

**Position Title:** ICU Transition Year Fellow

**Campus:** Ballarat

**Department:** Intensive Care Unit

**Reporting to:** Clinical Director Emergency and Critical Care  
General Manager Medical and Clinical Programs

**Direct Reports:** Nil

**Appointment Terms/Conditions:**

**Classification and Code:** Registrar Year 1- Year 6 and thereafter (HM25-HM30)  
Doctors in Training (Victorian Public Health Sector) (AMA Victoria/ASMOF) (Single Interest Employers) Enterprise Agreement 2022 - 2026

**Enterprise Agreement:** Victoria/ASMOF) (Single Interest Employers) 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](http://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.

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

This is a 12-month position designed for trainees intending to complete their final year of training through the College of Intensive Care Medicine. The Transition Year (TY) is intended to facilitate the transition from supervised clinical practice (as a registrar) to independent clinical practice (as a consultant). In addition, the Transition Year is intended to enable the trainee to become involved in the non-clinical duties expected of an ICU consultant.

Grampians Health Ballarat comprises the Base Hospital (221 acute beds), Queen Elizabeth Centre (Sub-Acute Care 70 beds) and Psychiatric Services (67 beds). New short stay unit and modern, emergency, critical care, ambulatory, aged care and rehabilitation facilities uniquely integrate inpatient, ambulatory, community and home-based services. Grampians Health Ballarat is a major training site for the University of Melbourne and Deakin Rural Clinical Schools. Senior staff are strongly committed to teaching and the professional development of Interns, HMOs and Registrars.

The Intensive Care Unit is a 13-bed unit (funded to 9 ICU equivalents) that admits around 1250 patients every year and provides care for high dependency and intensive care patients, in addition to non-surgical cardiac patients.

## **KEY ACCOUNTABILITIES**

### *Clinical duties*

The TY Fellow will work predominantly day shifts – divided between working directly within the ICU, as well as working in an Outreach role. The TY Fellow will also participate in the consultant first on-call roster (although will always have a consultant as back-up).

The clinical role of the TY Fellow will include:

- Lead the morning and afternoon multidisciplinary ICU ward rounds and formulate management plans.
- Supervise the junior medical staff (registrars and HMOs) to ensure all relevant tasks are completed – including performing procedures, reviewing new patients or deteriorating patients, completing medical documentation, requesting and reviewing investigations and liaising with other units.
- Manage workflow within the ICU in conjunction with the ANUM – including managing admissions/discharges, referrals from the Emergency department, theatre, wards or other hospitals.
- Perform Outreach duties in conjunction with the Outreach ICU registrar – including attending Code Blues and MET calls as required, as well as reviewing new referrals. The Outreach role will also include providing telehealth advice to the Wimmera Base Hospital (Horsham) ICU.
- Liaising directly with the on-call consultant as required.

### *Non-clinical duties*

The TY Fellow will be expected to take part in the non-clinical duties required of an ICU Consultant. This will include junior doctor teaching, research, junior doctor recruitment, participating in the monthly morbidity and mortality meeting, and other quality assurance activities. In addition, the TY Fellow will also have non-clinical time to pursue interests of their choice. This may include: pursuing a post-graduate qualification, research, teaching (junior doctor and/or medical students), echocardiography, assisting in the development of an ECMO service in Ballarat.

### *Roster*

The TY Fellow will participate in the consultant roster rather than the registrar roster. Therefore, they will be rostered as the “ICU ward consultant” or the “Outreach consultant”. The TY Fellow will work an average of two clinical weeks per month (excluding annual and conference leave). They will have approximately 50 hours per month of clinical support time for non-clinical tasks.

The TY Fellow will also be rostered to 6 weekends and approximately 45 weeknights over the year. At all times that the TY Fellow is working in a clinical role there will be an ICU consultant providing oversight – including when the TY Fellow is first on-call. The degree of supervision is expected to decrease over the course of the year

### **Required skills & experience**

- Medical Registration with Australian Health Practitioner Regulation Agency (APHRA)
- Enrolled in the CICM Training program and eligible to commence the Transition Year, as per CICM requirements.

### **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.
- All team members must adhere to infection control policies and procedures, together with any State and/or Commonwealth Government Covid19 rules, protocols and orders.
- 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 and NDIS Worker screening check. Ongoing employment will be dependent on the provision of satisfactory checks.

### **Grampians Health Culture & Benefits**

At Grampians Health, we recognise our staff are our greatest asset. We are committed to providing a safe and healthy environment for our staff, patients, residents, visitors, volunteers and contractors at all sites.

- Flexible work arrangements and purchase leave opportunities
- Salary packaging for living expenses such as rent/mortgage plus meals, entertainment & holidays
- Discounted on-site parking
- Access to discounted health club membership
- Staff rewards and recognition programs

## **ORGANISATIONAL REQUIREMENTS**

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## **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.