

**Position Title:** Emergency Physician

**Campus:** Grampians Health - Ballarat/Horsham

**Directorate:** Acute Operations

**Reporting to:** Director, Emergency Department

**Direct Reports:** Director, Emergency Department

**Indirect:** Clinical Director, Emergency and Intensive Care Medicine

### Appointment Terms/Conditions:

**Classification and Code:** Negotiable

**Enterprise Agreement:** Medical Specialist (Victorian Health Sector) (Single Interest Employers) Enterprise Agreement 2022-2026

**Time Fraction (hrs/wk):** Full Time or VMO as negotiated

### 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**

Grampians Health is a regional trauma service servicing a population of approximately 240,000 people and a land area extending from the western boundary of Melbourne to the South Australian border. The Emergency Department see approximately 57,000 patients per annum with a caseload comprising a broad mix of medicine from major trauma to primary care across all age groups including approximately 28% paediatric attendances. The ED has a defined Fast Track area and a separate 12 bed Short Stay Unit. Admission rate and patient acuity (by Australasian triage scale) has been increasing over the last few years.

The position provides an opportunity to work on a full time or VMO basis and join a cohesive, motivated and innovative specialist group enjoying an attractive on-call and weekend roster.

The successful candidate will be an energetic, innovative practitioner willing to be active in the ongoing organisational and clinical development of the Emergency Department at Grampians Health. Clear emphasis will be placed on staff development and ED performance.

## **KEY ACCOUNTABILITIES**

- Assume the responsibility of providing clinical care and supervision of junior medical staff of the Emergency Department and the Short Stay Unit as directed
- Be responsible for the clinical management of all patients under the practitioners care within the Emergency Department and Short Stay Unit by providing:
  - Emergency medical, procedural and/or diagnostic services as applicable
  - Supervision of the clinical activity of the Emergency Department
  - Ensure patient flow is coordinated within the Department, optimising the patient journey and the patient experience when within the Department
- Works collaboratively with the nursing team within ED and other hospital staff to achieve department key performance indicators working towards achieving the National Emergency Access Targets
- Engages with other hospital staff as required with respect to the patient management and related issues including the interface between Emergency and inpatient areas for patient flow
- Displays an ability to analyse situations and make appropriate decisions in a timely manner that meets the needs of patients, staff and the department
- Promotes and ensures a safe and healthy workplace for staff, patients, their families/carers
- Works collaboratively with community and regional health care partners
- Communicates information and expectations in a way that builds effective and collaborative working relationships with all disciplines and stakeholders internally and externally to Grampians Health
- Works collaboratively with the other departments across the organisation around patient flow, service review and develop appropriate models of care
- Take reasonable steps to ensure the completion of:
  - Medical records so that they properly reflect clinical assessments, diagnoses, management plans, treatments undertaken and the outcomes of therapy
  - Summaries of the purpose of communication with other health professionals and the coding of diagnoses, treatments, complications, co-morbidities, and procedures performed.
- Participation in the on call/out of hours roster of the Emergency Department as required
- Participation in the Hospital's response to internal and external disasters as required
- Facilitate and participate in quality improvement, audit, and utilisation review activities applicable to Emergency Medicine
- Participate in the staff development program

- Actively promote and provide opportunities for education, training and development of Junior Medical staff and other health professionals
  - Encourage and foster research and development pertinent to the Emergency Department
  - Contribute to the development and maintenance of an environment in the Emergency Department that attracts and retains high quality staff at all levels and provides them with challenging and rewarding work.
  - Attend management and clinical meetings as required
  - Leads a team environment which promotes engagement, clinical escalation and a positive workplace culture, opportunity for learning and development, safety and welfare of employees and patients
  - Being a role model within the Organisation by providing professional leadership and upholding the values of Grampians Health and clearly communicating clinical behavioural expectations
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- Compliance with all Grampians Health Policies and Procedures.
  - Adherence to infection control policies and procedures as identified in the Grampians Health Infection Control Manuals.
  - Participation in the Grampians Health integrated risk management and quality improvement 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.
  - 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.
  - Grampians Health is committed to a patient/client centred approach in the provision of health care and services, consistent with the Grampians Health values, mission and vision. It is expected that you demonstrate the core values of patient centred care in every interaction with patients, carers and colleagues.

## **KEY SELECTION CRITERIA**

### **Qualifications**

- Fellowship or eligible for fellowship of the Australasian College of Emergency Medicine (ACEM)
- Demonstrated ability to work collaboratively within a team environment
- Evidence of leadership in effective communication and promotion of the Grampians Health Values in a multi-disciplinary team and a commitment to provision of exemplary clinical standards of practice
- Knowledge and evidence of applying quality improvement in the clinical environment
- Demonstrated commitment to the provision of teaching as well as providing learning opportunities to other staff and a commitment to continuing education and own professional development
- Demonstrated commitment to teamwork and collaboration

## **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.

