

Position Title: Public health medicine registrar, Grampians Public Health Unit (GPHU)

Campus: Ballarat or another Grampians Health campus

Directorate: Medical

Department: Grampians Public Health Unit

Reporting to:

Direct: Public Health Physician/ Senior Manager, Medical and Epidemiology

Direct Reports Nil

Appointment Terms/Conditions

Classification and Code: Doctor in Training (year according to year of advanced training) AMA

Award Coverage: Victoria – Doctors in Training EBA

ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021. Drawing on a regional history of more than 150 years, we provide services to more than 250,000 Victorians, operate 21 campuses and sites, and employ more than 7,000 dedicated professionals. Our values reinforce our commitment to high-quality accessible healthcare services close to home. Our mission is to work with all health providers in our region to together serve the communities of the Grampians region with comprehensive care, ensuring every individual receives the attention they deserve. More information can be found at www.grampianshealth.org.au

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.

About Grampians Public Health Unit

Established in January 2021, the Grampians Public Health Unit (GPHU) serves as one of Victoria's nine designated local public health units within the state-wide public health system. Hosted by Grampians Health, the GPHU provides comprehensive public health leadership across the Grampians region, serving residents across 11 local government areas, spanning nearly 50,000 square kilometres in regional western Victoria.

The GPHU's purpose is to promote health, prevent disease and protect the health and well-being of all communities throughout our region. We achieve this through communicable disease surveillance and control, outbreak prevention and response, health promotion, disease prevention and population health initiatives. The unit is led by the Director Population and Public Health, and structured into four divisions: Health Protection, Medical & Epidemiology, Population Health and Business Operations. The GPHU provides technical expertise and strategic leadership to the region through its team of public health officers, health promotion officers, public health physicians, epidemiologists, communication experts, operational managers and administrative support. Through the collection, analysis and application of public health intelligence, the GPHU supports evidence-based action to address current and emerging public health challenges and threats across the region, including those arising from our changing climate.

The GPHU works in close collaboration with other units in the Victorian Local Public Health Network and the Victorian Department of Health, alongside diverse stakeholders in every part of our catchment. Our collaborative approach includes partnerships with leaders from all health services in the region, aged care and disability service providers, local government authorities, emergency services, community and cultural organisations, businesses and other government departments. This comprehensive regional approach ensures that public health initiatives reach all communities within our region through coordinated partnerships with stakeholders across the region.

Our work is underpinned by values of sustainability, equity, quality and evaluation of all we do. By working in partnership with multi-sector stakeholders (inside and outside health and inside and outside government) the GPHU has supported local leaders to lead their communities to respond to public health matters and build local resilience and capacity to confront other population health challenges.

POSITION PURPOSE

Appointment as public health medicine registrar in the Grampians Public Health Unit (GPHU) provides an exciting opportunity to have a vital medical training role experiencing the GPHU's functions and culture. GPHU staff specialists provide their judgement, energy, expertise and advice as the GPHU responds to communicable conditions and threats to health, and prevention and population health imperatives in our region.

Given the established state of the local public health units in Victoria, a public health medicine registrar's experience includes a training focus in one or more of the GPHU's pillars covering the breadth of public health practice:

- **Health protection** - communicable conditions and environmental health
- **Health Promotion and disease prevention** - commencing with considering primary and secondary prevention of key conditions responsible for high levels of morbidity and mortality in our community, such as ischaemic heart disease and cancer, and incorporating Grampians region's health promotion priorities in alignment with Grampians Region Population Health Plan

- **Population health and its social determinants** - including work to enhance the health and well-being of priority communities which including children, older people, First Nations Australians, people from culturally and linguistically diverse communities, and numerous other sub-groups warranting targeted prevention and population health attention, all for whom our work also incorporates Grampians population health priorities.

This is a Public Health Medicine specialist training position where the registrar will learn about the professional responsibilities of clinical leadership and development, core competencies of the public health medicine, teaching and training as well as administrative requirements. At GPHU, public health medicine registrar will work with GPHU staff specialists and highly skilled diversely-qualified professionals including in epidemiology, health promotion, health protection, logistics, administration, and communication and engagement. The Public health medicine registrar will also have several opportunities of engaging with other public health medical officers of all the other 8 local public health units across Victoria via various public health related working groups and meetings.

