



Monash Health



Position title: Haematology Research Fellow – Haemostasis and Thrombosis

Classification: TBA

Reports to: Director, Clinical Haematology
Director, Laboratory Haematology

Department: Monash Haematology, Monash Research

About Monash Health

Monash Health is Victoria's largest public health service. We provide safe, high-quality care to one-quarter of Melbourne's population, across the entire lifespan, from pre-birth to end-of-life.

More than 22,000 of us work at over 40 care locations across south-east Melbourne, including seven hospitals and an extensive network of rehabilitation, aged care, community health and mental health facilities. Each year:

- We provide more than 3.4 million episodes of care to our community,
- More than 276,000 people are admitted to our hospitals,
- Close to 220,000 people receive care at our three emergency departments,
- We respond to more than 67,000 ambulance arrivals,
- We perform more than 48,000 surgical procedures, and
- We deliver more than 10,000 babies.

We are an equal opportunity employer and committed to a fair, non-discriminatory workplace that maximises the talent, potential and contribution of all.

[Monash Health – Emergency Department Expansion Project](#)

Our new, state-of-the-art emergency department at Monash Medical Centre will provide better emergency care to the community at a time when it needs it most.

The expansion also includes the development of a dedicated children's emergency area, designed to provide a private, calm and comfortable environment while helping meet the increasing demand for paediatric emergency care.

Upon completion of the project, the bigger and better Monash Medical Centre will also include a \$5.3 million mental health, alcohol and other drugs hub, allowing those presenting at our emergency department for this reason to be fast-tracked to receiving specialist, dedicated care.

[Victorian Heart Hospital](#)

The Victorian Heart Hospital (VHH) will be an Australian-first heart hospital, bringing together the world's best in cardiovascular care, research and training to deliver better patient-centred care and outcomes for Victorians with - or at risk of - heart disease. The VHH Victorian Heart Hospital is scheduled to be commissioned in February 2023.

The VHH will support integration of world-class research, training and education with clinical care, translating advanced developments into new and innovative models of cardiac care to address the priorities of better patient access, experience and outcomes, a coordinated system, and effective and innovative cardiac services.

It will be electronically (or digitally) enabled and integrated to deliver a patient-centred health experience together with quality health outcomes to treat cardiac diseases from early childhood to advanced adult life. This will include an emergency department, cardiac catheterisation labs, specialist surgical and imaging facilities and telehealth services for patients throughout Victoria, interstate and around the world.

Monash Haematology

Monash Haematology is a dynamic academic research organization that integrates the best evidence–base into routine patient care. It provides haematology care to a population of approximately 1.3 million, making it one of the largest services in Australia. Key leadership areas in clinical care and research include: a) Lymphoid diseases, myeloma and CLL b) Acute Leukaemia and Myelodysplastic Syndromes d) Venous thromboembolic disease e) Haemoglobinopathy f) Obstetric Haematology and g) Transfusion medicine.

It is an active member of a number of research organisations including the Monash Health Translation Precinct (MHTP), the Centre for Cancer Research (CCR) at the Hudson Institute of Medical Research, the Australasian Leukaemia and Lymphoma Group (ALLG), the Children’s Oncology Group (COG), Clinical Trials Group, Thrombosis and Haemostasis Society of Australia and New Zealand (THANZ). In addition there is an emerging basic science research programme embedded within the state-of-the-art Monash Health Translational facility.

Haematology Research

Clinical Haematology has a large clinical trials program and is currently involved in over 100 studies, particularly in areas of blood cancer and thrombosis. The unit has an excellent reputation and continues to grow, with an outstanding capacity to recruit due to the large Monash Health catchment.

About the Role

The Haematology Research Fellow will be a key member of a busy and large academic Clinical Haematology Unit based at the Clayton Campus of Monash Health. The primary focus of this position is to provide training and experience in clinical research of disorders of haemostasis and thrombosis, and additional experience in the management of thrombotic disorders.

The incumbent will provide clinical care to patients and also be required to assist in the medical supervision of other patients participating in clinical studies, as well as actively contributing to the regular functioning of the Haematology Research unit.

