

Position Title:	Gastroenterologist
Campus:	Ballarat
Directorate:	Hospitals
Department:	Clinical Medicine & Continuing Care
Reporting to:	Clinical Director, Medical Services
Direct Reports:	Advanced Trainee Medical Registrar, Basic Physician Trainees, Medical Interns, Medical Students
Classification and Code:	Based upon years' experience/hours worked as per AMA agreement.
Enterprise Agreement:	Medical Specialists (Victorian Public Health Sector) (AMA_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

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 across an area five times the size of Greater Melbourne. We employ more than 6,300 people across 21 campuses and sites with an annual operating revenue of over \$700m. Across our campuses we have over 700 beds (over 330 acute beds) with over 75 000 presentations to our emergency departments each year.

Collaboration <i>We are stronger together.</i>	Compassion <i>We show that we care.</i>	Accountability <i>We do what we say and say what we do.</i>	Respect <i>We appreciate and value all people.</i>	Innovation <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.

MEDICINE AT GRAMPIANS HEALTH

Grampians Health provides an expanding general and subspecialty internal medicine service across the region. We have seven general medical units that manage at least 120 patients per day. These units are supported by local and metropolitan Basic Physician and Advanced trainees in General Medicine. Assisting the general medical units are rheumatology, endocrinology, neurology, gastroenterology, and obstetric medicine services. In addition, we have subspecialties that provide weekday and on-call services including cardiology, oncology, haematology, nephrology, infectious diseases and respiratory. These units are supported by Basic Physician trainees and Advanced General Medicine and subspecialty trainees.

There is a well-developed sub-acute range of services with growing geriatrics, rehabilitation and palliative care units that provide support to the acute campuses and the Grampians Health community.

Grampians Health also has a well-developed Research and Clinical Trials unit that supports junior and senior staff in conducting college projects and participating in multi-site and industry led phase 1-3 clinical trials.

GASTROENTEROLOGY AT GRAMPIANS HEALTH

The Gastroenterology service at Grampians Health is a growing team providing a comprehensive general and subspecialty service to the region. Current and developing subspecialty services include endoscopic ultrasound (EUS), advanced endoscopic therapeutics including endoscopic mucosal resection (EMR), a multidisciplinary inflammatory bowel disease service (with intestinal ultrasound commencing in 2027) and hepatology, supported by close links to Melbourne tertiary hospitals. Regular endoscopy sessions and a modern procedural environment are complemented by the opportunity for involvement with the Research and Clinical Trials unit. This is an excellent opportunity for a gastroenterologist to establish themselves in a supportive, collegial unit, with genuine scope to contribute to and expand these services, or to develop their own subspecialty interests.

Ballarat is one of regional Victoria's largest and fastest-growing cities, offering an appealing lifestyle and a cost of living that Melbourne cannot match. It combines handsome heritage architecture, excellent public and private schools, and a vibrant food, arts and sporting scene with easy access to the Grampians, the Central Highlands and the coast beyond — a great setting for a specialist and their family, with genuine work–life balance.

POSITION PURPOSE

Reporting to the Clinical Director Medical Services to provide clinical expertise in the management of Gastroenterology services across Grampians Health, onsite at Ballarat and throughout the Grampians region.

As a part of the Gastroenterology team, drive strategy and direction, clinical safety, quality, and clinical performance within their areas of responsibility as summarised below:

- Participate in clinical duties where appropriate; this includes involvement in ward rounds, outpatient clinics and an after-hours on call roster.
- Deliver expert care of patients with complex Gastroenterological conditions; this will take the form of clinical service as part of a roster.
- Interact with treating teams as required to ensure that Gastroenterology Unit advice is incorporated in care plans to achieve optimal patient outcomes.
- Provide regular endoscopy sessions for gastroscopy, colonoscopy as well as interventional procedures as required to manage the demand for provision of both inpatient and outpatient gastroenterology services. Including but not limited to; management of gastrointestinal bleeding, malignancy, as well as inflammatory bowel disease. To work in conjunction with other appropriately trained procedural endoscopists to provide these services.
- Supervise and train registrars, residents, interns and medical students within the Gastroenterology unit, and provide all patients with a medical service in accordance with the standards of the specialty and the ethics of the profession.

