



## Position Description

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Title	Anaesthetics Fellow/Senior Registrar
Department	Anaesthetics
Classification	As per award
Agreement	AMA Victoria – Victorian Public Health Sector – Doctors in Training Enterprise Agreement 2022-2026
Responsible to	Director of Anaesthesia

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### The Royal Women's Hospital

Since 1856, the Royal Women's Hospital (the Women's) has been providing health services to women and newborn babies in Victoria. Today, the Women's is one of Australia's leading specialist public hospital dedicated and advocating for the health and wellbeing of women and newborns. Through our campus at Parkville and by supporting ten research centres, the Women's is advancing healthcare for women in maternity services and the care of newborn babies, gynaecology, women's health and women's cancer services.

### The Women's Declaration

The Women's believes that health equity for all women is more than a vision; it is the essence of who we are and what we do encompassing our values, role and purpose.

**We recognise that sex and gender affect women's health and healthcare**

**We are committed to the social model of health**

**We will care for women from all walks of life**

**We will lead health research for women and newborns**

**We will innovate healthcare for women and newborns**

**We will be a voice for women's health**

**In everything we do, we value courage, passion, discovery and respect**

Further information on our organisation including our strategic plan is available at [www.thewomens.org.au](http://www.thewomens.org.au).

### Department/Unit Specific Overview

The Anaesthesia Department at The Royal Women's Hospital in Melbourne is one of the largest specialist obstetric anaesthesia departments in Australia. It has a national reputation for its clinical care, research and training.

### Position Purpose

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

## Responsibilities & Major Activities

- 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.
- Undertaking supervision of junior registrars where appropriate, subject to ANZCA policy of supervision of vocational trainees in Anaesthesia.
- Providing tutorials and other educational activities for medical students, medical staff, nursing staff and ancillary staff as required.
- 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.

## Key Performance Indicators

Key performance measures are how you will be measured as meeting the responsibilities of the position listed above. 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

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

### Attributes

- Strong patient care focus
- Good interpersonal skills
- Team player in multidisciplinary setting
- Commitment to developing specialised skills in the area of Obstetrics and Gynaecology
- Embodies the Women's values of courage, passion, discovery and respect
  - *"Can do" and flexible approach*
  - *Well developed interpersonal skills*
  - *Balancing sometimes competing and conflicting priorities*
  - *Time management and prioritising*
  - *Professional Demeanour*

## Organisational Relationships

- The appointee will be responsible to the Director of Anaesthesia for such anaesthetic services, educational activities and research as allocated

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## Inherent Requirements

There are a number of critical work demands (inherent requirements) that are generic across all positions at the Women's. The generic inherent requirements for this position are detailed below. These may be added to with more specific inherent requirements, if required, by your manager and Occupational Health and Safety.

Physical Demands	Frequency
<b>Shift work</b> – rotation of shifts – day, afternoon and night	Constant/Prolonged
<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
<b>Trunk twisting</b> – turning from the waist to complete tasks	Rare
<b>Kneeling</b> – remaining in a kneeling position to complete tasks	N/A
<b>Squatting / crouching</b> – adopting these postures to complete tasks	N/A
<b>Leg / foot movement</b> to operate equipment	N/A
<b>Climbing stairs / ladders</b> – ascending and descending stairs, ladders, steps	Rare
<b>Lifting / carrying</b> – light lifting and carrying less than 5 kilos	Rare
– Moderate lifting and carrying 5–10 kilos	N/A
– Heavy lifting and carrying – 10–20 kilos.	N/A
<b>Push/Pull of equipment/furniture</b> – light push/pull forces less than 10 kg	Occasional (may be required to assist with patient transfers in operating suite)
– moderate push / pull forces 10–20 kg	Rare (may be required to assist in patient transfers in operating suite)
– heavy push / pull forces over 20 kg	N/A
<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)	Rare
<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.	N/A
Sensory demands	Frequency
<b>Sight</b> – use of sight is integral to most tasks completed each shift	Prolonged/Constant
<b>Hearing</b> – use of hearing is an integral part of work performance	Prolonged/Constant
<b>Touch</b> – use of touch is integral to most tasks completed each shift.	Prolonged/Constant
Psychosocial demands	Frequency
<b>Observation skills</b> – assessing / reviewing patients in /outpatients	Prolonged/Constant
<b>Problem Solving</b> issues associated with clinical and non-clinical care	Prolonged/Constant
<b>Attention to Detail</b>	Prolonged/Constant
<b>Working with distressed people and families</b>	Occasional
<b>Dealing with aggressive and uncooperative people</b>	Rare
<b>Dealing with unpredictable behaviour</b>	Occasional
<b>Exposure to distressing situations</b>	Occasional
Definitions used to quantify frequency of tasks / demands as above	
Prolonged / Constant	70–100 % of time in the position
Frequent	31–69 % of time in the position
Occasional	16–30% of time in the position
Rare	0–15% of time in the position
Not Applicable	

