



ROLE DESCRIPTION

Role Title:	Renal Transplant Surgeon		
Classification Code:	MDO2	Position Number	M42380
LHN/ HN/ SAAS/ DHW:	Central Adelaide Local Health Network (LHN)		
Hospital/ Service/ Cluster:	RAH		
Division:	Specialty Medicine 1 Program		
Department/Section / Unit/ Ward:	Central and Northern Adelaide Renal Transplantation Service		
Role reports to:	Director of Renal and Transplant Surgery		
Role Created/ Reviewed Date:	February 2026		
Criminal and Relevant History Screening:	<input type="checkbox"/> Aged (NPC or DHS) <input checked="" type="checkbox"/> Working With Children's Check (DHS) <input checked="" type="checkbox"/> National Police Check (NPC)		
Immunisation Risk Category Requirements:	<input checked="" type="checkbox"/> Category A (direct contact with blood or body substances) <input type="checkbox"/> Category B (indirect contact with blood or body substances) <input type="checkbox"/> Category C (minimal patient contact)		

ROLE CONTEXT

Primary Objective(s) of role:

The Renal Transplant Surgeon contributes to the provision of advanced transplant and dialysis-related clinical services to patients across CALHN, Contributes to teaching/training at undergraduate and postgraduate levels. Promotes and participates in service development and research, related to transplant activities across CALHN. Promotes and participates in surgical audit, including mortality/morbidity review

Key Relationships/ Interactions:

- Responsible for supervision of surgical Registrars in conjunction with fellow Renal and Transplant Surgeons
- Works with physician consultants and trainees, nursing and allied health as part of the combined medical-surgical service model of care
- Liaises with other staff of departments and programs within CALHN
- Liaises closely with other surgical units on surgical audit and mortality/morbidity
The incumbent is professionally accountable to the Head of Unit, CNARTS, and Director of Renal and Transplant Surgery

Challenges associated with Role:

Major challenges currently associated with the role include:

- Usual challenges of provision of renal transplant services including multi-organ retrieval teams, dialysis access and delivery of said programs

Delegations:

Refer to the HR Delegations and Financial Delegations document

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
<p>The Transplant Surgeon participates and contributes to the management of transplant patients by:</p>	<ul style="list-style-type: none"> > Providing clinical leadership to facilitate and support a team approach to the provision of clinical services > Undertaking the management and assuming responsibility for patients admitted for transplants or dialysis access > Supervising junior medical staff and trainees in the care of these patients > Participating in a hybrid surgical-medical team regarding patient care > Developing and implementing protocols in conjunction with other staff as appropriate > Documenting patient care accurately and objectively in keeping with hospital practices > Writing with the knowledge that the patients have a right to inspect their case notes under Freedom of Information legislation > Ensuring content of the case notes is concise, relevant and structured and using approved abbreviations only. Each having a date and time and the writer being clearly identified both by a signature, a printed name and a position description > Participating in relevant multidisciplinary meetings > Participation in unit audit and quality improvement activities > Fostering the development of community networks appropriate to the unit's work
<p>Contribute to teaching/training by</p>	<ul style="list-style-type: none"> > Participating in medical teaching/training programs at undergraduate and postgraduate levels > Providing appraisals of medical undergraduates and trainee medical officers assigned to the unit > Participating in the training of other health professionals
<p>Contribute to the efficient management of the</p>	<ul style="list-style-type: none"> > Using facilities, equipment and supplies in the most cost-efficient manner

Key Result Areas	Major Responsibilities
clinical and material resources of the Unit	> Contributing to management by ensuring that appropriate practices are in place to ensure the timely coding of required data
Contribute to a patient focused approach in the provision of clinical care by	> Participation in a multidisciplinary team with respect for all team members

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- > Appropriate Specialist Qualifications for Transplant Surgeon with experience in renal transplants and renal dialysis access
- > Registrable as a Specialist General Surgeon / Urologist / Vascular surgeon with the Medical Board of South Australia
- > Specialist Registration: You will hold specialist registration (or be eligible to hold) with AHPRA. MBBS, MD or equivalent registrable with the Medical Board of Australia.
- > Royal Australasian College of Surgeons or equivalent acceptable to the RACS and registration (or eligibility for registration) as a specialist with the Medical Board of Australia

Personal Abilities/Aptitudes/Skills:

