level expertise in the management of general urological conditions and in the performance of many general and subspeciality urological procedures. In particular this unit has a specialist focus on Holmium Laser Enucleation of the Prostate and uro-oncological procedures including open partial nephrectomy, laparoscopic nephrectomy and open radical cystectomy.
- Actively contributes to the continuous quality improvement and continuous education activities.
- Work under supervision of HOU and senior consultant staff attached to the Urology Unit.
- Maintain active relationships with consultant staff.
- Work as part of a multidisciplinary team.
- Participate in the supervision and teaching of junior medical staff and medical students.
- Initiate and develop research projects

Direct Reports:

- Direct reports to Head of Unit, Urology Department
- Indirectly reports to Medical Lead, Surgery 2
- Professionally accountable to the Executive Director Medical Services, CALHN

Key Relationships/ Interactions:Internal

- Work as part of a multidisciplinary team on a day to day basis.
- Liaise with different hospital departments regarding services such pathology, radiology, Emergency, outpatient and theatre services.
- Will be required to supervise the clinical practice of, and to teach Resident Medical Officers, Medical Students etc.

External

- Liaise with referring practitioners regarding incoming and outgoing referrals and admissions.
- Liaise with medical staff from other hospitals

Challenges associated with Role:

Major challenges currently associated with the role include:

- Urology is a high demand service, clinics can be large, time management & the ability to prioritise are essential.
- Will be required to participate on the after hour's on-call roster.
- Will be required to work as part of a team in a high demand clinical area.

Delegations:

- As per the HR/Financial Delegations.

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
Clinical	<ul style="list-style-type: none"> • To engage in clinical practice as determined by the HOU and Senior Consultant Staff. • To work under the supervision of the Director/Head of Unit and nominated Senior Medical Staff attached to the Department/Unit. • To be involved in the after-hours roster on a regular basis. • To ensure a high standard of clinical practice of Resident Medical Officers in the Department/Unit. • Providing an effective and accurate clinical handover of patient care at the change of daily shifts and at the change of a clinical attachment. • Commencing discharge planning at the earliest opportunity ensuring drugs and equipment are ordered, post discharge management and undertaking follow-up in consultation with the patient's normal carers and General Practitioner. • Maintaining a high level of communication with patients and relatives as appropriate to the circumstances
Teaching	<ul style="list-style-type: none"> • To assist in the implementation of postgraduate teaching program with responsibilities to the Training Supervisor representing the relevant specialty College at the hospital. • Participating and contributing to the departmental teaching program as directed by Consultant staff and as required by the relevant specialty College. • Assist in the supervision, discipline, attendance, training, safety and efficiency of Resident Medical Staff attached to the Department.

Key Result Areas	Major Responsibilities
Research	Participate in clinical and scientific research by:- <ul style="list-style-type: none"> • Proposing and developing research initiatives relating to the specialty. • Conducting research related to the specialty. • Promoting where possible the departments research profile at state, national and international forums. • Preparation of research manuscripts and journal submissions
Quality Improvement	<ul style="list-style-type: none"> • Developing and establishing key performance indicators for all critical activities relevant to area of responsibility in accordance with the quality evaluation program. • Assisting in the identification, establishment and review of corporate and departmental performance standards and outcomes. • Participating actively and regularly in unit based and hospital wide training and educational sessions, both scheduled and opportunistic. • Participating in regular informal feedback process with Consultants and other Medical Practitioners. • Participating in both mid-term and end of term formal assessment processes in a timely manner. • Participating in any remedial training activity as directed from formal and informal assessment processes. • Participating in an orientation to clinical and administrative responsibilities specific to the clinical unit, at the changeover of clinical rotations.

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications:

- equivalent degree registerable with the Australian Health Practitioners Regulation Authority (AHPRA).