KEY ACCOUNTABILITIES

- Under supervision, work to learn about and support
 - the clinical and operational performance of Grampians PHU and appropriate engagement with relevant external parties/collaborators
 - engagement with and the development of strategic linkages between the GPHU and metropolitan and regional PHUs and DOH officers, as well as broader stakeholder groups within and beyond disciplines of expertise (for example engaging with Grampians general practitioners and Western Victoria Primary Health Network, clinical specialists, community health centres, and other health protection and population health stakeholders including local government authorities)
 - the functions of local Health Protection Working Groups and any other such structures throughout the Grampians region
 - the establishment of public health training capacity for clinician groups and for support functions such as epidemiology and data intelligence
 - emergency management activities as required and assist in the response to public health incidents and emergencies and
- Under supervision, provide medical advice to
 - manage complex situations in communicable diseases outbreaks
 - strategic and proactive health protection and disease prevention activities to analyse data, detect, investigate, prevent and respond to existing and new public health risks and emerging health protection trends (including by designing and implementing interventions to address increased risks).
 - advance clinical epidemiology and public health across the Grampians PHU catchment
- Under supervision, undertake and grow capacity in
 - surveillance to rapidly identify public health risks and appropriately prioritise a response
 - research in public health and epidemiology, population health, communicable diseases and infection control
 - literature reviews, evaluation and critical thinking on a range of public health issues
 - work to attenuate the impacts of social and structural determinants of health and health inequalities across the Grampians region
- Under supervision
 - Participate in the GPHU on-call roster as required
 - Undertake other duties consistent with role as needed

Professional duties

- Under supervision
 - Apply expertise in risk-informed situation analysis and make appropriate decisions in a timely manner to ensure the needs of patients, staff, organisation and community are met
 - As needed participate in the operational performance of Grampians PHU and appropriate engagement with relevant external parties/collaborators
 - As needed participate in the development of strategic linkages between the GPHU and metropolitan and regional PHUs and DOH officers, as well as broader stakeholder groups within and beyond disciplines of expertise (for example engaging with Grampians general practitioners and Western Victoria Primary Health Network, clinical specialists, community health centres, and other health protection and population health stakeholders including local government authorities)
 - As needed participate in emergency management activities, assist in the response to public health incidents and emergencies, and maintain strong, cohesive working relationships across all levels of health services, government and the health and human sectors, including non-government organisations
 - As needed participate in research, literature reviews, evaluation and critical thinking on a range of public health issues
 - As needed participate in work to attenuate the impacts of social and structural determinants of health and health inequalities across the Grampians region
 - As needed participate in training and supervision of registrars, other staff and students
 - Undertake other duties consistent with role as needed
 - As needed participate in weekend on-call roster

KEY WORKING RELATIONSHIPS

Internal:

- Director Population and Public Health, Grampians Public Health Unit
- Fractional specialists, GPHU
- Other GPHU team members

External:

- AFPHM, RACP
- Department of Health
- Other Government agencies in the Grampians region
- GPs and community health agencies
- Health services within the Grampians region
- Other public health units
- Local Government Authorities throughout the Grampians region
- External researchers, research organisations and research funders within and beyond the health sector
- Community public health and health protection stakeholders across private and not-for-profit sectors
- Education providers

KEY SELECTION CRITERIA

Essential qualifications:

- General Registration, Medical Board of Australia
- Masters degree in public health or equivalent or higher qualification
- Eligible to commence or have commenced as a public health medicine advanced trainee with the Australasian Faculty of Public Health Medicine, Royal Australasian College of Physicians

Desirable Skills and Experience:

- Experience in communicable diseases outbreak investigations, case investigation, case management and contact tracing
- Experience of effective communication, including ability to explain public health risks in a way that is understood by diverse audiences, including media
- Research and/or clinical audit activities and/or quality assurance activities
- Demonstrated aptitude for problem solving with skills to effectively engage, negotiate and build engagement with key and diverse internal and external clients or stakeholders
- Experience in developing public health approaches to public health problems including by identifying issues, stakeholders, risks and formulating solutions
- Demonstrated capacity to contribute to a diverse multi-disciplinary team to achieve shared objectives

Desirable

- Higher degree in research (e.g. PhD, MD)
- Knowledge of health issues in relation to populations covered by the Grampians PHU

Key Capabilities & Attributes

- Exemplifies the values of Grampians Health
- Develops self and others
- Optimism and positivity
- Resilience and self-care
- Adaptability and continuous improvement focus
- Demonstrated understanding of organisational change concepts and practices
- Teamwork and collaboration
- Strategic perspective with a keen ability to also consider the detail

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 an 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).
- An annual performance review will occur with your Manager. Your performance review is intended to be a positive discussion, outlining the key roles and responsibilities outlined in this Position Description. The performance review discussion provides an opportunity to clarify your role, revise key performance activities and identify any objectives or goals for the year ahead.
- Appointment is subject to a satisfactory Staff Immunisation clearance and a satisfactory current Police Record Check

HOW TO APPLY

Your application should include:

- Clearly state the **Job No.** specified on the advertisement for this position.
- A statement addressing each “**Key Selection Criteria**” clearly demonstrating your ability to meet the objectives of the role. **Note:** Read the Position Description carefully so you have a good understanding of what is required and remember to address what skills, knowledge and attributes you have.

- General resume
- Copies of any formal qualifications. **Note:** If emailing your application note that hard copies of your qualifications will need to be produced at interview.
- Two (2) professional referees

Apply on-line at: www.gh.org.au

AUTHORISATIONS

Employee	
Director Population and Public Health, GPHU	
Chief Strategy and Regions Officer	
Date Written: 12 September 2022	