

Position Description

Position title:	Reproductive Endocrinology and Infertility Fellow
Department:	Reproductive Services
Classification:	As per award
Agreement:	Victorian Public Health Sector (AMA Victoria) – Doctor in Training (Single Enterprise Agreement) 2022-2026
Reporting to:	Head of Reproductive Services

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 Women's is excited to introduce a Public Fertility Services (PFS) for Victorians. Building on decades of leadership in fertility care, in 2022 we successfully secured funding to establish Australia's first fully PFS designed to provide comprehensive person-centered fertility care to eligible patients

The focus of the new PFS is to offer high-quality, safe and value-based care that is inclusive and culturally safe and improves access to fertility services for those who are currently underserved by the private sector. This includes single people, Aboriginal Victorians, LGBTIQ+ Victorians, people with a disability, people from culturally and linguistically diverse communities, people from regional / rural communities and people living on low incomes.

Sitting within the Women's Health Services Unit, this exciting new initiative benefits from our established Reproductive Services Unit (RSU) and our Andrology Service Unit (ASU). We will be expanding our services from

- Investigations of infertility
- Treatments to resolve conditions which affect fertility
- Assistance to achieve a pregnancy through IVF, artificial insemination, donor insemination and ovulation induction
- Protecting fertility prior to treatments which may damage fertility, such as chemotherapy
- Donor Egg and Sperm Bank
- A partnership-based public service model reaching regional and remote Victoria.

To include

- Surrogacy
- Further expansion of fertility preservation
- Preimplantation Genetic Testing

Our focus is to recruit exceptional fertility staff who are aligned to the values and purpose of the Women's and PFS, refine the service model, expand our infrastructure and implement the new service.

The PFS is based in Parkville and works in partnership with other Tier 1 clinics at Western Health, Northern Health, Barwon Health, trainees will be involved in remote monitoring of IVF/IUI cycles for patients going through treatment at these peripheral sites.

Position purpose

A Clinical Fellowship in Reproductive Endocrinology and Infertility at the Women's offers a rounded training experience in the field of Reproductive Medicine. It provides a balance between clinical exposure to fertility care both as the attending physician and in a supervisory capacity, participation in specialist clinics and time dedicated to quality assurance activities and research.

REI Fellows are responsible for the provision of excellent clinical care to women and their partners who are outpatients or inpatients of the Royal Women's Hospital.

Fellows undertake a range of training opportunities in clinical and research aspects of Reproductive Endocrinology and Infertility under the supervision of the Head of the Service.

The REI Fellow role will also be required to, at times, rotate to undertake public fertility clinics on site at Western and Northern Health as part of the Public Fertility Service.

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Key responsibilities

The Fellow will provide care:

- In consultation with supervising consultants as appropriate.
- In accordance with rosters, daily duties and notes to daily duties as published on the Junior Medical Staff rosters website and varied from time to time (except as otherwise directed).
- Taking account of best available evidence regarding quality and safety including RWH Clinical Practice Guidelines.
- With effective communication with other members of the multidisciplinary team providing care.
- With accountability for care delivered by more junior medical staff under supervision or delegation.
- Comprehensively including timely record-keeping, discharge preparation and communication with referring practitioners and those providing ongoing care.

Trainee Medical Staff are expected to:

- Attend provided teaching and training sessions as rostered and appropriate to their role.
- Comply with the training requirements of accredited training positions.
- Participate in presentations and conduct of teaching and audit sessions suitable to level of training and experience.
- Provide supervision/teaching of more junior registrars and HMOs.
- Provide supervision/teaching of medical students.
- Participate in audit and practice improvement activities.
- Participate in multidisciplinary team meetings and activities.
- Undertake duties as directed consistent with their skills and experience and as credentialed.
- Participate in relevant committees, management and service development activities commensurate with their skills and experience, in consultation with the JMS body.
- Develop collaboration, supervision and leadership skills appropriate to their career path and training level.
- Weekend work forms part of the roster.

Other Responsibilities:

- Comply with RWH policies and administrative requirements including policies regarding timesheets and leave arrangements.
- Ensure MWU has current contact details to allow prompt contact for routine and for urgent matters.
- Establish RWH email address and clear this at least once each shift.
- Attend metropolitan satellite outpatient clinics.

Training Program

The Royal Women's Hospital is accredited by RANZCOG to provide designated postgraduate subspecialty training in Reproductive Endocrinology and Infertility in accordance with the requirements for the Certificate in Reproductive Endocrinology and Infertility.

These positions are suitable for trainees who have completed all requirements of the Integrated Training Program (ITP) of the RANZCOG (or equivalent)

Training information is available at www.ranzcog.edu.au

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Key Performance Indicators (KPI's)

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/attributes

- MB BS or equivalent qualification.
- Registered Medical Practitioner with the Australian Health Practitioner Regulation Agency (AHPRA)
- RANZCOG, FRANZCOG or equivalent

Organisational relationships

The appointee is responsible to Head of Reproductive Services.

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
Shift work – rotation of shifts – day, afternoon and night	Frequent
Sitting – remaining in a seated position to complete tasks	Frequent
Standing - remaining standing without moving about to perform tasks	Occasional
Walking – floor type even, vinyl, carpet,	Frequent
Lean forward / forward flexion from waist to complete tasks	Occasional
Trunk twisting – turning from the waist to complete tasks	Occasional
Kneeling – remaining in a kneeling position to complete tasks	Occasional
Squatting / crouching – adopting these postures to complete tasks	Occasional
Leg / foot movement to operate equipment	Occasional
Climbing stairs / ladders – ascending and descending stairs, ladders, steps	Rare
Lifting / carrying – 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
Push/Pull of equipment/furniture – 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
Reaching – arm fully extended forward or raised above shoulder	Rare
Head / Neck Postures – holding head in a position other than neutral (facing forward)	Occasional
Sequential repetitive actions in short period of time	
– Repetitive flexion and extension of hands wrists and arms	Frequent
– Gripping, holding, twisting, clasping with fingers / hands	Frequent
Driving – operating any motor-powered vehicle with a valid Victorian driver's license.	Rare
Sensory demands	Frequency
Sight – use of sight is integral to most tasks completed each shift	Constant
Hearing – use of hearing is an integral part of work performance	Constant

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Touch – use of touch is integral to most tasks completed each shift.	Frequent
Psychosocial demands	Frequency
Observation skills – assessing / reviewing patients in /outpatients	Constant
Problem Solving issues associated with clinical and non-clinical care	Constant
Attention to Detail	Constant
Working with distressed people and families	Frequent
Dealing with aggressive and uncooperative people	Occasional
Dealing with unpredictable behaviour	Constant
Job demands – high workload, tight deadlines, and competing priorities	Constant
Exposure to traumatic or distressing content or situations – including handling sensitive information arising from patient records, patient care activities, incident reports, adverse events, or investigations of adverse events.	Frequent
Role specific considerations Support is available for staff exposed to psychological risks. Any adjustments that may be required can be discussed with your manager.	Not Applicable

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	1 – 15% of time in the position
Not applicable	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.

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

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Declaration

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

Developed date: May 2025

Developed by: Head of Unit – Reproductive Services

Reviewed by: Manager – Medical Workforce

Date of next Review: May 2026

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