Personal Abilities/Aptitudes/Skills:

- Investigation and negotiating skills, resolution of complaints.
- Fostering a working relationship with patients, their families and other staff which demonstrates courtesy, respect, consideration, empathy, honesty, openness, providing good service, promoting health and promoting the goals of the institution.
- Assisting in the coordination, direction and control the medical service of the hospital.
- Communicating effectively both verbally and in writing.
- Demonstrating clinical skills appropriate for duties in the Urology unit.
- Ability to work as a team member and individually.
- Ability to work under pressure without compromising patient care.
- Competency in range of routine and common procedural ward-based skills.
- Skill in problem solving and decision making at both the clinical and the individual level.
- Commitment to quality management philosophy.
- Ability to respond positively to change.

Experience:

- General urology
- Open urological surgery
- Endoscopic urological surgery
- Appropriate post-graduate experience and completion of primary examination

Knowledge:

- Knowledge of contemporary medical practice and procedures appropriate to the level of the position.
- Knowledge of investigations and treatments appropriate to the level of the position.
- Knowledge of Occupational Health, Safety and Welfare principles and procedures.
- Knowledge of Equal Employment Opportunity principles and procedures.

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications:

- FRACS (or equivalent) in relevant specialty, which can be registered with the Australian Health Practitioner Regulation Agency (AHPRA).

Personal Abilities/Aptitudes/Skills:

- A history of successful research publication in peer reviewed journals

Experience:

- Managing a general Urology Clinic

Knowledge:

- Ability to manage surgical inpatients
- Ability to diagnose acute chronic surgical conditions to a high level
- Able to manage junior medical staff efficiently
- Able to teach undergraduate and postgraduate medical staff

Special Conditions:

- It is mandatory that no person, whether or not already working in SA Health, may be appointed to a position in SA Health unless they have provided a satisfactory current Criminal and Relevant History Screening, as required by the *SA Health Criminal and Relevant History Screening Policy Directive*.
- For appointment in a Prescribed Position under the *Child Safety (Prohibited Persons) Act (2016)*, a current Working with Children Check (WWCC) is required from the Department for Human Services Screening Unit. For other positions, a satisfactory National Police Certificate (NPC) assessment is required.
- For 'Prescribed Positions' under the *Child Safety (Prohibited Persons) Act (2016)*, the individual's WWCCs must be renewed every 5 years from the date of issue; and for 'Approved Aged Care Provider Positions' every 3 years from date of issue as required by the *Accountability Principles 2014* issued pursuant to the *Aged Care Act 1997 (Cth)*.
- Appointment is subject to immunisation risk category requirements. There may be ongoing immunisation requirements that must be met.
- Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work appropriate to classification, skills and capabilities either on a permanent or temporary basis subject to relevant provisions of the *Public Sector Act 2009* for Public Sector employees or the *SA Health (Health Care Act) Human Resources Manual* for Health Care Act employees.
- The incumbent may be required to participate in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.

General Requirements:

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Directives, Determinations and Guidelines, and legislative requirements including but not limited to:

- *Work Health and Safety Act 2012 (SA)* maintaining your own health and safety and not place others at risk and comply with any reasonable instruction that is given to allow SA Health to comply with the WHS Act, and when relevant WHS Defined Officers must meet due diligence requirements.
- *Return to Work Act 2014 (SA)*, facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.
- Meet immunisation requirements as outlined by the *Immunisation for Health Care Workers in South Australia Policy Directive*.
- Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- *Children and Young People (Safety) Act 2017 (SA)* 'Notification of Abuse or Neglect'.
- Disability Discrimination.
- *Independent Commissioner Against Corruption Act 2012 (SA)*.
- *Information Privacy Principles Instruction*.
- Relevant Awards, Enterprise Agreements, *Public Sector Act 2009*, *Health Care Act 2008* and the *SA Health (Health Care Act) Human Resources Manual*.
- Relevant Australian Standards.
- Duty to maintain confidentiality.
- Smoke Free Workplace.
- To value and respect the needs and contributions of SA Health Aboriginal staff and clients, and commit to the development of Aboriginal cultural competence across all SA Health practice and service delivery.
- Applying the principles of the *South Australian Government's Risk Management Policy* to work as appropriate.

