

## Position Description

<b>Position Title:</b>	<b>Fellow (Advanced Trainee) – Pain Medicine</b>		
<b>Reports to:</b>	<b>Director, Pain Medicine</b>		
<b>Award / Agreement / Contract:</b>	<b>Victorian Public Sector (AMA Victoria) - Doctors in Training Agreement 2013-2017</b>		
<b>Classification:</b> <i>eg. RN Div 1, Occupational Therapist Gr2, etc.</i>	<b>From: HM25 - Registrar Year 01</b> <b>To: HM30 - Registrar Year 06+</b>		
<b>Hours per week:</b>	<b>43</b>		
<b>Employment Status:</b> <i>eg. permanent, fixed term, maternity leave cover, etc.</i>	<b>6 or 12 Months fixed term</b>		
<b>Reports:</b>	<b>EFT:</b>		<b>Direct Reports:</b>
<b>Financial Management:</b>	<b>Budget:</b>		

### Position Purpose

The purpose of this position is to train medical practitioners in the specialist field of Pain Medicine (encompassing acute, chronic and cancer pain), with emphasis on equipping the appointees to attain a Fellowship of the Faculty of Pain Medicine.

### About Austin Health

Austin Health is one of Victoria's largest health care providers. Comprising 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 in excess of 8,000 staff across its sites; including over 1,000 doctors and 3,000 nurses, 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 \$900 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 to change healthcare for the better through world class research, education and exceptional patient care. In early 2018, we are finalising our new Strategic Plan 2017-2022 with progressive priorities for the future including a refresh of our vision, values and brand to ensure we are best positioned to deliver contemporary, innovative and patient focussed care.

Austin Health is an equal opportunity employer and is committed to attracting and retaining a diverse workforce that reflects the community we serve. 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 out more at <http://www.austin.org.au/>

### Local Work Environment

The Pain Service is involved in the assessment and treatment of acute pain, chronic pain and cancer pain. The service also has particular expertise in the management of complex regional pain syndrome. The service operates across all campuses of Austin Health, accepting referrals from within Austin Health, and externally from the community.

The Pain Service aims to provide pain relief (where possible) with a strong focus on engaging the patient to improve function within a multidisciplinary setting via a pain self-management approach. The multidisciplinary team is comprised of medical, nursing, pharmacy, physiotherapy and psychology clinicians. Interventional procedural pain management techniques are available via both the Pain Service and radiology department.

The Pain service is a clinical unit providing inpatient and outpatient consultation via a daily acute pain round (focussing mainly on post-surgical pain), in addition to outpatient-based services based at both the Austin and Repatriation campuses. As such, the appointee may be required to travel between sites in the execution of clinical duties.

The Pain Service also aims to improve knowledge and competence in the management of pain by health professionals outside the Pain Service through teaching and training. The Pain Service has an expanding role in undergraduate and postgraduate teaching affiliated with The University of Melbourne.

A significant component of this position is based within the Health Independence Program (HIP). The Health Independence Program services aim to assist people with chronic disease, aged and/or complex needs that frequently use hospitals, or are at risk of hospitalisation.

The HIP comprises ambulatory care programs (previously funded as):

- Post Acute Care (PAC)
- Sub-Acute Ambulatory Care Services (SACS)
- Hospital Admission Risk Program (HARP)

The Austin HIP offers a client-centred and integrated delivery of services and is primarily located at the Health and Rehabilitation Centre (HRC) - Repatriation Campus. Whilst some components of the HIP programs are located across the Austin, Heidelberg Repatriation and Royal Talbot campuses, the HIP base is the Health and Rehabilitation Centre which is the “one-stop shop” centre for these programs.

## Position Accountabilities

### Role Specific

- Attendance at multidisciplinary clinical meetings on a regular basis to provide medical input and specialty specific expertise.
- Provide medical input into the comprehensive multidisciplinary pain assessment of the service’s patients and formulate management plans in consultation with other members of the team, and with the patient and his/her carers.
- Provide outpatient pain education lectures within a multidisciplinary framework.
- Provide clinical expertise for patients with undifferentiated problems and multiple co-morbidities.
- Provide advice to, and consult with, other staff on management of pain patients, via both inpatient consultation and direct patient management of both inpatients and outpatients.
- Supervise staff in the delivery of care to patients within the service/unit, ensuring that timely, efficient and high quality care is provided.
- Teach medical staff, trainees and students, and other staff and students, the principles of comprehensive pain management. Provide supervision and teaching to resident staff and medical students.
- Actively engage in clinical quality, audit, service improvement and research demonstrating leadership to colleagues, supervisors and students alike.
- Develop contemporary, evidence-based, best practice, personal technical expertise, medical knowledge and clinical skills
- Attendance at regular, rostered Austin Health teaching sessions, and any educational sessions where conference/study leave and/or continuing medical education allowances has been granted

