

## Position Description

Position Title	Emergency Physician
Position Number	
Division	Choose Division
Department	Emergency Department
Enterprise Agreement	Medical Specialists (Victorian Public Health Sector) (AMA Victoria/ASMOF) (Single Interest Employers) Enterprise Agreement 2022-2026
Classification Description	Emergency Physician
Classification Code	Specialist Year 1 to Specialist Year 9
Reports to	Clinical Unit Head of Emergency Department
Management Level	Non Management
Staff Capability Statement	Please click here for a link to <a href="#">staff capabilities statement</a>
Mandatory Requirements	<ul style="list-style-type: none"> <li>• National Police Record Check</li> <li>• Working with Children Check</li> <li>• Registration with Professional Regulatory Body or relevant Professional Association</li> <li>• Immunisation Requirements</li> </ul>

### Bendigo Health

Bendigo Health is a leading regional health service, learn more about us by visiting our website: [Bendigo Health Website - About Bendigo Health](#)

As an organisation we are committed to delivering safe, inclusive and high-quality care to our diverse communities across the Loddon Mallee Region. We value and respect the unique backgrounds, cultures and experiences of the people we serve and those who work with us.

We are a proud child safe organisation, dedicated to the safety, wellbeing and voice of all children and young people. We are committed to creating a culturally safe and welcoming environment where Aboriginal and Torres Strait Islander peoples—adults, children and families—are respected, supported and empowered to express and celebrate their culture.

### Our Vision

To be a trusted regional healthcare service recognised for delivering exceptional care, being a great place to work, and being deeply connected to our community.

### Our Values

**PASSIONATE** – We are passionate about doing our best – for our patients, our colleagues and our community.

**ACCOUNTABLE** – We take ownership of our actions and outcomes, always striving for integrity and improvement.

**CARING** – We care deeply for our community – and our community cares for us. Compassion is at the heart of everything we do.

TRUSTWORTHY - We are open, honest and respectful in all that we do – earning the trust placed in us every day.

## **The Position**

All staff at Bendigo Health should have, or aspire to the personal qualities, knowledge and skills as described in the Bendigo Health Staff Capabilities Statement. Refer to link at top of page.

The opportunity exists for an emergency physician to have a pivotal role in the continuous development of emergency services at Bendigo Health.

It is expected that the applicant will have strong leadership and communication skills and a commitment to teamwork.

The emergency physician will support and assist the Director of Emergency Medicine in the delivery of high-quality patient care, supervision of medical staff, participation in educational and quality improvement activities, representation at interdepartmental meetings, and recruitment and retention of staff.

## **Responsibilities and Accountabilities**

### **Key Responsibilities**

The Emergency Physician will support the Director of Emergency Medicine in:

- Provision of high-quality clinical care to emergency patients
- The supervision and management of the emergency department to ensure the delivery of high quality, safe patient care
- The supervision and management of the emergency department to ensure patient flow in line with NEAT & state based KPIs
- The application of evidence-based practice, on-going evaluation of outcomes and key performance indicators and continual improvement in service delivery
- Leading and managing change, acting as a role model for other staff and supporting leadership development
- Direct clinical supervision and teaching of all levels of emergency department staff, particularly emergency medicine trainees.
- Participate in continuing medical education sessions to postgraduate emergency medical staff.
- The development of a culture within the Emergency Department that supports valuing one another, exploring new ways of working together, the promotion of excellence and continuous improvement.
- Working in partnership with management and inpatient units to ensure an integrated approach to the delivery of emergency patient care within the Hospital and throughout Bendigo Health.
- The effective and efficient management of resources in the delivery of high quality safe emergency patient care.
- Represent the Department of Emergency Medicine as delegated.

- Providing clear and positive leadership ‘on the floor’ in facilitating the patient flow within the ED.
- Assist when requested by the Director in developing and evaluating clinical processes for the emergency department.
- Participate in providing outreach clinical and education services to Regional Health Services as part of the FACEM outreach team.

## Key Selection Criteria

### Essential

1. Full registration with the Medical Board of Australia and Fellowship of the Australasian College for Emergency Medicine
2. Well-developed clinical, leadership and interpersonal skills
3. Demonstrated ability to think laterally
4. Ability to work as part of a team
5. Patient-centred approach
6. Commitment to excellence
7. Commitment to advancing the profile of emergency medicine
8. Commitment to education and research
9. Understanding of how an individual role contributes to overall vision and mission of the Emergency Department and Bendigo Health.
10. A current and satisfactory National Police Record Check must be presented or arranged at the time of commencement (this is essential for all positions)

### Desirable

1. High level of self-confidence
2. A personal approach which is positive, enthusiastic, friendly and helpful
3. Ability to give excellent customer service to both internal and external customers
4. Ability to introduce new concepts through innovation, influencing, negotiating and persuasion skills
5. Flexibility to operate in an environment of change and continuous improvement

## Generic Responsibilities

All Bendigo Health staff are required to:

- Adhere to the **Victorian Government’s Code of Conduct**
- Uphold **Occupational Health and Safety** responsibilities, including self-care, safeguarding others, and participating in safety initiatives and reporting.
- Comply with all **Bendigo Health policies and procedures**, including those related to clinical, managerial, and standard work practices.
- Follow **Infection Control** procedures to prevent cross-contamination and ensure the health and safety of all.
- Maintain **strict confidentiality** regarding all organisational, patient, and staff information.
- Engage in **continuous quality improvement** activities aligned with the National Safety and Quality Health Service Standards (NSQHSS).
- Recognise and respect **diversity**, fostering inclusive practices in the workplace and service delivery.

- Support research activities in alignment with the National Clinical Trials Governance Framework to ensure high-quality, safe, and ethical clinical trials and research practices across Bendigo Health
- Staff must carry out all lawful and reasonable directions and comply with relevant professional standards and ethical codes.
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Bendigo Health.
- Maintain ability to perform the inherent requirements of this role. Inherent requirements are the essential tasks necessary to perform this role, including reasonable adjustments. Bendigo Health is committed to a safe workplace that supports all employees. The role may require specific physical and cognitive abilities, which can be discussed with the manager during recruitment or at any time. We understand that personal circumstances can change and impact your ability to meet these requirements; additional policies are available to guide you through this process. Please request the relevant procedures for more information.

*All Bendigo Health sites, workplaces and vehicles are smoke free.*

*This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.*