The SA Health workforce contributes to the safety and quality of patient care by adhering to the South Australian Charter of Health Care Rights, understanding the intent of the National Safety and Quality Health Service Standards and participating in quality improvement activities as necessary.

Performance Development:

The incumbent will be required to participate in the organisation's Performance Review and Development Program which will include a regular review of the incumbent's performance against the responsibilities and key result areas associated with their position and a requirement to demonstrate appropriate behaviours which reflect a commitment to SA Health values and strategic directions.

Handling of Official Information:

By virtue of their duties, SA Health employees frequently access, otherwise deal with, and/or are aware of, information that needs to be treated as confidential.

SA Health employees will not access or attempt to access official information, including confidential patient information other than in connection with the performance by them of their duties and/or as authorised.

SA Health employees will not misuse information gained in their official capacity.

SA Health employees will maintain the integrity and security of official or confidential information for which they are responsible. Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.

White Ribbon:

SA Health has a position of zero tolerance towards men's violence against women in the workplace and the broader community. In accordance with this, the incumbent must at all times act in a manner that is non-threatening, courteous, and respectful and will comply with any instructions, policies, procedures or guidelines issued by SA Health regarding acceptable workplace behaviour.

Resilience:

SA Health employees persevere to achieve goals, stay calm under pressure and are open to feedback.

Organisational Context

Organisational Overview:

At CALHN we are shaping the future of health with world-class care and world-class research. This is fundamental in assisting us to achieve our vision of becoming one of the top five performing health services in Australia and one of the top 50 performing health services in the world within five years.

We are part of SA Health, which is the brand name for the public health system. As a system SA Health's mission is to lead and deliver a comprehensive and sustainable health system that aims to ensure healthier, longer and better lives for all South Australians. We will achieve our objectives by strengthening primary health care, enhancing hospital care, reforming mental health care and improving the health of Aboriginal people.

SA Health is committed to a health system that produces positive health outcomes by focusing on health promotion, illness prevention and early intervention. We will work with other government agencies and the community to address the environmental, socioeconomic, biological and behavioural determinants of health, and to achieve equitable health outcomes for all South Australians.

Our Legal Entities:

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Wellbeing. The Department for Health and Wellbeing is an administrative unit under the Public Sector Act 2009.

The legal entities include but are not limited to the Central Adelaide Local Health Network Inc., Northern Adelaide Local Health Network Inc., Southern Adelaide Local Health Network Inc., Women's and Children's Health Network Inc., Barossa Hills Fleurieu Local Health Network Inc., Eyre and Far North Local Health Network Inc., Flinders and Upper North Local Health Network Inc., Limestone Coast Local Health Network Inc., Riverland Mallee Coorong Local Health Network Inc., Yorke and Northern Local Health Network Inc. and SA Ambulance Service Inc.

SA Health Challenges:

The health system is facing the challenges of an ageing population, increased incidence of chronic disease, workforce shortages, and ageing infrastructure. The SA Health Care Plan has been developed to meet these challenges and ensure South Australian's have access to the best available health care in hospitals, health care centres and through GPs and other providers.

Central Adelaide Local Health Network:

Established in July 2011, CALHN is one of five Local Health Networks (LHNs) in South Australia and we are accountable to the Central Adelaide Local Health Network Governing Board. Our board has oversight of our strategy, risk management, governance and performance, and works with our Chief Executive Officer to provide strategic direction for our network.

CALHN is responsible for the following health services:

- Royal Adelaide Hospital (RAH)
- The Queen Elizabeth Hospital (TQEH)
- Hampstead Rehabilitation Centre (HRC)
- St Margaret's Rehabilitation Hospital (SMRH)
- Glenside Health Service (GHS) Psychiatric Intensive Care Unit, Inpatient Rehabilitation Services and Acute beds only
- Adelaide Dental Hospital (ADH)

CALHN also has governance over numerous community mental health and primary health services including Prison Health Service, SA Dental Service and DonateLife SA. Of note also is governance of the Statewide Clinical Support Services (SCSS) including SA Medical Imaging (SAMI), SA Pathology SA Pharmacy and BreastScreenSA, responsibility of which has vacillated between CALHN and DHW over the past few years.

CALHN is one of three metropolitan LHNs and its core population is approximately 390,000 people. CALHN also provides services to patients from other SA networks, rural and remote areas, the Northern Territory, NSW (Broken Hill) and western parts of Victoria. These services usually relate to complex services such as head and neck cancer, radiation therapy, cardiac surgery, spinal surgery or rehabilitation.

CALHN's purpose is to deliver quality and sustainable healthcare. While the delivery of high-quality patient care is our number one priority, underpinning our goals is good governance, improved patient experience, business operations, efficiency and financial performance and more accountable and contemporary ways of working.

To find out more about CALHN, visit centraladelaide.health.sa.gov.au

Values

Central Adelaide Local Health Network Values

Our values, together with our vision and ambitions provide direction for everything that happens across our network. They outline who we are, what we stand for, what our consumers and their families can expect from us and what we can expect from each other. They guide our decisions and actions.

Values	Behaviours
<i>People first</i>	<ul style="list-style-type: none">- I am there for my patients and colleagues when they need me most.- I put myself in my patients and colleagues shoes to understand their needs.- I go out of my way to make sure my patients and colleagues achieve the best outcome and have a great experience.- I respect uniqueness in my colleagues, our patients and their families.
<i>Ideas driven</i>	<ul style="list-style-type: none">- I look and listen to ensure I fully understand the problem and find a solution.- I look for ways to break-down barriers and silos to hear new perspectives and solve complex problems.- I invest in my own learning and look for opportunities to explore and introduce new ideas.- I am interested in critical research and how it informs creative thinking.
<i>Future focussed</i>	<ul style="list-style-type: none">- I embrace leading practices and use them to evolve our ways of working.- I lead and support change to improve patient and organisational outcomes.- I am constantly on the look-out for opportunities to improve.
<i>Community minded</i>	<ul style="list-style-type: none">- I put my hand up to lead work that matters.- I am accountable and focused on value.- I value and champion diversity.- I embrace collaboration and constructive partnerships.

SA Health Values

The values of SA Health are used to indicate the type of conduct required by our employees and the conduct that our customers can expect from our health service:

- We are committed to the values of integrity, respect and accountability.
- We value care, excellence, innovation, creativity, leadership and equity in health care provision and health outcomes.
- We demonstrate our values in our interactions with others in SA Health, the community, and those for whom we care.

Code of Ethics

The *Code of Ethics for the South Australian Public Sector* provides an ethical framework for the public sector and applies to all public service employees.

- Democratic Values - Helping the government, under the law to serve the people of South Australia.
- Service, Respect and Courtesy - Serving the people of South Australia.
- Honesty and Integrity- Acting at all times in such a way as to uphold the public trust.
- Accountability- Holding ourselves accountable for everything we do.
- Professional Conduct Standards- Exhibiting the highest standards of professional conduct.

As a public sector employee, you have a responsibility to maintain ethical behaviour and professional integrity standards. It is expected that you act in accordance with the Code of Ethics, and contribute to a culture of integrity within SA Health.

The Code recognises that some public sector employees are also bound by codes of conduct relevant to their profession.

Role Acceptance

Employee Acceptance

I have read and understood the responsibilities associated with role, the organisational context and the values of SA Health as outlined within this document.

Name:

Signature:

Date:

Approvals

Role Description Delegate Approval

I acknowledge that the role I currently occupy has the delegated authority to authorise this document.

Name:

Role Title:

Signature:

Date: