

## Position Description

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| <b>Position title:</b> | Anaesthesia Fellow/Senior Registrar   |
| <b>Department:</b>     | Anaesthesia   |
| <b>Classification:</b> | as per Award  |
| <b>Agreement:</b>      | Victorian Public Health Sector (AMA Victoria) – Doctors in Training (Single Enterprise Agreement) 2022-2026 |
| <b>Reporting to:</b>   | Director of Anaesthesia   |

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### About us

Located in Melbourne on the traditional lands of the Wurundjeri people of the Kulin Nation, the Royal Women's Hospital is Australia's first and leading specialist hospital for women and newborns. We offer expertise in maternity services, neonatal care, gynaecology, assisted reproduction, women's health and cancer services. We advocate for women's health in areas that have long been overlooked or stigmatised, including abortion, endometriosis, family violence, female genital mutilation, menopause, women's mental health, sexual assault and substance use in pregnancy.

### Our vision, values and declaration

The Women's vision, values and declaration reflect our promise to our patients and consumers, and articulate our culture and commitment to our community and each other.

Our vision is '**Creating healthier futures for women and babies**'. Our values are:



Courage



Passion



Discovery



Respect

The Women's declaration reflects the principles and philosophies fundamental to our hospital, our people and our culture.

- **We are committed to the social model of health**
- **We care for women from all walks of life**
- **We recognise that sex and gender affect health and healthcare**
- **We are a voice for women's health**
- **We seek to achieve health equity**

### Our commitment to inclusion

The Women's is committed to creating and maintaining a diverse and inclusive environment which enhances staff and consumer wellbeing, and nurtures a sense of belonging. We strongly encourage anyone identifying as Aboriginal and/or Torres Strait Islander to join us. We offer a range of programs and services to support First Nations employees. We invite people with disability to work with us, and we welcome anyone who identifies as linguistically, culturally and/or gender diverse, people from the LGBTQIA+ community and people of any age.

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## About the department/unit

The Anaesthesia Department at the Women's has an international reputation for its clinical care, research and training. Advanced training positions are available for trainees seeking further experience in anaesthesia for obstetrics and gynaecology. Fellowship will focus on high-risk obstetrics & maternal medicine, gynae-oncology and peri-operative medicine. The Women's provides, among other services, abortion and contraception, assisted reproduction and women's emergency care. Fellows will be involved in multi-disciplinary meetings for care of high-risk patients, the complex care unit and the acute pain service.

## Position purpose

The provision of anaesthesia and related services to patients as allocated.

## Key responsibilities

- Ensuring that anaesthetic and resuscitative services provided are of the highest standard as determined by the Director.
- Undertaking the supervision and clinical training of medical students and nursing staff as may be allocated from time to time and providing reports on the progress of students allocated.
- Advising the Director of matters that affect the safe conduct of anaesthesia and resuscitation within the hospital, the efficient operation of the theatre suites, and on other aspects of patient care, which fall within the responsibility of the Department of Anaesthesia.
- Assisting Registrars in the maintenance of adequate and appropriate anaesthetic records as may be required from time to time for routine record keeping or for research.
- Undertaking clinical or academic research after discussion with the Director.
- Overseeing and managing the clinical quality assurance and peer review activities of the Department of Anaesthesia as determined by the Director.

## Fellow Position

- Undertaking supervision of junior registrars where appropriate, subject to the ANZCA Handbook of Training policy of supervision of vocational trainees in Anaesthesia. Anaesthesia Fellows will not supervise other trainees at the same level.
- At all times, the anaesthesia Fellow will be supervised by an employed FANZCA specialist, the supervision level will range from level 1 to 4 (as per ANZCA training guidelines).
- Providing tutorials and other educational activities for medical students, medical staff, nursing staff and ancillary staff as required.

## Senior Registrar Position

- At all times, the anaesthesia registrar will be supervised by an employed FANZCA specialist, the supervision level will range from level 1 to 4 (as per ANZCA training guidelines).
- The registrar may be supervised by an ANZCA approved pre-fellowship trainee (PFT) or a Specialist International Medical Graduate (SIMG) who has been approved by ANZCA to supervise junior trainees.
- The registrar will not be supervising other trainees at or below their level.

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## Key Performance Indicators (KPI's)

KPI's are how you will be measured as meeting the responsibilities of the position. These will be set with you as part of your Performance Development Plan within the first six months of your appointment to the position.

## Key selection criteria.

### Experience/Qualifications/Competencies

#### Fellow Position

- A trainee anaesthetist in their pre-fellowship training (PFT) year.
- A registrar that is an approved trainee of the Australian New Zealand College of Anaesthetists.
- UK or Irish applicants should possess the FRCA diploma (or equivalent) and be part of an approved anaesthetic rotation.
- A Specialist International Medical Graduate (SIMG) who has been approved by ANZCA to have a qualification that is comparable to FANZCA (as per ANZCA regulation 23).
- The registrar will be an anaesthetist meeting the above criteria, appointed by the Board of the hospital.

#### Senior Registrar Position

- The registrar will be an approved trainee of the Australian New Zealand College of Anaesthetists (ANZCA) or a registrar of another approved College requiring formal training.
- The registrar will be at the equivalent level of an advanced ANZCA trainee.
- UK or Irish applicants should possess the FRCA diploma (or equivalent) and be part of an approved anaesthetic rotation.
- The Registrar will be an anaesthetist meeting the above criteria, appointed by the Board of the hospital.

