POSITION DESCRIPTION

Date revised: October 2019

Title: Orthopaedic Surgeon
Type of Employment: VMO
Campus: Alfred Health
Program: Surgical Services
Unit/Department: Orthopaedic Surgery
Responsible to: Director Orthopaedics

ALFRED HEALTH

Alfred Health is the main provider of health services to people in the inner southeast suburbs of Melbourne and is also a major provider of specialist services to people across Victoria. The Health Service operates three outstanding facilities: The Alfred, Caulfield and Sandringham.

Further information about Alfred Health is available at www.alfred.org.au.

OUR BELIEFS

Our staff are expected to demonstrate and uphold Alfred Health beliefs, which are:

- Patients are the reason we are here – they are the focus of what we do.
- How we do things is as important as what we do.
- Respect, support and compassion go hand in hand with knowledge, skills and wisdom. Safety and care of patients and staff are fundamental.
- Excellence is the measure we work to everyday.
- Through research and education we set new standards for tomorrow.
- We work together. We all play vital roles in a team that achieves extraordinary results.
- We share ideas and demonstrate behaviours that inspire others to follow.

POSITION SUMMARY

The Senior Medical Staff (SMS) member is required:

- To provide excellent clinical expertise and service in Orthopaedic Surgery.
- To provide supervision to junior medical and other relevant staff within the Unit/Department.
- To support Alfred Health’s quality, monitoring and improvement initiatives.
- To support Alfred Health’s teaching, research and clinical governance programs.
- To support the strategic priorities and values & beliefs of Alfred Health.

Qualifications and Experience:

- Appointees must be legally qualified medical practitioners, registered or registrable with the Australian Health Practitioner Regulation Agency (AHPRA) without conditions, undertakings or reprimands that could impact on their clinical practice.
- Fellowship of the relevant college(s).
- Demonstrable relevant knowledge and experience in Orthopaedic Surgery.
• Meets Alfred Health requirements for credentialing and scope of practice in Orthopaedic Surgery
• Experience in teaching and an involvement in research are desirable.

Key Responsibilities:

Clinical Practice

• Attend preadmission clinic, preoperative assessment and surgical preparation, theatre sessions, post surgical care as rostered - participate in on call and other clinical surgical activities.
• Ensure that timely, efficient and high quality care is provided to patients.
• Maintain contemporary best practice, personal technical expertise, medical knowledge & clinical skills.
• Assume responsibility for clinical care of allocated patients and participate in setting the standards for high quality clinical practice within the Department/Unit.
• Recognise consumer diversity and respond to the cultural and physical needs of high-risk groups;
• Maintain accurate patient records in accordance with Alfred Health policy & guidelines
• Utilise the electronic clinical information system unless there is an approved paper based alternative to facilitate patients’ comprehensive clinical plans of care.
• Assist in developing protocols where appropriate.
• Use resources in a responsible manner having regard to patient priority and need.
• Ensure that there is prompt communication with other relevant clinicians and health care providers to ensure communicating for safety requirements are met
• Undertake other clinical and non-clinical activities (as applicable) as directed by the Unit Head.

Clinical Governance, Quality, Safety, Risk and Improvement

• Practise consistent with principles of patient centred care and develop an understanding of shared decision making and “what matters to the patient”.
• Comply with the Alfred Health principles of Timely Quality Care (TQC)
• Participate in monitoring and quality improvement activities including the Orthopaedic Surgery Unit/ Department clinical review/ audit program.
• Promote and participate in the evaluation and continuous improvement processes.
• Maintain an understanding of individual responsibility for patient safety, quality & risk and contribute to organisational quality and safety initiatives.
• Follow organisational safety, quality & risk policies and guidelines including infection prevention, hand hygiene, invasive devices, medication safety and open disclosure.
• Comply with Alfred Health medication management and medication safety policies and guidelines.
• Respond to concerns regarding safety, quality & risk by taking action or escalating to an appropriate staff member.
• Maintain a safe working environment for self, colleagues and members of the public.
• Comply with Alfred Health’s Unacceptable Behaviour in the Workplace policy.
• Comply with Alfred Health mandatory training and continuing professional development requirements.
• Comply with requirement of National Safety & Quality Health Service Standards and other relevant regulatory requirements.
• Participate in College, National Standards and other accreditation programs as required.
• Adhere to their defined scope of practice.
• Participate in the resolution of incidents and complaints & enter incident data into Riskman as necessary.
• Participate in performance review processes for Orthopaedic Surgery Department/Unit

**Education & Research**

• Support teaching and research activities where relevant.
• Contribute to the overall professional standing of the Alfred
• Support both undergraduate and postgraduate education and training programs.
• Provide registrars and others working in Department/Unit with appropriate supervision, training and instruction in accordance with Alfred Health policies.
• Comply with Alfred Health mandatory continuing professional development requirements.
• Research activities will be undertaken commensurate with the role.

**Professional Behaviour & Communication**

• Maintain strong and effective communication with other staff.
• Support the Director/Head of Unit Orthopaedic Surgery in the daily work of the department.
• Resolve issues constructively and improve areas of poor communication.
• Role model Alfred Health values & beliefs and question behaviours which are not consistent with these values.
• Maintain stable performance and a calm attitude under pressure.
• Attend relevant meetings of Orthopaedic Surgery Department/Unit.
• Ensure compliance with relevant Alfred Health clinical and administrative policies and guidelines.
• Comply with relevant privacy legislation.
• Maintain confidential information and not use, disclose or copy confidential information except for the purpose of and to the extent necessary to perform your employment duties at Alfred Health.
• The appointee’s performance will be reviewed regularly by the Director/ Head of Unit or delegate.
• Maintain a safe working environment for yourself, your colleagues and members of the public.
• In this position you must comply with the actions set out in the relevant section(s) of the OHS Roles and Responsibilities Guideline.
• Commitment to child safety - Alfred Health has zero tolerance for child abuse and is committed to acting in the best interest of children in our care.

**Performance Indicators:**

• Participation in annual performance review to be undertaken by the Director/ Head of Unit Orthopaedic Surgery or delegate
• Meet the Alfred Health requirements for credentialing and scope of practice in Orthopaedic Surgery
• Provide documentation as requested by Alfred Health to facilitate review of credentials and scope of practice in accordance with Alfred Health, Department of Health & Human Services policy and ACSQH guidelines².
• Attend Department/Unit/Program meetings, including morbidity & mortality meetings, as appropriate to fulfill one’s clinical and professional duties within the Hospital.

---

² ACSQHC, Credentialing health practitioners and defining their scope of clinical practice: A guide for managers and practitioners, December 2015
- Ensure that all deaths which occur under their care are reviewed and classified appropriately;
- Participate in the investigation and resolution of complaints and clinical incidents as directed by the unit-head/director;
- Where applicable, successfully complete Clinical Support duties as allocated by the unit-head/director;
- Follow administrative requirements as detailed in the individual employment contract including submission of time sheets/Kronos data and leave requests and ensuring leave entitlements are discharged within the various time frames required.
- Attend theatre/procedure/clinic and other sessions as rostered so as to ensure that operations/procedures/meetings are commenced on time.
- Ensure that there is timely consultation on patients referred to the Unit, and scheduled in clinics.