

Person Specification Template

*Note: * These sections may still be revised following the further development of the requirements for Selection.*

Role: General Surgery SET Trainee

Purpose: The purpose of the person specification is to outline the attributes, skills, knowledge, and behaviours required of candidates applying to the General Surgery selection process who if successful will fulfil the role of General Surgery SET Trainee.

Overview: General Surgery is a surgical discipline that covers a large number of surgical conditions. The General Surgery Trainee will be provided with clinical and operative experience, online training modules, formal and informal teaching in order to learn special methods of investigation and become competent in the management of patients with related General Surgery conditions. With completion of the training program it is expected that graduates will be able to perform as independent General Surgeons, meeting the requirements of the General Surgery Training Program.

Responsibilities: The Trainee will have a responsibility to;

- Communicate effectively with patients, families, carers, colleagues and others involved in health services in order to facilitate the provision of high quality health care
- Demonstrate commitment to patients, the community and the profession through the ethical practice of surgery
- Safely and effectively provide care and perform appropriate surgical procedures within their defined scope of practice
- Be accountable to their Consultants for the day-to-day clinical management of the team's patients including admission of elective and acute patients, attendance at the Consultant ward rounds and routine ward work in conjunction with junior medical staff
- Work co-operatively with juniors, peers, consultants and other health professionals
- Appropriately delegate tasks to ensure the delivery of safe, effective and efficient surgical care
- Encourage leadership across all levels of the team
- Create, disseminate, translate and apply medical knowledge for optimal patient outcomes
- Facilitate and provide learning for junior members of their team in keeping with modern educational principles
- Demonstrate cultural competence and cultural safety

Status:

- Permanent residency or citizenship of Australia
- General (unconditional) medical registration in Australia

Courses:

- Completion of the RACS Operating with Respect eModule
- Completion of the RACS Cultural Competency and Cultural Safety eModule

Qualifications:	<ul style="list-style-type: none">• MBBS/MBChB/MD or equivalent
Examinations:	<ul style="list-style-type: none">• RACS Generic Surgical Science Examination
Clinical Experience:	<ul style="list-style-type: none">• 26 weeks in a General Surgery unit• 8 weeks in a critical care rotation
Procedural and Clinical Skills:	<ul style="list-style-type: none">• Participation in surgical check list• Hand and instrument knot-tying• Preparing and draping for sterile procedure• Patient positioning• Excision of skin lesion with primary closure• Drainage of subcutaneous abscess• Surgical assisting (as first assistant; open and laparoscopic)• Identifying and handling surgical instruments• Establishing pneumo-peritoneum for laparoscopy• Entering and closure of laparotomy incision• Trauma - Chest drain, tertiary survey• Proficient at/can supervise IDC insertion, NGT insertion• Proctoscopy• Rigid/flexible sigmoidoscopy• Presentation and handover of surgical patients – clinic and emergency• Obtaining informed consent for common procedures• Peri-operative preparation of patients• Assessing and managing a deteriorating surgical patient• Conducting a daily ward round• Establish goals of patient care• Managing fluid requirements• Assessment of surgical wounds• Peri-operative management of anti-coagulants and anti-platelet agents• Peri-operative management of diabetes mellitus• Participate in audit/MDT presentations

Knowledge: Candidates are to demonstrate an appropriate standard of knowledge in the surgical sciences of anatomy, pathology and physiology

It is expected that the Trainee will maintain an appropriate standard of knowledge to fulfill their responsibilities as a registrar, including;

- Knowledge of contemporary medical practice and procedures appropriate to the level of the position
- Knowledge of investigations and treatments appropriate to the level of the position
- Understanding of quality assurance principles and procedures

Personal Attributes and Behaviours:	Attributes and Behaviours	RACS Competency Domain
	<ul style="list-style-type: none"> • Ability to: <ul style="list-style-type: none"> ○ communicate clearly (both transmission and reception), across different modes, and with various levels within clinical teams; and with different stakeholders/backgrounds; can tailor communication to recipient's needs/knowledge; demonstrates active listening 	Communication Collaboration and Teamwork Leadership and Management Health Advocacy
	<ul style="list-style-type: none"> ○ demonstrates patient-centred care 	Judgement and Clinical Decision Making Communication Collaboration and Teamwork Health Advocacy
	<ul style="list-style-type: none"> ○ take responsibility for actions 	Professionalism
	<ul style="list-style-type: none"> ○ undertake self-directed learning and seeks opportunities for learning in clinical workplace and other non-clinical opportunities 	Education and Training
	<ul style="list-style-type: none"> ○ reflect on conduct and learning and implement change within own practice and across system 	Education and Training Professionalism
	<ul style="list-style-type: none"> ○ demonstrate leadership (and active followership), show initiative, vulnerability, and advocacy, 	Leadership and Management Professionalism
	<ul style="list-style-type: none"> ○ is empowered to raise concerns 	
	<ul style="list-style-type: none"> ○ make decisions within capability, provides rationale, and asks for assistance when required 	Leadership and Management Judgement and Clinical Decision Making Education and Training
	<ul style="list-style-type: none"> ○ work co-operatively and respectfully as part of a team 	Collaboration and Teamwork Professionalism

- | | |
|--|--|
| <ul style="list-style-type: none"> ○ respond flexibly and adapt to changing situations and circumstances while continually re-evaluating | <p>Leadership and Management
Collaboration and Teamwork
Professionalism</p> |
| <ul style="list-style-type: none"> ○ be actively involved in teaching and education and takes opportunities for formal and informal teaching | <p>Education and Training</p> |
| <ul style="list-style-type: none"> ○ be organised and prioritising competing needs, anticipate potential issues and problems | <p>Collaboration and Teamwork
Professionalism</p> |
| <ul style="list-style-type: none"> ○ be aware of cultural safety, demonstrate understanding of own implicit biases, and adapt to needs arising from cultural difference | <p>Cultural Competency and Safety
Professionalism</p> |
| <ul style="list-style-type: none"> ○ critically evaluate research literature and apply learnings to own practice | <p>Education and Training
Judgement and clinical decision making</p> |
| <ul style="list-style-type: none"> ○ participate in audit, M+M and other quality/safety activities | <p>Medical expertise
Education and Training
Judgement and clinical decision making</p> |

Key Relationships:

Note: Not all roles will be at every rotation and this is not an exhaustive list

Personnel

Patients

Patient family/carers

Unit Supervisor

Hospital Supervisor

Hub Supervisor

Relationship

Responsible for the assessment and management of conditions, treatments, plans, post-operative care, and peri-operative care

Communicates effectively as a doctor in line with hospital policies

Manages the day to day teaching and learning, provides ongoing feedback, and undertakes formative and summative assessment

Reports to, manages the trainees learning and development, and undertakes formative and summative assessment

Manages the yearly rotation allocation and oversees the overall training in the hub

Consultants	Involved in the daily teaching, learning, and assessment
Members of other units including but not limited to ED and ICU	Collaborates with in the management of patients
Accredited Trainees	Co-workers and colleagues, and being involved in teaching, facilitating learning, and supervision
Unaccredited registrars	
Interns	
Medical students	
Nurses	Co-workers and colleagues
Allied Health	
Workforce Unit	Responsible for employment issues
GSA Staff	Responsible for management of the training program
RACS Staff	Responsible for courses, exams, and fees