

Position Title: Medical Intern PGY1 2027

Campus: Ballarat

Directorate: Hospitals Directorate

Department: Junior Medical Workforce

Reporting to: **Operationally:** Medical Workforce Manager
Professionally: Chief Medical Officer

Direct Reports: NIL

Appointment Terms/Conditions:

Classification and Code: Hospital Medical Officer Year 1 (Intern) (HM11)

Enterprise Agreement: AMA Victoria – Victorian Public Health Sector -Doctors in Training Enterprise Agreement 2022-2026

ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021, bringing together Edenhope and District Memorial Hospital, Stawell Regional Health, Wimmera Health Care Group and Ballarat Health Services as one united health service. More information can be found at www.grampianshealth.org.au

Our purpose is to provide high quality and accessible health care services in each of the communities we serve. We currently service the healthcare needs of more than 250,000 Victorians and we employ more than 6,300 people across 21 campuses and sites with an annual operating revenue of over \$700m.

Collaboration	Compassion	Accountability	Respect	Innovation
<i>We are stronger together.</i>	<i>We show that we care.</i>	<i>We do what we say and say what we do.</i>	<i>We appreciate and value all people.</i>	<i>We adapt and innovate to achieve best outcomes.</i>
Recognising and utilising strengths to share knowledge, solve problems, build relationships and deliver the best outcomes possible.	All people deserve to be treated with compassion, kindness and empathy.	Openness, honesty and transparency support us to be courageous, take responsibility for our actions and follow through on our commitments	Our actions and words reflect our commitment to a safe and fair health service for all.	Every day, we apply expertise and integrity to make responsible choices, always striving for continuous improvement.

POSITION PURPOSE

The primary objective of this role is to deliver supervised day-to-day clinical care for ambulatory and admitted patients/clients at Grampians Health Ballarat, while meeting the Medical Board of Australia's pre-registration requirements under the National Framework for Prevocational Medical Training (NFPMT).

As an intern you will be expected to actively engage in ongoing learning, self-assessment, and feedback to achieve required competencies across NFPMT domains, including clinical management, communication, professionalism, and cultural safety.

KEY ACCOUNTABILITIES

Provision of Clinical Care

- Deliver consumer-centred care that meets best practice standards, aligned with the Medical Board of Australia, Grampians Health, and the Australian Medical Council NFPMT.
- Actively use the principles of informed consent, respecting cultural, spiritual, and individual beliefs in patient care.
- Maintain accurate and up-to-date medical records.
- Use evidence-based practices for clinical decision making.
- Progressively assume responsibility for clinical decision-making within defined limits of competence and supervision requirements.
- Demonstrate competency in performing medical and surgical procedures as listed in the Victorian JMO Curriculum under appropriate supervision.
- Treat patients with respect and maintain confidentiality at all times.

Teamwork

- Work effectively within a multi-disciplinary team to ensure quality patient care.
- Communicate clearly and contribute to a collaborative, supportive work environment.

Quality and Safety

- Adhere to National Safety and Quality Standards and Grampians Health policies to ensure safe, effective and high-quality patient care.
- Contribute to quality improvement activities and participate in clinical audits (where applicable).

Information Management

- Ensure compliance with health records management, privacy, confidentiality and information security regulations.
- Complete timely discharge summaries and follow-up on investigation results.

Professional Development and NFPMT Training Requirements

- Meet National Framework for Prevocational Medical Training (NFPMT) requirements, including maintaining regular documentation via the Clinical Learning Australia (CLA) platform.
- Participate in mandatory training, tutorials, and grand rounds.
- Seek ongoing feedback and engage in self-directed learning to enhance skills and clinical knowledge.

Occupational Health and Safety (OHS)

- Comply with OHS policies and report hazards or incidents as per Grampians Health procedures.
- Complete mandatory OHS training and contribute to maintaining a safe work environment.

KEY RELATIONSHIPS

Internal

- Chief Medical Officer
- Junior Medical Workforce Unit (MWU)
- Medical Education and Training (MET) Team including the Director of Clinical Training (DCT) and Supervisor of Intern Training (SIT)
- Supervising Consultants and Unit Directors
- Other Grampians Health staff

External

- External Health Providers (e.g., General Practitioners)

- External Organisations (e.g., Births, Deaths and Marriages, Coroners Court)

KEY SELECTION CRITERIA

Qualifications

- A medical qualification (MBBS or equivalent) which is recognised for registration by the Australian Health Practitioner Regulation Agency
- Meet Postgraduate Medical Council of Victoria (PMCV) intern eligibility criteria

Additional Requirements

- Obtain a police/criminal history check prior to employment
- Obtain a Working with Children Check prior to employment
- Meet Australian Health Practitioner Regulation Agency (AHPRA) and Medical Board of Australia requirements to obtain provisional registration and apply for this registration as soon as it becomes available to do so
- Prior to commencement with Grampians Health, all new employees are required to provide a completed Grampians Health Immunity Status form and have Staff Care clearance
- Report to management any criminal charges or convictions you receive during your employment
- Protect confidential information from unauthorised disclosure and not use, disclose or copy confidential information except for the purpose of and to the extent necessary to perform your employment duties at Grampians Health
- Adherence with requirement of National Safety and Quality Health Service Standards and other relevant regulatory requirements including the Child Safe Standards

PERFORMANCE ASSESSMENT

In line with the Australian Medical Council ([AMC](#)) National Framework for Prevocational Medical Training (NFPMT), regular outcome-based assessments will be required. Defined national prevocational outcome statements (capabilities expected by end of PGY1) are outlined by the AMC and all assessments contribute evidence toward these outcomes.

- Entrustable Professional Activities ([EPAs](#)) - provide direct observation in the workplace. Minimum 10 required over the twelve (12) month employment period; ideally with 2 expected to be completed per term
- Term Assessments - Mandatory mid-term and end-of-term assessments each rotation. Five (5) rotations over the twelve (12) month employment period.

For prevocational doctors, Grampians Health uses continuous, workplace-based assessments (EPAs + term assessments) culminating in an Assessment Review Panel-based global judgement of progression.

ORGANISATIONAL REQUIREMENTS

- Grampians Health is committed to a consumer centred approach in the provision of health care and services, consistent with our values, purpose and vision. It is expected that team members demonstrate the core values of consumer centred care in every interaction.
- All team members of Grampians Health are responsible for supporting the safety, participation, wellbeing and empowerment of children.
- Quality care is a strategic and operational priority at Grampians Health, achieved through our Governance Framework.
- Participation in the Grampians Health integrated quality improvement and risk management systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleague.
- You must ensure that the affairs of Grampians Health, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law.

Such confidentiality shall extend to the commercial and financial interests and activities of Grampians Health.

- In accordance with current legislation and organisational policy, employees must be willing to undertake and maintain a police check, working with children check and where necessary a NDIS Worker screening check. Ongoing employment will be dependent on the provision of satisfactory checks.

OTHER RELEVANT INFORMATION

- At Grampians Health we recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst Grampians Health employees.
- All Grampians Health employees are required to take reasonable care of their own health and safety in the workplace as well as take reasonable care for the health and safety of others who may be affected their acts or omissions. Persons with delegated management functions have an additional duty to provide and maintain a working environment that is safe and free of risks to health, so far as is reasonably practicable in areas where they have management or control. All employees have a duty to report issues they cannot rectify, follow all existing Grampians Health policies and protocols relating to health, safety, wellbeing and injury management and cooperate with any action taken by Grampians Health to comply with the OHS Act or Regulations.
- Statements included in this Position Description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all inclusive.
- Management may alter this Position Description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).