

Position Description

Position Title:	Staff Specialist Orthopaedic Surgeon
Reports to:	Clinical Director Orthopaedics
Department:	Orthopaedics
Directorate:	Clinical Operations
Cost centre:	A6204
Code & classification:	Specialist Year 1- 9 (HM33 – HM41)
Employment conditions:	AMA Victoria – Victorian Public Health Sector - Medical Specialists Enterprise Agreement 2022-2026 and its successors; and GV Health Policies and Procedures (and as varied from time to time)

GV Health is an equal opportunity employer and continually strives to build a diverse, equitable and inclusive workforce that reflects our community. We encourage applications from people of all backgrounds.

Statements included in this position description are intended to reflect in general the duties and responsibilities of the position. It is not intended to be an exhaustive list of responsibilities, duties and skills required. GV Health may alter the duties of this position description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).

POSITION SUMMARY

Provide a safe, efficient and effective 'Patient centred' General Orthopaedics inpatient service at a Consultant level to GV Health, as outlined below.

RESPONSIBILITIES AND DUTIES

The following duties are inclusive of but not limited to:

- Provide Orthopaedic services as a member of the Orthopaedic Department at GV Health.
- Conducting outpatient clinics as determined by consultation with the Clinical Director of Orthopaedic services, Divisional Clinical Director of Surgery and the Chief Medical Officer.
- At least one weekly Fracture clinic session supervision is expected.
- At least one weekly elective theatre session service provision is expected.
- Providing after hours on call services including weekends on a 1:5 frequency.
- Providing consultative service to the Emergency and other departments.
- Providing Orthopaedics support to community health services.
- Contribute to Orthopaedics service direction and planning and the effective management of resources.
- Supporting Victorian Orthopaedics medical services.
- To be involved in the existing Indigenous health clinics and refugee health clinics.
- To support the clinical and administrative needs of the Department of Orthopaedics and the Clinical Director Orthopaedic Services.
- All Clinical and administrative work is done by consultation with the Clinical Director of Orthopaedic Services, the Divisional Clinical Director of Surgery and the Chief Medical Officer.

Administration

- Provide professional leadership for health professionals including participation in quality improvement and risk management activities.
- To contribute to the planning and maintenance of cost-effective clinical management.
- To contribute to the maintenance of high standard of medical communication.
- Develop a special interest which will facilitate the future development of the unit.
- Work together with the Clinical Director of Orthopaedic Services to develop the Orthopaedics service for GV Health within the community, on site and within the region.
- Participate in a minimum of three administrative / clinical committees per year under the Clinical Director's guidance.

Education

- Participate in the regular education of medical students and all levels of medical staff, nursing staff, and other medical and allied health students as required.
- Participate in the regular teaching of medical students allocated to the Department by the University of Melbourne Rural School of Medicine's program, both on site and at the rural school as is reasonable and as overseen by the Clinical Director of Orthopaedic Services, the Divisional Clinical Director of Surgery and the Chief Medical Officer.
- Provide formal educational supervision to Junior Doctor House Staff (Interns, PGY 2's and 3's), non-training service juniors and designated College Trainees.
- Participate in formal assessments including mini CEXs, CBDs or DOPs and provide regular MSF's for junior doctors.
- Be familiar with The Australian Curriculum Framework for Junior Doctors, which is an educational template outlining the learning outcomes required of prevocational doctors, to be achieved through their clinical rotations, education programs and individual learning, in order to promote safe, quality health care.
- Review and implement Learning Plans and Job Plans.
- Provide regular formal and informal feedback on the performance of junior medical staff and registrars under the direction of the physician/ surgeon/ other doctor.
- Mentor any prospective candidate who might be appearing for Fellowship or the AMC clinical exams or exams for the appropriate Colleges.
- Participate in presentations at Grand Rounds, Journal Clubs, Clinical Audit meetings and other educational activities.
- Maintain participation in the CME activities required by the RACS/AOA.
- Participate in the Quality Assurance and Risk Management programs in place at GV Health through appropriate committees and the RISKMAN program.
- Conform to the Bylaws, Policies and Clinical Practice Guidelines of GV Health, and contribute to development and review where appropriate.
- Conform to the AMA Code of Ethics at all times.

Professional Practice & Accountability

- Practice in accordance with the APHRA Competency Standards for Orthopaedics.
- Accept accountability and responsibility for own actions within scope of practice.
- Demonstrate commitment to person-centred care and best practice standards.
- Demonstrate and maintain advanced competency standards for clinical skills and responsibilities.
- Establish and maintain effective communication with all other health professionals and support staff, consumers, families, the community and external care providers.

