

Position	General Surgery Clinical Research Registrar (Part Time)
Classification	MDP2
Division	Surgery & Perioperative Medicine
Department / Section / Unit / Ward	General Surgery
Role reports to	Operationally: > Head of unit General Surgery Professionally: > Head of unit General Surgery
CHRIS 21 Position Number M54633	Role Created / Review Date 01/06/2018
Criminal History Clearance Requirements <input type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Child - Prescribed (Working with Children Check) <input checked="" type="checkbox"/> Vulnerable (NPC) <input type="checkbox"/> General Probity (NPC)	Immunisation Risk Category Category A (direct contact with blood or body substances)

JOB SPECIFICATION

Primary Objective(s) of role:

The position is accountable to the Director of the Division of Surgery and Specialty Services, through the Department Head, for the provision of high quality care to patients in the wards, investigational and procedural areas, emergency department and outpatients. The position of General Surgery Registrar involves teaching registrars, junior medical officers and medical students. Is responsible to be involved in the after-hours on-call roster and can be asked to backfill general surgical registrars leave when required

Direct Reports: (List positions reporting directly to this position)

- > Will be responsible for the supervision of RMO's, Interns and medical students as directed by the consultants and registrars

Key Relationships / Interactions:

Internal:

- > The General Surgery Registrar will be professionally responsible to the Head of Department, and other staff with delegated supervisory positions. The position requires an ability and willingness to work closely with all medical, nursing and allied health staff

External:

- > Liaises with other Directorates and Services of the LNH with other health providers in the community and hospital sector and with the broader community in the pursuit of comprehensive patient care

Challenges associated with Role:

- > Major challenges currently associated with the role include:
- > Maintaining a work/life balance while adhering to rostering expectations.
- > Managing difficult situations and people in times of stress.
- > Ensuring good communication between health care professionals through accurate and objective written notes

Delegations: (As defined in SALHN instruments of delegations)

(Levels / limits of authority in relation to finance, human resources, Work Health and Safety and administrative requirements as defined by Departmental delegations and policies.)

Financial	N/A
Human Resources	N/A
Procurement	N/A

Resilience

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

Performance Development

It is your responsibility to actively participate in the Performance Review & Development Program which will include a six (6) monthly review of your performance against the responsibilities and key result areas associated with your position and a requirement to demonstrate appropriate behaviours which reflect a commitment to South Australian Public Sector and SALHN values and strategic directions.

General Requirements

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

- > National Safety and Quality Health Care Service Standards.
- > *Work Health and Safety Act 2012 (SA)* 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 in the Immunisation for Health Care Workers in South Australia Policy Directive.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > *Children's Protection Act 1993 (Cth)* – 'Notification of Abuse or Neglect'.
- > *Public Interest Disclosure Act 2018*.
- > Disability Discrimination.
- > Information Privacy Principles.
- > 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.
- > *Mental Health Act 2009 (SA)* and Regulations.

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.

Special Conditions

- > It is mandatory that no person, whether or not currently working in SA Health, will be eligible for appointment to a position in SA Health unless they have obtained a satisfactory Background Screening and National Criminal History Clearance.
- > Prescribed Positions under the *Child Safety (Prohibited Persons) Act 2016* and Child Safety (Prohibited Persons) Regulations 2019 must obtain a Working with Children Clearance through the Screening Unit, Department of Human Services.
- > Working with Children Clearance must be renewed every five (5) years.
- > 'Approved Aged Care Provider Positions' as defined under the Accountability Principles 1998 made in pursuant to the *Aged Care Act 2007* (Cth) must be renewed every 3 years.
- > Appointment and ongoing employment is subject to immunisation requirements as per Risk Category identified on page 1.
- > 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 2008* 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.
- > Some out of hours work may be required
- > May be required to undertake a health assessment prior to commencement.
- > Some time should be set aside for continued education (currently 2 hours per week)