The Fellow will be encouraged to engage in translational research with opportunities for writing manuscripts, involvement in projects and attendance at national and international conferences. The Fellow will be supported in developing protocols and is expected to participate in the advanced trainee teaching program and other relevant unit and hospital educations, scientific/research and quality activities. Participation at clinical meetings will include case presentations, journal article reviews and topic presentations.

Job summary

Purpose

The primary focus of this position is to provide training in thrombotic disorders and experience in clinical research disorders of haemostasis and thrombosis.

The incumbent will also be required to assist in the medical supervision of other patients participating in clinical studies and contribute to the regular functioning of the Haematology Research unit. They will also be expected to participate in the advanced trainee teaching programmes and other relevant unit and hospital educational, scientific/research and quality activities.

Key result areas

As Fellow of the Unit you will have a significant responsibility and a complex role.

You will be required to undertake:

- Patient assessment and management in consultation with the treating consultant
- Patient care coordination
- Intern/HMO support, supervision, feedback and teaching
- Student interaction and teaching
- Family member communication, feedback and liaison
- Extensive interaction with the other health professionals, especially, the nursing and allied health staff
- Self-management (including time management, accessing education and training and completing college requirements)
- Provide clinical leadership to the multidisciplinary treating team
- Demonstrate commitment towards key organisational initiatives
- Demonstrate compliance with all relevant Monash Health Policies and Procedures
- Medical supervision of haematology patients on clinical trials, according to the principles of ICH GCP
- Formulation of original research hypotheses and development of new clinical research protocols
- Preparation of manuscripts for publication in peer reviewed literature.
- Maintenance of haematology databases
- Conduct of clinical audit and correlative studies
- Attendance at outpatient clinics, haematology research and multidisciplinary team meetings

Scope

Budget: Not Applicable

Equivalent full-time employees: Not Applicable

Direct reports: Not Applicable

Key internal relationships:

- Directors
- Haematology Research Managers
- Haematology Research Clinical Lead
- Senior Medical Staff
- Other Registrars and HMOs
- Nurse Unit Manager and Nursing staff
- Allied Health Staff
- Monash Doctors Workforce
- Monash Doctors Education
- Directors of Vocational Training
- Monash Innovation and Quality
- Director Medical Services
- Junior Medical Staff Advisory Committee
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Key external relationships:

- Relevant Medical College
- The Postgraduate Medical Council of Victoria
- Other public health services

Responsibilities

Quality and safety

The following responsibilities and accountabilities exist to ensure we deliver our National Standards. Refer to Monash Health's Clinical Governance Framework for more information.

As the Fellow you are accountable to your Unit Head/consultant for the care all the patients in the unit. It is your responsibility to

- Provide safe and high quality person-centred care for patients under your care
- Ensure coordination of care for patients in your unit
- Ensure timely and clear clinical communication including clinical handover with regards to patients under your care
- Ensure timely escalation of care related issues to your consultant when required
- In your clinical practice demonstrate commitment to quality and safety and Monash Health's "Patient first" initiative.
- In your clinical practice demonstrate commitment towards Monash Health's "Four hours will be ours" initiative
- Reports to Director, Clinical Haematology, Clinical Lead, Haematology Research and the principal investigators of the clinical trials;
- Undertakes regular review with JSAC Haematology or RCPA supervisors if required;
- Liaises effectively and appropriately with clinical and laboratory haematologists and registrars, other pathologists, clerical staff, clinical and laboratory staff and patients/carers of Monash Health.
- Travel between hospital sites will be required.
- The incumbent would be encouraged to formulate original research hypotheses and develop studies leading to publication in peer reviewed literature.
- Be responsible for quality of care at point of care

Employee

- Carry out compliance and improvement against the key elements of quality and safety
- Be responsible for the quality of care at point of care

Financial management

As a Fellow you do not have financial or budgetary responsibility but you are required to demonstrate an understanding of how your clinical practice affects the financial performance of the organisation

- In your clinical practice you should a commitment to ethical and appropriate use of resources
- You must demonstrate a commitment towards Monash Health's "Living within our means" initiative and implement actions to improve the financial effectiveness of all functions under the position's control.