- > A high level of clinical skills and leadership in Renal Transplant and dialysis access
- > Experience in whole organ pancreas transplant not essential but desirable
- > Demonstrated excellent verbal and interpersonal communication skills
- > Demonstrated ability to work in a multidisciplinary team environment
- > Demonstrated teaching skills, ability to organise and deliver education programs for medical officers, trainee medical officers, nursing staff and undergraduate medical students
- > Ability to supervise staff
- > Ability to relate well to other medical practitioners, health professionals, patients, their relatives, and the public
- > Research skills, clinical or basic, as evidenced by recent publications/presentations

Experience

- > Experience in quality improvement activities
- > Experience within a large teaching hospital
- > Experience at a senior level of professional practice
- > Experience in teaching at undergraduate and postgraduate level
- > Experience in research initiatives

Knowledge

- > Understanding of quality improvement principles
- > Understanding of the rights and responsibilities of patients and their families
- > Knowledge of contemporary medical practice and procedures appropriate to the care of Renal and Pancreas transplant patients and dialysis access
- > Knowledge of investigations and treatments appropriate to the level of the position

- > An understanding of medical ethics
- > Knowledge of Public Sector management aims, personnel management standards and employee conduct standards, in particular Equal Opportunity and Occupational Health, Safety and Welfare policies and procedures
- > An understanding of risk and safety management systems, standards and responsibilities as they relate to a supervisory/management role

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- > MD or other higher degree in appropriate field
- > Post graduate training in transplant surgery– completion of RACS PFET in transplant surgery (kidney transplant) preferred.

If offering pancreas transplant – completion of RACS PFET in transplant surgery (pancreas transplant) preferred

Personal Abilities/Aptitudes/Skills:

- > Demonstrated participation in continuing medical education since attaining qualification

Experience

- > Equivalent to a Consultant Transplant Surgeon level
- > Advanced laparoscopic skills and ability to perform donor nephrectomies laparoscopically
- > Experience with whole pancreas transplantation desired but not essential
- > Experience and clinical skills in other aspects of surgical care for patients with chronic kidney disease (e.g. vascular access, peritoneal dialysis access etc)

Knowledge

- > Demonstrable relevant knowledge and experience in Kidney Transplantation (Type 1 or Type 2 kidney transplant surgeon as outlined in the TSANZ Guidelines¹ or equivalent training is essential).
- > If offering pancreas transplantation, then there should be Demonstrable relevant knowledge and experience in Pancreas Transplantation as outlined in the TSANZ Guidelines¹ or equivalent training is essential
- > Training broadly comparable to a Fellow of the Royal College of Australasian Surgeons in General Surgery / Urology / Vascular Surgery
- > Evidence of post-fellowship training in transplantation or equivalent experience

Special Conditions:
<ul style="list-style-type: none"> • It is mandatory that no person, whether or not already working in SA Health, may be appointed to a position in SA Health unless they have provided a satisfactory current Criminal and Relevant History Screening, as required by the <i>SA Health Criminal and Relevant History Screening Policy Directive</i>. • <i>For appointment in a Prescribed Position</i> under the <i>Child Safety (Prohibited Persons) Act (2016)</i>, a current Working with Children Check (WWCC) is required from the Department for Human Services Screening Unit. For other positions, a satisfactory National Police Certificate (NPC) assessment is required.

- For 'Prescribed Positions' under the *Child Safety (Prohibited Persons) Act (2016)*, the individual's WWCCs must be renewed every 5 years from the date of issue; and for 'Approved Aged Care Provider Positions' every 3 years from date of issue as required by the *Accountability Principles 2014* issued pursuant to the *Aged Care Act 1997 (Cth)*.
- Appointment is subject to immunisation risk category requirements. There may be ongoing immunisation requirements that must be met.
- Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work appropriate to classification, skills and capabilities either on a permanent or temporary basis subject to relevant provisions of the *Public Sector Act 2009* for Public Sector employees or the *SA Health (Health Care Act) Human Resources Manual* for Health Care Act employees.
- The incumbent may be required to participate in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.