- Maintain accurate and current clinical records ensuring documentation meets professional and legal standards.
- Demonstrate sensitivity, empathy and respect for the customs, values and spiritual beliefs of others at all times.
- Collaborate with members of the health care team to achieve effective health care outcomes.
- Actively reflect on own professional performance and competence, seek feedback, and participate in ongoing professional development of self and others.
- Remain answerable and accountable for professional ethics and an accepted code of conduct to the Clinical Director and the Divisional Clinical Director and the Chief Medical Officer.
- Provide a high-quality service to internal customers and consumers that reflects best practice and adds value to GV Health.
- Assist the organisation in achieving clinical effectiveness by providing the appropriate systems, information or services to clinical areas.

Provide quality and safe clinical care for consumers

- Ensure consumers, families/representatives or carers are provided with timely information and are involved in decision making about their care planning and treatment.
- Accept accountability for own actions and seek guidance when a situation exceeds experience and/or knowledge.
- Uphold and protect consumer rights, maintain strict confidentiality and continually practice to the principles of open disclosure.
- Comply with best practice healthcare standards, legislation, and GV Health's Clinical Governance Framework and clinical practice guidelines.
- Consumer feedback and complaints are responded to appropriately to ensure that issues are resolved and quality and safe clinical care is provided.
- Maintain accurate and current clinical records ensuring documentation meets professional and legal standards.
- Promptly report vital consumer observations that are outside the normal range as per clinical guidelines.
- Ensure an effective discharge from hospital or services that reflects the needs of the consumer.

Develop and maintain collaborative relationships with all disciplines

- Collaborate and communicate with all members of the health care team to achieve desired consumer outcomes.
- Respect the decisions and actions of others.
- Contribute to interdisciplinary team meetings and clinical education sessions to facilitate consumer care goals.

Support and participate in evidence-based programs to evaluate and improve the quality of consumer care and outcomes

- Maintain current knowledge of clinical practice.
- Actively participate in identifying where improvements can be made to the quality of consumer care.
- Participate in clinical audits, research, process redesign and accreditation against healthcare standards to ensure ongoing clinical practice improvement and the quality of consumer care.

Commit to ongoing professional development of self, other employees and the profession

- Maintain and demonstrate regulated clinical skills and competencies by undertaking professional development and completing mandatory training as defined by GV Health.
- If any new procedure has to be undertaken at GVH, the surgeon has to demonstrate adequate training and expertise for it and it has to be approved through proper channels or as per GV Health's existing policies of the hospital.
- Undertake credentialing and review of scope of practice and work within these as per policies, procedures and guidelines.
- Improve performance by seeking feedback, setting goals and participating in annual performance reviews.
- Support the development of others by acting as a resource to colleagues and participating in orientation and precepting of new employees and supervising students.
- Provision of appropriate supervision to less experienced clinical employees.
- Participate in committees and professional groups and disseminate relevant information to other health care professionals.
- Provide a high-quality service to internal customers and consumers that reflects best practice and adds value to GV Health
- Assist the organisation in achieving clinical effectiveness by providing the appropriate systems, information or services to clinical areas

KEY SELECTION CRITERIA

Formal Qualification(s) and Required Registration(s):

Essential:

- Current registration with the Australian Health Practitioner Regulation Agency as a Medical Practitioner, Specialist Orthopaedic Surgeon.
- Sound communication and interpersonal skills.
- Ability to manage change.
- Ability to work in a team environment and professional collegiality towards peers.
- Demonstrated ability to manage interpersonal relationships in a collegial and appropriate manner with all levels of staff in the hospital across all disciplines.
- Demonstrated peer review participation.
- Demonstrated personal clinical practice audit: all Consultant doctors should be able to discuss and manage one's clinical complications at M & M meetings; they should be open to constructive educational and practice improvement dialogue about such cases with peers, Clinical Directors and Divisional Clinical Directors or their College Committees in an appropriate setting.

Desirable:

- Sub specialty training and experience in foot and ankle surgery.

KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Demonstration of GV Health values and behaviours, being a role model for living the values, Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour;
- Development and maintaining of collaborative relationships with all other teams and professionals;

- Promoting and enabling of efficient teamwork and service provision both within the department and/or organisation and with other service providers;
- Ability to contribute to a safe working environment and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity;
- Active participation in the Performance and Development review process.
- Enrolment and maintenance of ongoing CPD program of appropriate College.
- Registration is maintained and working within scope of practice
- Attendance and active participation at meetings as required
- 100% compliance with core competencies and training requirements as outlined in the GV Health Education Framework
- Active participation in the Performance and Development review process
- Contribution to the management of clinical risk, including mandatory reporting.
- Adherence to Hospital policies and procedures to ensure ethical care.
- Regular attendance at Departmental, Hospital and Specialty educational meetings and forums.
- Ongoing supervision and training of junior medical staff
- Active participation in staff development and succession planning

AT GV HEALTH ALL STAFF ARE REQUIRED TO

- Demonstration of GV Health values and behaviours, being a role model for living the values, Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour;
- Maintain an understanding of individual responsibility for consumer safety, quality and risk and adhere to the relevant policies, procedures and guidelines;
- Development and maintaining of collaborative relationships with all other teams and professionals;
- This role may from time to time deal with distress, anxious or upset consumers or members of the public. GV Health is committed to the physical and psychosocial safety of our staff. GV Health staff are required to comply with all safety related training, look after the safety and well-being of themselves and each other, and actively foster a safe working environment;
- Maintain a safe working environment for yourself, your colleagues and members of the public;
- Identify, report and manage risks and ensure actions are taken to prevent and minimise harm to consumers and the GV Health workforce;
- Contribute to organisational quality and safety initiatives;
- Observe and comply with child safe principles, standards and expectations of appropriate behaviour toward and in the company of children;
- Complete the mandatory training requirements as defined by GV Health and actively engage in the Performance Development Review process;
- Minimise the risk of infection to consumers, residents, employees, visitors, contractors and the general public;
- Seek internal customer or consumer feedback and respond accordingly to identify areas of needs;
- Comply with requirement of National Safety and Quality Health Service Standards and other relevant standards, regulations and legislative requirements;
- Comply with the principles of patient and family centred care;
- Not smoke or vape on GV Health premises;
- Comply with immunisation requirements as per the Department of Health Victoria;
- Comply with all applicable to position pre-employment checks, which may include but is not limited to; police checks, working with children's check (WWCC), National Disability Insurance Scheme (NDIS), Aged Care screening requirements.

ACCEPTANCE:

I acknowledge and accept that this Position Description represents the general outline of duties, responsibilities and accountabilities that are expected of me in my employment in the position, and may not encompass every aspect of the position. I understand that The GV Health reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

I acknowledge and accept that I must complete and maintain all relevant pre-employment screening and checks for successful employment.

I acknowledge and accept that that I have read and fully understand this Position Description. I agree that I have the ability to fulfil the inherent requirements of the position, and accept my role in fulfilling the responsibilities, activities, duties and generic position requirements.

I acknowledge I will be required to undertake the duties as set out in the position description (and any other duties as requested in accordance with my skills and experience) to the best of my ability and, at all times follow lawful direction.

By accepting the contract of employment, I am agreeing to duties and obligations within the Position Description.

Clinical Operations	Staff Specialist Orthopaedic Surgeon
Reviewed by:	Clinical Director Orthopaedics
Issue Date:	May 2026

ABOUT US

Goulburn Valley (GV) Health is a Regional Public Hospital and Health Service for the Hume Region of Victoria, with main campuses located at Shepparton, Tatura, Rushworth and Euroa. The main campus in Shepparton is the major acute referral hospital for the sub region. Additional satellite sites are also located in Shepparton, Seymour, Benalla, Cobram, Echuca and Wodonga. GV Health provides a range of acute, subacute, mental health, aged, primary health and community services.

OUR PURPOSE

To significantly improve the health and wellbeing outcomes and experiences of the people and communities in our care.

OUR VALUES

GV Health's culture centres around our CREATE values and behaviours. Through these values and behaviours we commit to delivering ongoing quality healthcare for our community:



GV Health Vision and Values: [Values and Vision - GV Health](#)

OUR STRATEGIC PLAN

The **Goulburn Valley Health Strategic Plan 2024-2026** provides the direction for GV Health with our five strategic pillars being:

- Health and Wellbeing Outcomes: Improve health and outcomes for the population in our region
- Community and Consumer Experience: Ensure everyone has an outstanding personalised experience
- Our Staff Experience: Our people feel connected, supported, safe and well
- Responsible Workplace: Be sustainable and efficient
- Health Equity: Embrace differences in how we design and deliver healthcare

GV Health Strategic Plan: [Strategic Plan 2024-2026 - GV Health](#)

FOR MORE INFORMATION

Application tips: [Application Tips - GV Health](#)

GV Health: <https://www.gvhealth.org.au/about/>

Child Safety and Wellbeing: [Child Safety and Wellbeing - GV Health](#)

Living in Goulburn Valley: [Goulburn | Regional Living Victoria](#)

GV Community Connector: [Community Connector Program for Businesses](#)