

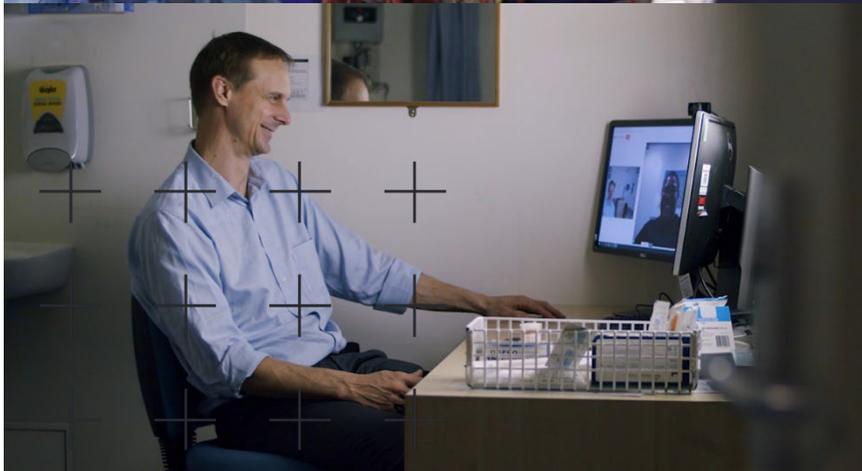


**The Royal
Melbourne
Hospital**

**Advancing
health
for everyone,
everyday.**

Could this be you?

**Join The Royal
Melbourne
Hospital Team**



Position Description

Anaesthesia Provisional Fellow



THE ROYAL MELBOURNE HOSPITAL

The Royal Melbourne Hospital (RMH) began in 1848 as Victoria's first public hospital. And while we only had 10 beds to our name, we had the community of Melbourne behind us, and we were ready to provide the best possible care for those in need.

Since those early years, we've moved forward with purpose. Always at the forefront, leading the way on improving the quality of life for all.

Today the RMH is one of the largest health providers in the state, providing a comprehensive range of specialist medical, surgical, and mental health services; as well as rehabilitation, aged care, outpatient and community programs.

Our reputation for caring for all Melburnians is as essential to who we are as any scientific breakthrough we make. We're here when it matters most, and we'll continue to be the first to speak out for our diverse community's wellbeing.

OUR VISION

Advancing health for everyone, every day.

THE MELBOURNE WAY

At The RMH we're inspired by our vision of Advancing health for everyone, every day. While we're each going about our different roles, we're united by a shared understanding of the way we do things around here. We call it The Melbourne Way. We put people first — leading with kindness and working together, we excel as one Royal Melbourne Hospital.

People First



People are at the heart of everything we do. We take the time to understand how we can make the most positive difference for them.

Lead with Kindness



Our care and compassion sets us apart. We lead the way with a respectful, inclusive spirit — embracing the things that make us all unique.

Excellence Together



True excellence is only possible when we work as one Royal Melbourne Hospital community. Through collaboration, we set the highest of standards and achieve our goals.

OUR PRIORITIES

The RMH Strategic Plan: Towards 2025. Advancing health for everyone, every day is our plan for the future — one which we are committed to achieving together. This position contributes to the achievement of the five Strategic Goals, articulated in the plan:

1. Be a great place to work and a great place to receive care
2. Grow our Home First approach
3. Realise the potential of the Melbourne Biomedical Precinct
4. Become a digital health service
5. Strive for sustainability



Position Description

Position Title:	Anaesthesia Provisional Fellow
Service:	Surgery, Perioperative, Trauma and Surgical Oncology Services
Location:	The RMH Parkville
Reports To:	Director, Deputy Directors & SOTs – Department of Anaesthesia and Pain Management
Enterprise Agreement:	AMA Victoria - Victorian Public Health Sector – Doctors in Training Enterprise Agreement 2022–2026
Classification:	HM 25+ - As per EBA
Employment Status:	Full Time / Fixed Term
Immunisation Risk Category:	Category A
Date of Review:	March 2026