People

- Participate and co-operate in consultative processes to improve health and safety.
- Observe safe working practices and as far as you are able, protect your own and others' health and safety.
- Monitor the operations and continuous improvement of the Monash Health Occupational Health and Safety Management System within the area of responsibility and provide a safe and positive workplace
- Provide leadership and support for direct reports, appraise their performance, ensure employee complete required training and are provided with professional training and development opportunities.
- Complete all necessary personal training and professional development requirements.
- Participate in annual performance development discussions with your manager and complete all mandatory training and compliance activity.

Person specification

Qualifications/registrations/licences (*italics indicate desirable*)

- A medical qualification (MBBS or equivalent) which is recognised for registration by the Australian Health Practitioner Regulation Agency
- Trainee of relevant Medical college
- FRACP clinical examination to be passed
- Experience in Clinical Haematology is essential and preferably having completed the part 1 FRCPA

Technical skills/knowledge/experience

- Has the appropriate level of clinical knowledge and skills to undertake the role of Fellow
- Has the appropriate level of relevant clinical experience to undertake the specific role

Capabilities

- Demonstrates all the attributes that accord with the Southern Health values – iCARE (Integrity, Compassion, Accountability, Respect and Excellence)
- Demonstrates a high level commitment to ethical practice
- Understands medico-legal issues associated with clinical care
- Demonstrates a commitment to profession-led regulation
- Demonstrates ability to effectively manage matters of patient safety and quality of care
- Understand the role of the relevant College and the associated expectations of the Fellow role
- Demonstrates ability to contribute to the development, dissemination, application, and translation of new medical knowledge and practice
- Facilitates the medical education of patients, families, trainees and other health professionals and the community
- Provides the necessary training and commitment to the supervision, mentoring and assessment of junior medical trainees and students
- Supports basic laboratory, translational, and clinical research, as appropriate to the Department
- Demonstrates ability to advocate for improvements in health care through involvement in relevant professional bodies and forum
- Able to respond to individual patient health and educational needs
- Promotes the maintenance of good health in colleagues and junior medical staff
- Looks after his or her own health and well being
- Advocates for improvements in health care
- Demonstrates clinical Leadership with proven ability to exercise sound judgment and provide leadership in professional standards, ethics and a commitment to research and innovation
- Demonstrated ability to work in collaboration with members of interdisciplinary teams and committees
- Capacity to be an effective member of the relevant Department/Program, stimulate constructive debate and support colleagues in the achievement of Department/Program objectives
- Able to communicate effectively with team members and colleagues
- Able to communicate effectively and appropriately with patients and families, including those of diverse cultural backgrounds
- Maintains clinical and administrative documents accurately
- Facilitates continuity of patient care through effective communication and handover of relevant information

Other position requirements

- May be required to travel between Monash Health sites
- May be required to cover relevant and appropriate positions at other sites
- Is required to comply with all relevant Monash Health policies and procedures

- Current and satisfactory Police Check (must also comply with Aged Care Act 1997 Accountability Amendment Principles 2012 if working in Aged Care setting)
- Current and satisfactory Working with Children Check.
- Applicants who are new to Monash Health will be required to enter into an Employment Agreement before commencement
- Applicants who are new to Monash Health must provide evidence of immunisation before they can receive an offer of employment

Our values

- **Integrity:** Honesty, open and transparent, admit mistakes, maintains confidentiality, fairness, builds trust.
- **Compassion:** Empathy, sensitivity, concern for others, interacts with dignity, tolerance, anticipates needs
- **Accountability:** Understands roles, uses resources wisely, delivers on time, timely decision making, achieves stretch goals, takes responsibility for performance
- **Respect:** Builds relationships, courteous, listens and understands, gives and receives feedback, sensitivity and understanding, values difference and individual worth
- **Excellence:** Supports creativity and innovation, proactive and solution-focused, seeks out opportunities, embraces quality improvement, professionalism

Our guiding principles

1. We consistently provide safe, high quality and timely care
2. We provide experiences that exceed expectations
3. We work with humility, respect, kindness and compassion in high performing teams
4. We integrate teaching, research and innovation to continuously learn and improve
5. We orientate care towards our community to optimise access, independence and wellbeing
6. We manage our resources wisely and sustainably to provide value for our community

Document approval

Approved by: A/Prof Sanjeev Chunilal – Director, Laboratory Haematology

Department: Clinical Haematology, Clinical Research

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