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## Employee Responsibilities and Accountabilities

- Be aware of and work in accordance with Hospital policies and procedures, including:
  - Code of Conduct
  - Confidentiality
  - Data Accountability Framework
  - Infection Control
  - Occupational Health and Safety
  - Patient Safety
  - Performance Development Management
  - Respectful Workplace Behaviours
  - Risk Management
- Be respectful of the needs of patients, visitors and other staff and maintain a professional approach in all interactions, creating exceptional experiences
- Undertake other duties as directed that meet relevant standards and recognised practice.
- Our vision is a future free from violence in which healthy, respectful relationships are the norm. The Women's expect all staff to contribute to a culture that promotes gender equity, respect and a safe working environment.
- The Women's provides pregnancy termination services as part of its public health responsibility to provide safe health care to Victorian women.
- Data integrity is an essential element of clinical and corporate governance and a key performance indicator for the Women's. The management of data influences and directly affects patient care, patient decisions, and ultimately the quality and reputation of our service delivery.

As a consequence all staff are responsible and accountable to ensure that (within their area of work):

- Data recording and reporting, (including RWH external reporting ) is timely, accurate (ie error free) and fit for purpose
- Data management system policies and control processes are complied with on all occasions
- Where data issues and/or problems become apparent these matters are immediately referred and reported to supervisors/managers.
- Agree to provide evidence of a valid employment Working with Children Check and provide the necessary details for the Royal Women's Hospital to undertake a national Police check
- The Women's expects staff to identify and report incidents, potential for error and near misses and supports staff to learn how to improve the knowledge systems and processes to create a safe and supportive environment for staff and patients.
- Contributes to a positive and supportive learning culture and environment for health professional students and learners at all levels.

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## Staff Vaccination Requirements

### COVID 19 Vaccination

Provide evidence that they have received a full COVID-19 Vaccination, or provide evidence from a medical practitioner certifying that an exception applies related to a contraindication to the administration of the COVID-19 vaccination. This includes employees in all roles at the Women's Hospital. This requirement is in line with the directions pursuant to section 200 (1)(d) of the Public Health and Wellbeing Act 2008 (Vic).

### Influenza Vaccination

In line with the Health Services Amendment (Mandatory Vaccination of Healthcare Workers) Act 2020, some health care workers are now required to have their flu vaccination to work in health care. Evidence of vaccination is required.

As this role fits into category A or B of the departments risk ratings, applicants will be required to have been vaccinated against influenza. Evidence of vaccination is required.

## Statutory Responsibilities

- OHS Act 2004
- Freedom of Information Act 1982
- The Victorian Public Sector Code of Conduct
- Health Practitioner Regulation National Law Act (2009)
- Registration with Australian Health Practitioner Regulation Agency (AHPRA)
- Drugs, Poisons and Controlled Substances Regulations 2006

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**Developed Date:** March 2025

**Developed by:** Manager – Medical Workforce

**Date of next Review:** March 2026

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