Building and maintaining effective relationships and collaborations with other clinical services, and other directorates across Grampians Health Services, is also pivotal to ensure the achievement of strategies within the services that are consistent with the Grampians Health Strategic Plan and Service Plan.

- Lead by example and consistent with Grampians Health Services values, a team of experienced and qualified people, to achieve the best from them in the interests of safe, high-quality care for patients.
- Work to ensure optimal patient handover at all points of care transition and proactively monitoring staff workloads, especially after hours to identify and respond to service shortfalls.
- Optimise patient care within the Medical Services and Grampians Health Services more broadly, through high levels of clinical engagement, collaboration and effective relationships across Grampians Health Services programs and sites.

- Ensure teamwork across Grampians Health Services particularly through an approach that considers inpatients/ consultative/ MET and outpatient loads, leading equitable patient load levelling across teams and service innovations including but not limited to ward-based teams.
- Ensure a consistent, standardised evidence-based approach to the development and execution of standards and practice guidelines within the service and across sites in relation to quality, safety and risk management
- Maintain clinical practice in a field relevant to the service – Gastroenterology

KEY ACCOUNTABILITIES

In collaboration with the Clinical Director Medical Services the physician will:

- Embed and continually enhance a culture of multi-disciplinary, patient-centred care and ensure that patients and staff are at all times treated with dignity, courtesy, respect, and kindness.
- Use best endeavours to ensure that avoidable patient adverse events are eliminated.
- Ensure that all patient deaths and adverse events are appropriately reported and undergo rigorous peer review through a comprehensive Mortality and Morbidity review system for the Medical Services
- Promote a transparent and open culture of reporting which encourages clinical staff to learn from the mistakes of others and themselves.
- Collaborate with other Services and Directorates to develop consistent, evidence-based clinical standards and practice guidelines across Grampians Health
- Represent Grampians Health as required with external agencies and internal committees/departments.
- Actively participate in the effective functioning of the Medical Services and ensure adverse performance is addressed immediately.
- As well as any other duties as requested from time to time.

KEY SELECTION CRITERIA

Qualifications and experience

- Medical Registration in Australia.
- Hold, or eligible for peer supervision to achieve, Fellowship of the Royal Australasian College of Physicians (FRACP) or will hold Fellowship of the RACP at the commencement of the position.
- Recognised qualification and training in Gastroenterology

- Advanced or interventional endoscopy experience (for example EUS or EMR), or GESA advanced scope of practice certification, is highly regarded though not essential.

Technical/Professional Knowledge and Skills

- Evidence of continuing medical education that supports credentialing to the position and is consistent with the scope of practice requirements of the position.

Work Environment

- Sound clinical knowledge, experience, and expertise in Gastroenterology.
- Exemplary clinical skills in the assessment and management of Gastroenterology patients
- An ability to work and make clinical decisions independently.
- A commitment to provide high-quality clinical care.
- Focus on continuous improvement and quality of care analysis.

Personal attributes

- High-level interpersonal and communication skills and ability to work within a multidisciplinary team.
- Ability to adapt to new situations and maintain positivity and self-care.
- An affinity and ability to lead strategic, human resource and clinical processes.
- Demonstrated ability to lead high-performing teams and individuals and address under-performance issues as they arise.
- A collaborative, collegial approach and a genuine commitment to contributing to a growing regional service.

Interpersonal skills

- Excellent communication and interpersonal skills, both written and verbal
- Demonstrated commitment to teaching and supervision.
- Demonstrated commitment to Ballarat and the Grampians Region

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 colleagues.
- 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 COVID-19 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 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).
- 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.