General Requirements:

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Directives, Determinations and Guidelines, and legislative requirements including but not limited to:

- *Work Health and Safety Act 2012 (SA)* maintaining your own health and safety and not place others at risk and comply with any reasonable instruction that is given to allow SA Health to comply with the WHS Act, and when relevant WHS Defined Officers must meet due diligence requirements.
- *Return to Work Act 2014 (SA)*, facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.
- Meet immunisation requirements as outlined by the *Immunisation for Health Care Workers in South Australia Policy Directive*.
- Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- *Children and Young People (Safety) Act 2017 (SA)* 'Notification of Abuse or Neglect'.
- Disability Discrimination.
- *Independent Commissioner Against Corruption Act 2012 (SA)*.
- *Information Privacy Principles Instruction*.
- Relevant Awards, Enterprise Agreements, *Public Sector Act 2009*, *Health Care Act 2008* and the *SA Health (Health Care Act) Human Resources Manual*.
- Relevant Australian Standards.
- Duty to maintain confidentiality.
- Smoke Free Workplace.
- To create an inclusive and responsive environment where Aboriginal and Torres Strait Islander consumers are welcomed, valued and respected for their cultural knowledge and lived experiences. Our commitment extends to enhancing culturally safe workplaces by investing in our Aboriginal and Torres Strait Islander workforce, aligning with the SA Health Aboriginal Workforce Framework.
- To elevate the cultural capability of our non-Aboriginal staff, ensuring they can drive meaningful improvements in the health system, policies, planning and practices. This ensures our services are responsive to the cultural needs identified by Aboriginal and Torres Strait Islander people.
- Applying the principles of the *South Australian Government's Risk Management Policy* to work as appropriate.

General Requirements:

The SA Health workforce contributes to the safety and quality of patient care by adhering to the South Australian Charter of Health Care Rights, understanding the intent of the National Safety and Quality Health Service Standards and participating in quality improvement activities as necessary.

Performance Development:

The incumbent will be required to participate in the organisation's Performance Review and Development Program which will include a regular review of the incumbent's performance against the responsibilities and key result areas associated with their position and a requirement to demonstrate appropriate behaviours which reflect a commitment to SA Health values and strategic directions.

Handling of Official Information:

By virtue of their duties, SA Health employees frequently access, otherwise deal with, and/or are aware of, information that needs to be treated as confidential.

SA Health employees will not access or attempt to access official information, including confidential patient information other than in connection with the performance by them of their duties and/or as authorised.

SA Health employees will not misuse information gained in their official capacity.

SA Health employees will maintain the integrity and security of official or confidential information for which they are responsible. Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.

White Ribbon:

SA Health has a position of zero tolerance towards men's violence against women in the workplace and the broader community. In accordance with this, the incumbent must at all times act in a manner that is non-threatening, courteous, and respectful and will comply with any instructions, policies, procedures or guidelines issued by SA Health regarding acceptable workplace behaviour.

Resilience:

SA Health employees persevere to achieve goals, stay calm under pressure and are open to feedback.

Organisational Context

Organisational Overview:

At CALHN we are shaping the future of health with world-class care and world-class research. This is fundamental in assisting us to achieve our vision of becoming one of the top five performing health services in Australia and one of the top 50 performing health services in the world within five years.

We are part of SA Health, which is the brand name for the public health system. As a system SA Health's mission is to lead and deliver a comprehensive and sustainable health system that aims to ensure healthier, longer and better lives for all South Australians. We will achieve our objectives by strengthening primary health care, enhancing hospital care, reforming mental health care and improving the health of Aboriginal people.

SA Health is committed to a health system that produces positive health outcomes by focusing on health promotion, illness prevention and early intervention. We will work with other government agencies and the community to address the environmental, socioeconomic, biological and behavioural determinants of health, and to achieve equitable health outcomes for all South Australians.

Our Legal Entities:

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Wellbeing. The Department for Health and Wellbeing is an administrative unit under the Public Sector Act 2009.

The legal entities include but are not limited to the Central Adelaide Local Health Network Inc., Northern Adelaide Local Health Network Inc., Southern Adelaide Local Health Network Inc., Women's and Children's Health Network Inc., Barossa Hills Fleurieu Local Health Network Inc., Eyre and Far North Local Health Network Inc., Flinders and Upper North Local Health Network Inc., Limestone Coast Local Health Network Inc., Riverland Mallee Coorong Local Health Network Inc., Yorke and Northern Local Health Network Inc. and SA Ambulance Service Inc.

SA Health Challenges:

The health system is facing the challenges of an ageing population, increased incidence of chronic disease, workforce shortages, and ageing infrastructure. The SA Health Care Plan has been developed to meet these challenges and ensure South Australian's have access to the best available health care in hospitals, health care centres and through GPs and other providers.

