
1. THE ORGANISATION AND OUR MISSION

St Vincent's Hospital Melbourne (SVHM) is a leading teaching, research and tertiary health service, which employs more than 5,000 staff across 18 sites throughout Melbourne.

Part of Australia's largest not-for-profit Catholic health and aged care network, St Vincent's Health Australia, SVHM provides a diverse range of adult clinical services including acute medical and surgical services, sub-acute care, medical diagnostics, rehabilitation, allied health, mental health, palliative care, correctional health and community residential care.

SVHM's mission is to provide high quality and efficient health services to the people of Victoria in accordance with the philosophy of St Vincent's Health Australia. This mission is based on the values of compassion, justice, integrity and excellence.

2. KEY POSITION DETAILS

Job Title:	Clinical Perfusionist Grade 3
Reports to:	Chief Clinical Perfusionist
Program:	Surgical Services
Department:	Perioperative Services
Industrial Agreement:	Victorian Public Health Sector (Medical Scientists, Pharmacists And Psychologists) Enterprise Agreement 2012-2016
Classification:	Grade 2, EZ1 – EZ7

3. LOCAL WORK ENVIRONMENT

St Vincent's Operating Suite houses 12 theatres, 12 anaesthetic rooms and a Post Anaesthetic Care Area. We undertake over 9,000 procedures per year in a vast range of highly specialised and complex specialities over a 24 hour period, 7 days per week.

4. POSITION PURPOSE

The Clinical Perfusionist, under the guidance of the Chief Clinical Perfusionist, will be responsible for the delivery of expert clinical care and service delivery. Working as part of a small team, the Clinical Perfusionist will be responsible for perfusion and associated services to cardiac surgery and other disciplines as required. They will act into the role if the Chief Clinical Perfusionist is absent.

The Clinical Perfusionist will be responsible for ensuring his / her own professional development in order to maintain expert clinical skills and advanced knowledge.

5. POSITION DUTIES

- Provide the full range of Clinical Perfusion services to cardiac surgery and other disciplines as required including but not limited to the use of:
 - Multiple Heart Lung Machines
 - Varied Primes
 - Knowledge of Paediatric Perfusion
- Demonstrate clinical expertise in the area of clinical perfusion;

- Act as a clinical role model and resource person by providing the highest standard of direct patient care;
- Initiate, facilitate and evaluate clinical practice needs for individual staff, and implement appropriate educational sessions;
- Participate in mentor/Preceptorship programs;
- Works as part of a multidisciplinary team in conjunction with Medical Perfusionists from the Department of Anaesthesia;
- In liaison with the Chief Clinical Perfusionist, meets activity targets as identified within the Unit Quality Plan and agreed to by the Clinical Directors;
- Participate in Unit meetings and orientate new staff as directed;
- Demonstrate active pursuit of professional development relating to the area of Perfusion, maintaining and further developing level of clinical competence;
- Participate in ongoing education by attending training and study days as required or requested.

6. INCUMBENT OBLIGATIONS

General

- Perform duties of the position to best of their ability and to a standard acceptable to SVHM
- Comply with all SVHM policies, procedures, by laws and directions
- Treat others with respect and always behave professionally and in accordance with the SVHM Code of Conduct
- Only access confidential information held by SVHM when this is necessary for business purposes, maintaining the confidentiality of that information once accessed
- Participate in the annual SVHM performance review process
- Display adaptability and flexibility to meet the changing operational needs of the business
- Comply with applicable Enterprise Bargaining Agreement provisions
- Display a willingness to develop self and seek to improve performance

Clinical Quality and Safety

- Attend clinical orientation upon commencement
- Maintain clinical registration and any required indemnity cover
- Always work within approved scope of practice under supervision by more senior clinical staff as appropriate.
- Take personal responsibility for the quality and safety of work undertaken
- Take all necessary care and precautions when undertaking clinical procedures
- Complete annual clinical competencies
- Maintain skills and knowledge necessary to safely and skilfully undertake clinical work
- Consult with peers and other experts and refer to other healthcare workers when appropriate and in a timely manner
- Collaborate and clearly communicate with patients/clients and the healthcare team
- Participate in clinical risk management and continuous quality improvement activities as part of day-to-day work

Person Centred Care

- Ensure consumers receive information in an appropriate and accessible format
- Actively support consumers to make informed decisions about their treatment and ongoing care
- Ensure consumers are aware of their rights responsibilities and how to provide feedback

Health and Safety

- Protect the health and safety of self and others, complying with all health and safety related policies, procedures and directions
 - Complete required Fire and Emergency Training annually
- Complete required Workplace Culture and Equity Training annually
- Attend general hospital orientation within 3 months of commencement

7. INCUMBENT CAPABILITY REQUIREMENTS (Level 2)

The incumbent of this position will be expected to possess the following core capabilities:

Capability		Demonstrated behaviour
Personal	Personal effectiveness	Takes responsibility for accurate, timely work results
	Learning Agility	Identifies personal development needs and seeks information from a range of sources
Outcomes	Patient/Resident/client centred	Strives to meet and exceed expectations, demonstrating sound judgement
	Innovation and Improvement	Contributes to improvement by reviewing strengths and weaknesses of current processes
Strategy	Driving Results	Manages own work load to deliver results
	Organisational Acumen	Understands the interdependencies between units/departments
People	Working with and Managing others	Takes responsibility for ensuring productive, efficient teamwork
	Collaboration	Works collaboratively within and outside the team

8. SELECTION CRITERIA

8.1 ESSENTIAL REGISTRATION, LICENSE OR QUALIFICATION REQUIREMENTS

- Bachelor Degree in Science or Applied Science or equivalent
- Diploma in Clinical Perfusion
- Certification in Clinical Perfusion with the Australian and New Zealand College of Perfusionists.

8.2 OTHER ESSENTIAL REQUIREMENTS

- Clinical Perfusion
- Extra Corporeal Life Support
- Cell Saver
- Rapid Transfusion System
- Deep Hypothermic Circulatory Arrest
- Intra-Aortic Balloon Pumping

8.3 OTHER NON ESSENTIAL REQUIREMENTS

Commitment to:

- The Values of Health Care Philosophy and The Sisters of Charity
- The Principles of the St. Vincent's Hospital Patient Care Model
- The Hospital Code of Conduct
- Demonstrate Advanced Clinical Skills and knowledge;
- Demonstrated ability to facilitate team outcomes in a multidisciplinary environment;
- Demonstrated ability to assist and support change;
- Demonstrated ability to communicate effectively with patients, visitor and staff at all levels;
- Demonstrated interpersonal and leadership skills including problem solving, conflict resolution and negotiation;
- Knowledge of and commitment to, Continuous Quality Improvement
- Demonstrated commitment to ongoing education and professional development
- Demonstrated understanding of professional issues
- Knowledge of workplace statutory and regulatory requirements and their impact on care delivery
- Demonstrate ability to work as a team member of the Perfusion Department to facilitate the best outcomes for patients.

9. 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.

10. AGREEMENT

General:

I have read, understood and agree to comply with the responsibilities and accountabilities of this position description. I agree to comply with all SVHM requirements, policies, procedures, by laws and directions.

National Police Check:

I understand that it is a condition of my employment to provide SVHM with a current National Police Certificate PRIOR TO COMMENCING WORK and this is at my own cost.

I understand that regardless of the frequency, if I am working and or visiting in a designated 'high risk area' of SVHM (as defined in the SVHA Pre-employment/Appointment Safety Checks Policy) I will be subject to periodic Police Checks every three years at my own cost.

Name: _____

Signature: _____

Date: _____