

Austin Health Position Description



Position Title: Renal Transplant Surgery Fellow

Classification:	As per HM Classification
Business Unit/ Department:	Renal Transplant Unit
Agreement:	National Employment Standards
Employment Type:	Fixed-Term Full-Time
Hours per week:	38 hours per week
Reports to:	Chief Medical Officer through the Division of Surgery Medical Director and Head of Renal Transplant Unit Professional accountability is to the Chairman, Division of Surgery
Direct Reports:	N/A
Financial management:	Budget: Nill
Date:	May 2021

About Austin Health

Austin Health is one of Victoria's largest health care providers. Comprising of the Austin Hospital, Heidelberg Repatriation Hospital, Royal Talbot Rehabilitation, Hospital in the Home and community based health services; Austin Health is an internationally recognised leader in clinical teaching, training and research, with numerous university and research institute affiliations.

Austin Health employs near 9,000 staff across its sites; including over 1,600 doctors, 3,000 nurses and 1,000 therapy & science Allied Health staff, and delivers a full range of leading edge clinical services, including several state-wide services (liver transplant, spinal cord injury service, respiratory support service, child inpatient mental health service). In total, Austin Health provides over 900 beds, including mental health, aged-care and rehabilitation beds and a range of community and in the home services. The current annual operating budget is in excess of \$960 million.

Austin Health delivers vital state-wide services to all Victorians, including to diverse multicultural and veteran communities. It also provides community and specialty services to the people of Melbourne's north-eastern corridor in a safety-focused, team-oriented and stimulating work environment.

Austin Health's current vision is shaping the future through exceptional care, discovery and learning.

Our values define who we are, shape our culture and the behaviours, practices and mindset of our people. Our values are: Our actions show we care, we bring our best, together we achieve and we shape the future. www.austin.org.au/about-us

Austin Health is committed to providing an inclusive culture where all employees can contribute to the best of their ability and strive to develop further. Find more at <http://www.austin.org.au>

Position Purpose

The objective of this position is to provide a Renal Transplant Surgery Fellow role to:

- Undertake training in all components of Renal transplant surgery
- Undertake specific training in organ retrieval to reach independent operating
- Support the renal retrieval roster (in and out of hours) once independence reached
- Support the deceased donor transplant surgery roster once independence reached
- Undertake specific training in transplant sub-specialties (eg. Renal access surgery)
- Undertake specific training in Paediatric Renal Transplant
- Undertake specific training in live donor transplant surgery (nephrectomies)
- Engage in research activities
- Provide Leave cover for Unit consultants either for outpatients or theatre.
- Provide support and teaching to resident and Registrar medical staff through direction and management of patients.
- Support emergency work to be done in hours.

Please see draft duty schedule (appendix 1) for further details of this position. To ensure sufficient training opportunities, attendance at daytime work will be secondary to attendance at renal retrieval and implantation surgery, with the exception of surgical lists.

In the first instance, attendance at retrieval and transplant surgery will be in the capacity as trainee, with full consultant support. Once independence is reached, attendance will be in capacity as lead surgeon.

About Renal Transplant Unit

Austin Health Renal Transplant Surgery Program

Renal Transplantation commenced at Austin Health in 1974, and we have performed over 1000 transplants in the following 44 years. In recent times, demands for transplantation surgery, renal access surgery and other general surgery on renal patients have increased. We currently perform approximately 75 renal transplants per year, including 20 live donor transplants.

Austin Health is the provider of transplantation surgery to several other services as part of the Victorian Kidney Transplant Collaborative (VKTC). Commencing in 2010, the VKTC offers live and deceased transplantation surgery to non-transplanting Renal Hub Services, including Eastern Health, Barwon Health, Bendigo Health and St Vincent's (live surgery only). Since 2013, Austin Health has provided adult donor nephrectomy surgery for Paediatric transplantation at Royal Children's Hospital.

The Renal Transplant Program at Austin Health is highly collaborative with surgical input and expertise drawn from general surgery, vascular surgery and urology units. Paediatric transplants are performed at the Royal Children's Hospital, with a

memorandum of understanding in place between Austin Health and the Royal Children's Hospital. This involves a live donor clinic and live donor surgery at Austin and deceased donor and live donor transplants at the Royal Children's Hospital. Fifty Paediatric transplants have been performed in the last 5 years.

The unit has had a keen involvement with the Australian Kidney Exchange since its origins in 2010. Patients with incompatible donors are registered with the paired kidney exchange program and the service has participated in numerous live donor chains. As the statewide liver transplant service provider, Austin Health also plays a lead role in the retrieval of all abdominal organs, including renal-only organ retrieval in deceased donors (following brain death and cardiac death).

Austin Health Renal Surgery

The renal surgery unit provides general surgery services for the renal unit, including peritoneal dialysis access, hernia repair and other general surgical procedures. Snapshot of the Victorian Kidney Transplant Collaborative.

The VKTC provides a framework for transplant services across the group of 5 health services – Austin, St Vincent's, Eastern, Bendigo and Barwon. In addition to this are the Paediatric transplants at the Royal Children's run under a Memorandum of Understanding with the RCH. The framework is one of shared protocols and referral pathways, with an emphasis on communication between the groups at each health service. The group holds monthly meetings to discuss clinical challenges.

Purpose and Accountabilities

Role Specific:

Clinical Care

- Provide comprehensive renal transplant surgical management of inpatients and outpatients and associated surgical procedures.
- Participate in Unit meetings and activities.
- Support a retrieval service as required.
- Provide a consultative service to other Units as required.
- Provide leadership and guidance to Registrars.
- Demonstrate a commitment to working as a team member with peer medical, resident, nursing and other staff to provide efficient, safe and quality care across the continuum.
- Participate in the unit audit and review of clinical practices to improve clinical outcomes.
- Attend Division of Surgery audit (mandatory) and Surgical Grand Rounds (expected).
- Provide an on-call service as required

Teaching and training

- Participate in both Under Graduate and Post Graduate teaching plus nursing teaching if required.
- Participate in patient education Sessions if required.
- Develop clinical skills in medical and surgical management of the complete range of renal transplant and associated conditions and to develop research and teaching skills in these fields.

Research

- Participate in clinical and/or basic research.
- Demonstrate and provide leadership in research.
- It is expected that the fellow will be a member of, or join, the TSANZ and prepare research to present at the annual congress.

Other

- Assist the Head of Unit in administrative duties as required.
- Assist in making a safe working environment by reporting any incidents of unsafe work practices, sites or equipment. Assist in the resolution of these issues.

All Employees:

- Comply with Austin Health policies & procedures, as amended from time to time, which can be located on the intranet (The Pulse): [OPPIC](#)
- Report incidents or near misses that have or could have impact on safety - participate in identification and prevention of risks
- Comply with the Code of Conduct

Selection Criteria

Essential Knowledge and skills:

- A commitment to Austin Health values.
- Registered Medical Practitioner in Australia.
- Hold a Fellowship of the Royal Australasian College of Surgeons or its equivalent.
- Have appropriate training and experience applicable to the field of Renal Transplant Surgery.
- Demonstrated commitment to high quality patient care.
- Demonstrated capability and interest in clinical research.
- Demonstrated commitment to teaching of junior medical staff and surgical trainees.
- Demonstrated ability to communicate at all levels.
- Demonstrated surgical competency.
- Demonstrated understanding of Clinical Governance.
- Demonstrated teamwork and collaboration.
- Computer skills including use of email and the internet.

Desirable but not essential:

- A sound understanding of information technology including clinical systems, applications relevant to the Management of rostering and risk management reporting or as required for the role and/or department.

General Information

Austin Health is a Child Safe Environment

Austin Health is committed to child safety. We want children to be safe, happy and empowered. We support and respect all children, as well as our staff and volunteers. Austin Health has zero tolerance of child abuse, and all allegations and safety concerns will be treated seriously in line with legal obligations and our policies and procedures.

Equal Opportunity Employer

Applications from Aboriginal and Torres Strait Islanders are encouraged to apply. For more information about working at Austin Health, please follow this link to Austin Health's Aboriginal Employment website:

<http://www.austin.org.au/careers/Aboriginalemployment/>

Document Review Agreement

Manager Signature	
Employee Signature	
Date	

Appendix One – DRAFT Duty Schedule

Please note: this duty schedule is **draft only**. Final duty schedule to be agreed with successful candidate.

Please note that this does not include retrieval surgery, deceased donor transplant or emergency general on-call surgery as part of clinical duties that may take place during business hours planned schedule (within reason) but surgical lists (marked *) will be quarantined. *On-call requirements will be week on/off*

WEEK 1	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
AM	- Renal Radiology - Renal Grand Round	- Transplant Grand Round - Transplant Clinic	- Dept Surgery Seminar - Vascular Grand Round	- Surgical M&M - Donor Nephrectomy	- Ward round - Teaching/Research	Ward round
PM	Live donor clinic	- Renal surgery list (*)	Vascular List (*)		- Renal Unit Tx Meeting - Teaching/Research	

WEEK 2	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
AM	- Renal Radiology - Renal Grand Round	- Live donor meeting - Transplant Clinic	- Dept Surgery Seminar - Vascular Grand Round	- Surgical M&M - Donor Nephrectomy	- Ward round - Teaching/Research	
PM	Paed assessment clinic	1pm - Renal Pathology	Vascular List (*)	Adult LDRT	- Renal Unit Tx Meeting - Teaching/Research	

WEEK 3	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
AM	- Renal Radiology - Renal Grand Round	- Live donor meeting - Transplant Clinic	- Dept Surgery Seminar - Vascular Grand Round	- Surgical M&M - Donor Nephrectomy	- Ward round - Teaching/Research	Ward round
PM	Live donor clinic		Vascular List (*)	Paediatric LDRT	- Renal Unit Tx Meeting - Teaching/Research	

WEEK 4	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
AM	- Renal Radiology - Renal Grand Round	- Live donor meeting - Transplant Clinic	- Dept Surgery Seminar - Vascular Grand Round	- Surgical M&M - Donor Nephrectomy - VKTC Meeting	- Ward round - Teaching/Research	Ward round
PM		Renal Pathology	Vascular List (*)		- Renal Unit Tx Meeting - Teaching/Research	