## Organisational relationships

- Women, their families and friends using the services of The Royal Women's Hospital
- Clinical Directors of Gynaecology & Women's Cancer Services
- Department Heads and Unit Managers
- Medical, Nursing and Allied Health staff

## Inherent requirements

Inherent requirements are the essential tasks and activities that must be carried out in order to perform this role, including with adjustments. The Women's is committed to providing workplace adjustments that support all people to work with us. We welcome you to discuss any adjustments with the manager of this role during the recruitment process or at any time during your employment, as we acknowledge and understand circumstances can change. You can also request a copy of our workplace adjustments procedure for more information.

| Physical demands   | Frequency  |
|--|------------|
| <b>Shift work</b> – rotation of shifts – day, afternoon and night          | Frequent   |
| <b>Sitting</b> – remaining in a seated position to complete tasks          | Frequent   |
| <b>Standing</b> - remaining standing without moving about to perform tasks | Occasional |
| <b>Walking</b> – floor type even, vinyl, carpet,                           | Frequent   |
| <b>Lean forward/forward flexion from waist</b> to complete tasks           | Occasional |

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|---|------------------|
| <b>Trunk twisting</b> – turning from the waist to complete tasks                              | Occasional       |
| <b>Kneeling</b> – remaining in a kneeling position to complete tasks                          | Occasional       |
| <b>Squatting/crouching</b> – adopting these postures to complete tasks                        | Occasional       |
| <b>Leg/foot movement</b> to operate equipment   | Occasional       |
| <b>Climbing stairs/ladders</b> – ascending and descending stairs, ladders, steps              | Rare             |
| <b>Lifting/carrying</b> – light lifting and carrying less than 5 kilos                        | Occasional       |
| – Moderate lifting and carrying 5 – 10 kilos  | Rare             |
| – Heavy lifting and carrying – 10 – 20 kilos.   | Rare             |
| <b>Push/pull of equipment/furniture</b> – light push/pull forces less than 10 kg              | Occasional       |
| – moderate push / pull forces 10 – 20 kg  | Rare             |
| – heavy push / pull forces over 20 kg   | Rare             |
| <b>Reaching</b> – arm fully extended forward or raised above shoulder                         | Rare             |
| <b>Head/neck postures</b> – holding head in a position other than neutral (facing forward)    | Occasional       |
| <b>Sequential repetitive actions in short period of time</b>                                  |                  |
| – Repetitive flexion and extension of hands wrists and arms                                   | Frequent         |
| – Gripping, holding, twisting, clasping with fingers/hands                                    | Frequent         |
| <b>Driving</b> – operating any motor-powered vehicle with a valid Victorian driver's license. | Rare             |
| <b>Sensory demands</b>  | <b>Frequency</b> |
| <b>Sight</b> – use of sight is integral to most tasks completed each shift                    | Constant         |
| <b>Hearing</b> – use of hearing is an integral part of work performance                       | Constant         |
| <b>Touch</b> – use of touch is integral to most tasks completed each shift                    | Frequent         |
| <b>Psychosocial demands</b>   | <b>Frequency</b> |
| <b>Observation skills</b> – assessing/reviewing patients in/outpatients                       | Constant         |
| <b>Problem solving</b> issues associated with clinical and non-clinical care                  | Constant         |
| <b>Attention to Detail</b>  | Frequent         |
| <b>Working with distressed people and families</b>  | Frequent         |
| <b>Dealing with aggressive and uncooperative people</b>                                       | Occasional       |
| <b>Dealing with unpredictable behaviour</b>   | Constant         |
| <b>Exposure to distressing situations</b>   | Rare/Occasional  |

#### Definitions used to quantify frequency of tasks/demands as above

|                           |                                    |
|---------------------------|------------------------------------|
| <b>Prolonged/constant</b> | 70 – 100 % of time in the position |
| <b>Frequent</b>           | 31 – 69 % of time in the position  |
| <b>Occasional</b>         | 16 – 30% of time in the position   |
| <b>Rare</b>               | 1 – 15% of time in the position    |
| <b>Not applicable</b>     | 0% of time in the position         |

#### Employee awareness and responsibilities

- Employees are required to be aware of, and work in accordance with, hospital policies and procedures
- Employees are required to identify and report incidents, potential for error and near misses, to improve knowledge systems and processes and create a safe environment for staff and patients.
- Employees agree to provide evidence of a valid employment Working with Children Check and provide complete details for the Women's to undertake a Nationally Coordinated Criminal History Check (NCCHC)
- Our vision is a future free from violence and discrimination in which healthy, respectful relationships are the norm. The Women's expects all staff to contribute to a culture that promotes and supports diversity, equity, respect and inclusion.
- The Women's provides pregnancy termination services as part of its public health responsibility to provide safe health care to women.

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## **Vaccination requirements**

As this role has direct physical contact with patients and clinical environments, employees are required to be vaccinated against or demonstrate immunity to influenza, COVID-19, whooping cough (pertussis), hepatitis B, chicken pox, MMR (measles, mumps, rubella) and may include hepatitis A, and complete screening for tuberculosis.

Employment with the Women's is conditional upon the provision of satisfactory evidence of vaccination and/or screening, and we may withdraw an offer of employment if the required evidence is not provided at least five business days prior to the intended start date.

## **Declaration**

**By accepting this position description electronically I confirm I have read, understood and agreed to abide by the responsibilities and accountabilities outlined.**

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**Developed date:** April 2026

**Developed by:** Manager, Medical Workforce

**Date of next review:** April 2027

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