POSITION SUMMARY

- Participate in patient care, teaching and the research focus of the Royal Melbourne Hospital Department of Anaesthesia and Pain Management which provides a 24-hour perioperative service encompassing:
 - Preanaesthesia assessment
 - Intraoperative anaesthesia and physiologic monitoring
 - Anaesthesia for areas outside of the operating suite
 - Trauma management
 - Resuscitation
 - Pain services
 - Malignant hyperthermia testing
 - (All roles and accountabilities are to be undertaken with appropriate graded supervision)(All roles and accountabilities are to be undertaken with appropriate graded supervision)
- Provide Anaesthesia/pain management/perioperative assessment to adult patients in a quaternary level referral hospital (excluding obstetrics, but including trauma and all other adult surgical subspecialties)
- Acquire non-technical skills involving teamwork, managing operating theatre resources afterhours and at weekends, crisis management and supervision of junior trainees.
- Participate in departmental audit meetings, educational meetings and journal clubs.
- Participate in subspecialty clinical training in cardiothoracic Anaesthesia.
- Participate in research projects within the department



DEPARTMENT DESCRIPTION

The Division of Surgery, Perioperative, Trauma and Surgical Oncology Services encompasses a broad range of clinical services that supports both elective and emergency demand. The division consists of general and specialist surgery and includes Oncology Endocrinology, Hepatobiliary, Colorectal, Trauma & Transplant, Orthopaedic, Plastic, Head and Neck, Ear, Nose and Throat, Oral Maxillofacial, and Gastroenterology

The Perioperative service comprises 16 operating theatres, 3 Day procedure theatres, Anaesthesia and Pain Management, Post Anaesthetic Care Unit, Day of Surgery Admission (DOSA) unit and Central Sterile Services Department. Approximately 25,000 cases are performed per annum with a combination of elective and emergency cases being performed

The Department of Anaesthesia & Pain Management sees 23,000 adult patients per year. The service provides a 24-hour perioperative service encompassing preanaesthesia assessment, intraoperative anaesthesia and physiologic monitoring, anaesthesia for areas outside of the operating suite and an acute and chronic pain service. The service specialises in trauma medicine, neuro-anaesthesia, cardiac anaesthesia, trans-oesophageal echocardiography, malignant hyperpyrexia testing, and anaesthesia allergy testing.

A multi-disciplinary care coordination team provides evidence based best practice and continuous quality improvement. The Department is also committed to academic pursuits of clinical and laboratory research, training, and continuing education, to ensure that our knowledge, skills and abilities meet the requirements of our stakeholders in an environment of continuous change.



KEY ACCOUNTABILITIES

- Take reasonable care for your safety and wellbeing and that of others.
- Work in your scope of practice and seek help where required.
- Work in partnership with consumers, patients and where applicable carers and families.
- Work collaboratively with colleagues across all RMH teams.
- Continue to learn through mandatory training and other learning activities.
- Seek feedback on your work including participation in annual performance discussion.
- Speak up for safety, our values and wellbeing.
- Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.
- Respect that the RMH is a smoke-free environment.
- Organisational and individual commitment to patient focus and continuum of care
- Accountability – at both team and individual level.
- Ensure direct reports receive regular feedback and participate in annual discussions.
- Contribute to organisation-wide and service/division initiatives and planning activities.
- Ensure training needs of direct reports are identified and undertaken.
- Ensure risk management activities are completed, effective controls are in place and incidents are recorded, investigated and corrective actions implemented as far as is reasonably practical.
- Create a psychologically safe work environment where everyone feels safe to speak up. Monitor and achieve relevant KPIs and targets and operate within their allocated budget.
- Being a team player, both for the Division and Melbourne Health
- Open and effective communication and engagement

KEY RELATIONSHIPS

Internal

- Director, Deputy Directors
- Supervisor of Training
- Perioperative Multidisciplinary Team
- Senior Medical Staff
- Medical Trainees
- Hospital Staff

External

- ANZCA
 - Department of Health
 - Community Health Care Providers/ Partners
 - Health Care Consumers/ Consumer Representative Groups
 - Other Health Services including PMCC, RWH, Austin, RCH, Western Hospital and Ballarat Base Hospital
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KEY SELECTION CRITERIA

Formal Qualifications:

- Registered with (or eligible for registration with) The Medical Board of Australia – AHPRA
- Appropriate tertiary health qualifications – MBBS or equivalent

Essential:

- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.
- Completed a minimum of four years in accredited (ANZCA) Anaesthesia training therefore entering provisional fellowship training (PFT) or entering SPR3 or greater if UK or Irish trainee
- Demonstrated career path in Anaesthesia, Intensive Care or Pain Medicine including recent work experience relevant to these disciplines
- Demonstrated commitment and capacity including sound academic record and good clinical performance. Must have successfully completed ANZCA part II examination or UK/Irish equivalent examinations or achieved CCST.
- Demonstrated professional expertise to practise in Anaesthesia & Pain Management Services, including good clinical skills, appropriate management skills, an ability to cope with stress, and high motivation.
- Demonstrated professional and ethical behaviour in accordance with MH organisational values and behaviours
- Highly effective interpersonal and communication skills including the ability to relate positively and appropriately with patients and others
- Proven ability to contribute effectively as a participative and supportive team member
- Demonstrated commitment to a patient focused service and contemporary quality management
- Demonstrated commitment to continuing education
- Demonstrated commitment to Royal Melbourne Hospital and Melbourne Health

Clinical

- Fellows are expected to competently perform all clinical aspects associated with preoperative assessment, intraoperative anaesthesia management, and post-operative management (including pain management) of adult patients undergoing all major surgical subspecialties with the exception of obstetrics and gynecology. Procedural skills required include invasive line placement and management, complex airway management, the ability to conduct massive transfusion and advanced life support. As we are a main trauma hospital, the ability to assess and manage trauma patients is required. These technical skills are at the level of a trainee who has completed at least 4 years of anaesthesia training. Those fellows undertaking a cardiothoracic fellowship will be expected to acquire the additional skills of specialized invasive line placement, transoesophageal echocardiography, one lung ventilation and develop a good working understanding of cardiopulmonary bypass.

Research and Teaching

- Participate in training and research within the Department in conjunction with the Director, the Department's Supervisor of Training and Chair of Research.
- Identify and act upon opportunities for advancing the practices of medicine, anaesthesia and pain management within the expertise of the appointee.
- Encourage and participate in formal research activities within the available facilities of the Royal Melbourne Hospital.
- Participate in undergraduate and postgraduate teaching.



KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Demonstration of RMH values
 - Achievement of portfolio specific KPI targets
 - Participation in and satisfactory feedback through the annual performance review process
 - Ability to maintain a safe working environment and ensure compliance with legislative requirements
-



AT THE RMH WE:

- Aim to provide a working environment that is safe and without risk to the health, safety and wellbeing of all employees, patients and consumers, and visitors.
- Speak up for patient, consumer, colleague and visitor safety, escalating issues if required.
- Deliver Safe, Timely, Equitable, Person-centred Care (STEP) in line with our clinical governance framework.
- Work in accordance with relevant policies, procedures, standards and legislation including those related to clinical or competency requirements, risk management, discrimination, equal opportunity and health safety and wellbeing.

OUR COMMITMENT:

- **Equity, Inclusion, Belonging and Safety**
 - As a leader in healthcare, we recognise the need to foster a culture of equity, inclusion, and belonging — safe spaces where every individual is empowered to be their authentic self, contributing meaningfully to the collective well-being of our community.
- **First Nations Commitment**
 - We acknowledge and pay our respects to the Traditional Owners of the lands on which we work and stand in solidarity with Aboriginal and Torres Strait Islander peoples. We are committed to creating a culturally safe environment that honours First Nations voices, knowledge, and self-determination through inclusive governance, respectful policies, and a steadfast commitment to anti-racism. The Royal Melbourne aspires to lead by example in addressing the injustices of colonisation and its ongoing impacts.
- **Child Safe Standards**
 - RMH is a child safe organisation. We are dedicated to fostering an environment that respects and upholds the rights of children and young people, in line with the Child Safe Standards. We actively embed these standards in our culture, policies, and practices, ensuring that the safety and wellbeing of children and young people is a central priority.
- **Equal Opportunity and Accessibility**
 - We are proud to be an equal opportunity employer that champions diversity in all its forms. We value the strengths and perspectives that come from people of all backgrounds, identities, abilities, and lived experiences. We encourage applicants from all communities, and we will provide reasonable adjustments to support equitable participation.
- **Thriving Together**
 - Together, we are committed to fostering an environment where everyone feels respected, safe, and empowered to thrive.

ACCEPTANCE

I acknowledge and accept that this position description represents the duties, responsibilities and accountabilities that are expected of me in my employment in the position. I understand that The RMH reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

Employee Signature

Employee Name (please print)

Date