Central Adelaide Local Health Network:

Established in July 2011, CALHN is one of five Local Health Networks (LHNs) in South Australia and we are accountable to the Central Adelaide Local Health Network Governing Board. Our board has oversight of our strategy, risk management, governance and performance, and works with our Chief Executive Officer to provide strategic direction for our network.

CALHN is responsible for the following health services:

- Royal Adelaide Hospital (RAH)
- The Queen Elizabeth Hospital (TQEH)
- Hampstead Rehabilitation Centre (HRC)
- St Margaret's Rehabilitation Hospital (SMRH)
- Glenside Health Service (GHS) Psychiatric Intensive Care Unit, Inpatient Rehabilitation Services and Acute beds only
- Adelaide Dental Hospital (ADH)
- Brain and Spinal Cord Injury Services located at the Repat Health Precinct

CALHN also has governance over numerous community mental health and primary health services including Prison Health Service, SA Dental Service and DonateLife SA. Of note also is governance of the Statewide Clinical Support Services (SCSS) including SA Medical Imaging (SAMI), SA Pathology SA Pharmacy and BreastScreenSA, responsibility of which has vacillated between CALHN and DHW over the past few years.

CALHN is one of three metropolitan LHNs and its core population is approximately 390,000 people. CALHN also provides services to patients from other SA networks, rural and remote areas, the Northern Territory, NSW (Broken Hill) and western parts of Victoria. These services usually relate to complex services such as head and neck cancer, radiation therapy, cardiac surgery, spinal surgery or rehabilitation.

CALHN's purpose is to deliver quality and sustainable healthcare. While the delivery of high-quality patient care is our number one priority, underpinning our goals is good governance, improved patient experience, business operations, efficiency and financial performance and more accountable and contemporary ways of working.

To find out more about CALHN, visit centraladelaide.health.sa.gov.au

Values

Central Adelaide Local Health Network Values

Our values, together with our vision and ambitions provide direction for everything that happens across our network. They outline who we are, what we stand for, what our consumers and their families can expect from us and what we can expect from each other. They guide our decisions and actions.

Values

People first

Behaviours

- I am there for my patients and colleagues when they need me most.
- I put myself in my patients and colleagues shoes to understand their needs.
- I go out of my way to make sure my patients and colleagues achieve the best outcome and have a great experience.
- I respect uniqueness in my colleagues, our patients and their families.

Ideas driven

- I look and listen to ensure I fully understand the problem and find a solution.
- I look for ways to break-down barriers and silos to hear new perspectives and solve complex problems.
- I invest in my own learning and look for opportunities to explore and introduce new ideas.
- I am interested in critical research and how it informs creative thinking.

Future focussed

- I embrace leading practices and use them to evolve our ways of working.
- I lead and support change to improve patient and organisational outcomes.
- I am constantly on the look-out for opportunities to improve.

Community minded

- I put my hand up to lead work that matters.
- I am accountable and focused on value.
- I value and champion diversity.
- I embrace collaboration and constructive partnerships.

SA Health Values

The values of SA Health are used to indicate the type of conduct required by our employees and the conduct that our customers can expect from our health service:

- We are committed to the values of integrity, respect and accountability.
- We value care, excellence, innovation, creativity, leadership and equity in health care provision and health outcomes.

- We demonstrate our values in our interactions with others in SA Health, the community, and those for whom we care.

Code of Ethics

The *Code of Ethics for the South Australian Public Sector* provides an ethical framework for the public sector and applies to all public service employees.

- Democratic Values - Helping the government, under the law to serve the people of South Australia.
- Service, Respect and Courtesy - Serving the people of South Australia.
- Honesty and Integrity - Acting at all times in such a way as to uphold the public trust.
- Accountability - Holding ourselves accountable for everything we do.
- Professional Conduct Standards - Exhibiting the highest standards of professional conduct.

As a public sector employee, you have a responsibility to maintain ethical behaviour and professional integrity standards. It is expected that you act in accordance with the Code of Ethics, and contribute to a culture of integrity within SA Health.

The Code recognises that some public sector employees are also bound by codes of conduct relevant to their profession.

Role Acceptance

Employee Acceptance

I have read and understood the responsibilities associated with role, the organisational context and the values of SA Health as outlined within this document.

Name:

Signature:

Date:

Approvals

Role Description Delegate Approval

I acknowledge that the role I currently occupy has the delegated authority to authorise this document.

Name:

Role Title:

Signature:

Date: