

**Position Title:** Career Medical Officer - Emergency

**Campus:** Horsham

**Directorate:** Chief Operating Officer Hospitals

**Department:** Medical Services

**Reporting to:** Horsham Emergency Department Head of Unit

Professional reporting to: Chief Medical Officer

**Direct Reports:** Nil

### Appointment Terms/Conditions:

**Classification and Code:** At the appropriate classification rate commensurate with level of Experience

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

**Time Fraction (hrs/f/n):** As per contract of employment

### ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021. Drawing on a regional history of over 150 years, we provide service to over 250,000 Victorians, operate across 21 campuses and sites, and employ more than 7,000 dedicated professionals. Our values reinforce our commitment to providing high-quality, accessible healthcare services close to home. Our mission is to serve the communities of the Grampians region with comprehensive care, ensuring every individual receives the attention they deserve. For more information, visit [www.grampianshealth.org.au](http://www.grampianshealth.org.au).

<b>Collaboration</b>	<b>Compassion</b>	<b>Accountability</b>	<b>Respect</b>	<b>Innovation</b>
<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**

To provide clinical management and leadership to the Horsham Emergency Department.

## **KEY ACCOUNTABILITIES**

- Safe, evidence-based care
- Promote efficient utilisation of hospital and emergency department resources
- Promote patient flow into and out of the emergency department
- To supervise, teach and develop other more junior emergency department medical staff
- To work collaboratively with nursing staff, allied health professionals and hospital based medical staff

## **KEY SELECTION CRITERIA**

### **Qualifications**

- Current AHPRA registration
- Minimum 5 years post-graduation clinical experience
- Some experience in Emergency Medicine (not necessarily 2 years FTE)
- Current ALS certification
- Evidence of ongoing CPD
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- **ACEM Associateships entitles increased above award payments**

### **Technical/Professional Knowledge and Skills**

- Demonstrated ability to manage low to moderate acuity presentations
- Capable of being a team member in a team-based response to critically unwell patients including in trauma and advanced life support

### **Work Environment**

- Provision of support to colleagues and ED leaders

### **Personal attributes**

- Collaborative leadership and team-based behaviours
- Closed loop communication
- Approachable
- Accountability

## **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.

## REMUNERATION SCHEDULE

- Remuneration is as Senior Medical Officer Year 3 (HM23) and an additional above award hourly payment dependent on whether doctor possesses an ACEM associateship
  - No associateship 10% above award payment
  - Foundation Associateship 20% above award payment
  - Intermediate Associateship 40% above award payment
  - Advanced Associateship 60% above award payment
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- This will increment as the Enterprise Agreement stipulates.
- A designated location bonus applies which is \$7000 per year. This is payable as a minimum of 1/520<sup>th</sup> of \$7,000 per hour (\$13.46), or \$7,000 per annum (whichever is greater). This will increment as the Enterprise Agreement stipulates.

- Continuing Medical Education Allowance is payable as per the Enterprise Agreement 2022-2026 of \$90.90 per week.
- Other entitlements are as per the Enterprise Agreement and include planned leave (annual, exam and conference leave, and long-service leave) and unplanned leave.