Key Result Areas	Major Responsibilities
Direct/indirect patient/client care	<ul style="list-style-type: none"> > Commitment to delivering high quality and safe care consistent with the SALHN Integrated Governance Framework and Consumer Engagement Framework and Plan. > Contribute to a safe and healthy work environment, free from discrimination and harassment by working in accordance with legislative requirements, the Code of Ethics for the South Australian Public Sector and departmental human resource policies, including WHS requirements. > Commitment to achieving and complying with National Safety & Quality Health Service Standards. > Overall care and supervision of the delivery of that care to patients under the care of the Department or referred to the Department (in particular ensuring timely review and management of patients referred by the Emergency Department). > General administration of the ward procedures relating to medical care, ensuring adequate documentation in the case notes, discharge summaries and follow up appointments. > In association with the Fellow, supervise the resident staff and students on a day-to-day basis ensuring ready availability to provide advice and guidance. In doing this, the Fellow will ensure that the registrars, residents and interns are clearly aware of their tasks. > To ensure that appropriate management is undertaken of patients in the Emergency Department and Outpatients > Provide a consultative service to other units as required > Provide a service for investigation or procedures as required > Provide education and supervision to both junior medical staff and medical students. > Undertake quality improvement activities, co-ordinated care processes and research activities as required. > Provide after-hours care to patients as required by the published roster > Participate in educational activities as required > Arrange x-ray/pathology review sessions > Ensure that a safe and healthy work environment, free from discrimination is provided for employees by: <ul style="list-style-type: none"> > implementing departmental human resource policies > ensuring that the principles of Equal Employment Opportunity and Ethical Conduct are a normal part of doing business > managing industrial relations issues appropriately as they arise
Operative Experience	<ul style="list-style-type: none"> > The General Surgery Registrar will be involved in a wide variety of elective and emergency surgical cases. All cases require consultant involvement prior to surgery occurring. Elective surgical cases will be distributed between the Fellow and 2 co-registrars on the basis of expertise and seniority, with the Fellow expected to do the majority of true sub-specialty cases. A component of training will occur in the private sector assisting consultant staff
After-Hours Expectations	<ul style="list-style-type: none"> > Overall care and supervision of the delivery of that care to patients under the care of the Department or referred to the Department (in particular ensuring timely review and management of patients referred by the Emergency Department). > Expected to be rostered on the after-hours roster at least 2 covers per month. The registrar should be in theatre when possible, however when available they should be admitting patients from ED in conjunction with the RMOs. It is imperative that the registrar is aware of all admissions and should provide the consultant updates on admissions and sick patients, particularly from ICU

<p>Post-graduate Education and Training</p>	<ul style="list-style-type: none"> > The General Surgery Advanced Trainee is expected to participate in the education and training of the junior medical staff and to participate in undergraduate clinical teaching when required. With respect to their own training, the Registrar is expected to: <ul style="list-style-type: none"> > Attend the monthly General Surgical Registrar Journal Club, held first Tuesday of month. > It is expected that the Advanced Trainee will attend at least one scientific meeting during their attachment at Flinders Medical Centre
<p>Clinical Practice Improvement Program and Audits</p>	<ul style="list-style-type: none"> > The Surgical Division is committed to the concept of clinical practice improvement. The General Surgery Registrar is expected to gain an understanding of CPI principles during their term at FMC. It is expected that they will <ul style="list-style-type: none"> > Participate in CPI projects where required > Ensure accurate data entry into the Unit audit, including presentation of all deaths
<p>Clinical Research</p>	<ul style="list-style-type: none"> > The General Surgery Advanced Trainee is expected to participate in the Clinical Research Program at FMC. This may involve: <ul style="list-style-type: none"> > Design of new (or updating the existing) protocols for the management of a variety of surgical conditions > The design of the advanced trainees own research project
<p>Contribution to effective operation of unit</p>	<ul style="list-style-type: none"> > Contributing to the development of an integrated team approach and culture which is highly responsive to the needs of our consumers. > Contributing to the promotion and implementation of the objects and principles of the Health Care Act 2008 and Public Sector Act 2009 (inclusive of the Code of Ethics for the South Australian Public Sector). > Adhering to the provisions of relevant legislation including, but not limited to, the Equal Opportunity Act 1984, Work Health and Safety Act 2012 (SA) (WHS), Awards and Enterprise Agreements. > Demonstrating appropriate behaviours which reflect a commitment to the Department of Health values and strategic directions. > Undertaking training as required to attain and maintain required competency of skills and knowledge applicable to the role.

1. ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- > Successfully completed BM BS or equivalent and have current relevant registration with the Medical Board of SA

Personal Abilities/Aptitudes/Skills

- > Demonstrated commitment to the principles and practices of Equal Employment Opportunity and Ethical Conduct, and an understanding of, experience in, and ability to manage to the spirit and principles of the Premier's Safety Commitment and the legislative requirements of the Occupational Health Safety and Welfare Act, utilising AS/NZS 4360 Risk Management, or to an equivalent set of standards.
- > Ability to communicate effectively with a wide range of people including colleagues and other professional staff.
- > A commitment to providing a quality service to patients and their families.
- > Ability to work as a member of a team.
- > Ability to supervise more junior medical staff.
- > Appropriate time management skills/punctuality.
- > High level skills in problem solving and decision making.
- > Ability to teach medical education at all levels
- > Good teaching skills
- > Commitment to clinical audit.
- > Ability to act as a role model for medical students and junior medical staff.
- > Ability to participate in continuing medical education activities.
- > A demonstrable commitment to continuing medical education
- > Proven commitment to the principles and practise of:
 - EEO, Ethical Conduct, Diversity and Worker Health & Safety.
 - Quality management and the provision of person and family centred care.
 - Risk management.

Experience

- > Proven experience in basic computing skills, including email and word processing
- > Broad clinical experience and competence in the practice of surgery
- > Experience in clinical education and accreditation activities.
- > Competence in surgical procedures appropriate to general surgery
- > Proven experience in delivering high quality and safe care consistent with the National Safety and Quality Health Care Service Standards. (Mandatory for all clinical positions.)

Knowledge

- > Awareness of National Safety and Quality Health Service Standards.
- > Understanding of Delegated Safety Roles and Responsibilities.
- > Understanding of Work Health Safety principles and procedures.
- > Understanding of Quality Management principles and procedures.
- > Awareness of person and family centred care principles and consumer engagement principles and procedures.
- > Sound knowledge of the hospitals guidelines and protocols

2. DESIRABLE CHARACTERISTICS (to distinguish between applicants who meet all essential requirements)

Personal Abilities/Aptitudes/Skills

- > Excellent interpersonal skills.
- > Have a SA driver's licence

Experience

- > Proven experience in basic computing skills, including email and word processing.

- > Research and audit work
- > Surgical skills appropriate to level of training

Knowledge

- > Awareness of the Charter of Health and Community Services rights.
- > Sound knowledge of the surgical training and units protocols

Educational/Vocational Qualifications

Other Details

- >

Organisational Overview

Our mission at SA Health 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.

SA Health Challenges

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

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.

Governing Boards

The State Government is reforming the governance of SA Health, including from 1 July 2019 the establishment of 10 Local Health Networks, each with its own Governing Board.

Statewide	> Women's and Children's Health Network
Metropolitan	> Central Adelaide Local Health Network > Southern Adelaide Local Health Network > Northern Adelaide Local Health Network
Regional	> Barossa Hills Fleurieu Local Health Network > Yorke and Northern Local Health Network > Flinders and Upper North Local Health Network > Riverland Mallee Coorong Local Health Network > Eyre and Far North Local Health Network > South East Local Health Network

Southern Adelaide Local Health Network (SALHN)

SALHN provides care for more than 350,000 people living in the southern metropolitan area of Adelaide as well as providing a number of statewide services, and services to those in regional areas. More than 7,500 skilled staff provide high quality patient care, education, research and health promoting services.

SALHN provides a range of acute and sub-acute health services for people of all ages.

SALHN includes

- > [Flinders Medical Centre](#)
- > [Noarlunga Hospital](#)
- > [GP Plus Health Care Centres and Super Clinics](#)
- > [Mental Health Services](#)
- > Sub-acute services, including [Repat Health Precinct](#)
- > [Jamie Larcombe Centre](#)
- > [Aboriginal Family Clinics](#)



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; it sets out the **South Australian Public Sector Values** as:

- > **Service** – We proudly serve the community and Government of South Australia.
- > **Professionalism** – We strive for excellence.
- > **Trust** – We have confidence in the ability of others.
- > **Respect** – We value every individual.
- > **Collaboration & engagement** – We create solutions together.
- > **Honesty & integrity** – We act truthfully, consistently, and fairly.
- > **Courage & tenacity** – We never give up.
- > **Sustainability** – We work to get the best results for current and future generations of South Australians.

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

Domestic and Family Violence

The Southern Adelaide Local Health Network (SALHN) recognises the devastating impact domestic or family violence can have on the lives, of those who experience abuse and are committed to supporting employees who experience domestic or family violence by providing a workplace environment that provides flexibility and supports their safety.

Role Acceptance

I have read and understand the responsibilities associated with the General Surgery Clinical Research Registrar in the Division of Surgery & Perioperative Medicine and organisational context and the values of SA Health as described within this document.

Name

Signature

Date