

# Austin Health Position Description



**Position Title: Fellow – Pain Medicine**

Classification:	Fellow (Advanced Trainee) – Pain Medicine From: HM25 - Registrar Year 01 To: HM30 - Registrar Year 06+
Business Unit/ Department:	Health Independence Program Pain Service
Agreement:	Victorian Public Health Sector (AMA Victoria) - Doctors in Training Agreement 2018-2021
Employment Type:	Fixed-Term Full-Time 6 or 12 months
Hours per week:	43
Reports to:	Professionally: Medical Director, Pain Service Operationally: HIP Specialist Services Manager
Direct Reports:	N/A
Financial management:	N/A
Date:	10 April 2019

## 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 near 9,000 staff across its sites; including over 1,600 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 \$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 to change healthcare for the better through world class research, education and exceptional patient care.

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](http://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 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 the Health Independence Program & Pain Service

### Health Independence Program

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.

### Pain Service

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.

## Purpose and 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 & procedures, as amended from time to time, which can be located on the intranet (The Hub): <http://eppic/>
- 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
- 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:**

- 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

## 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

<b>Manager Signature</b>	
<b>Employee Signature</b>	
<b>Date</b>	