### All Employees

- Comply with Austin Health policies and procedures, as amended from time to time, which can be located on the intranet (The Hub): <http://eppic/>
- Participate in Austin Health’s annual Performance Review and Development (PRD) program as required.
- Engage in processes to monitor service delivery and participate in improvement activities.
- Undertake not to reveal to any person or entity any confidential information relating to patients, employees, policies, and processes and not make public statements relating to the affairs of Austin Health without prior authority of the Chief Executive Officer.
- Report incidents or near misses that have or could have impact on safety and participate in the identification and prevention of risks.
- Participate in the emergency incident response activities as directed.

## Key Selection Criteria

### Essential for Performance in the Position

- A commitment to Austin Health values: Integrity, Accountability, Respect and Excellence.
- Current registration as a Medical Practitioner in Australia with the Australian Health Practitioner Regulation Agency (AHPRA).
- Current rights to work in Australia (Australian or New Zealand citizenship, Australian permanent residence, or a temporary visa with entitlement to work).
- A “growth mindset”. Includes an openness to both giving and receiving constructive feedback, with an emphasis on critical reflection and continuous improvement (being a reflective practitioner).
- Registration or eligibility to register as a trainee with the FPM. (Either completed, or be training towards specialist qualification – see paragraph 3.1 of the FPM Training handbook for further details.)
- A demonstrated interest in Pain Medicine. This may be evidenced by either intention to sit, or completion of, the Foundations of Pain Medicine examination; and intention to complete admission to FPM fellowship by completion of the training program.

### Desirable but not essential for Performance in the Position

- A qualification as either a specialist in Addiction Medicine; Anaesthesia; Emergency Medicine; Gastroenterology; General Medicine; General Practice; Geriatric Medicine; Gynaecology; Intensive Care Medicine; Neurology; Neurosurgery; Oncology; Orthopaedic Surgery; Palliative Care Medicine; Psychiatry; Rehabilitation Medicine; or Rheumatology (holding FACHAM, FACHPM, FAFRM, FANZCA, FACEM, FCICM, FRACGP, FRACP, FRACS, FRANZCOG, or equivalent).
- Advanced examination skills of the musculoskeletal and neurological systems
- Consultant-level resource management skills including time management
- 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.
- High emotional intelligence encompassing the domains of – Self-awareness and self-control; Empathy; Social expertness; Personal influence; Mastery of purpose and vision. This will be evidenced by:
  - Strong communication skills
  - Patient empathy balanced by firm clinical boundaries
  - Resilience in, and under demanding situations
  - Ability to work effectively in a team
  - Strong listening skills with the ability to take a comprehensive socio-psycho-biomedical history

## Other Relevant Information

### Pre-Existing Injury

Prior to any person being appointed to this position it will be required that they disclose full details of any pre-existing injuries or disease that might be affected by employment in this position.

### Immunisation

Maintain appropriate levels of immunisation in accordance with Austin Health’s Workforce Immunisation/Screening Policies, in the interests of yourself, all Austin Health staff, patients and visitors.

## Austin Health Values

The Austin Health values play a critical role in shaping how we operate as an organisation. They influence our performance, planning, recruitment, training and development, along with our relationships with colleagues, patients and their relatives and friends. The Austin Health values set the standard that we expect all staff to live up to in the way they undertake their role and responsibilities across the organisation, our values:

<b>Integrity</b>	We work in the spirit of collaboration and honesty to build effective working relationships across the whole organisation.
<b>Accountability</b>	We are transparent, responsible and build trust by fulfilling promises and communicating effectively.
<b>Respect</b>	We care about others and treat each other with consideration, equality and fairness.
<b>Excellence</b>	We continually strive to advance patient focused care through innovation, research and

effective stakeholder management.

## **Austin Health is a Bully Free and Smoke Free Employer**

Austin Health is committed to providing employees with a healthy, smoke free work environment where bullying and harassment does not occur. Consistent with this and Austin Health's corporate values of integrity, accountability, respect and excellence, Austin Health will not tolerate employees:

- Behaving in a bullying or harassing manner in the workplace; or
- Smoking on Austin Health premises or in Austin Health vehicles.

## Document Review Details

Review date of Position Description:	
Manager Signature:	
<i>I, _____ (employee name), have read, understood and accept the content in this position description.</i>	
Employee Signature:	