

Position Description

Position Title	Casual Intensive Care Consultant – Internal Locum
Position Number	30028290
Division	Clinical Operations
Department	Intensive Care Unit
Enterprise Agreement	Medical Specialists (Victorian Public Health Sector) (AMA Victoria/ASMOF) (Single Interest Employers) Enterprise Agreement 2022 – 2026
Classification Description	Medical Specialist Year 1 - Year 9
Classification Code	ZZ31 (HN18-HN58)
Reports to	Clinical Unit Head, Intensive Care Unit
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	• National Police Record Check • Working with Children Check • Registration with Professional Regulatory Body or relevant Professional Association • Immunisation Requirements

Bendigo Health

Bendigo Health is a leading regional health service, learn more about us by visiting our website: [Bendigo Health Website - About Bendigo Health](#)

As an organisation we are committed to delivering safe, inclusive and high-quality care to our diverse communities across the Loddon Mallee Region. We value and respect the unique backgrounds, cultures and experiences of the people we serve and those who work with us.

We are a proud child safe organisation, dedicated to the safety, wellbeing and voice of all children and young people. We are committed to creating a culturally safe and welcoming environment where Aboriginal and Torres Strait Islander peoples—adults, children and families—are respected, supported and empowered to express and celebrate their culture.

Our Vision

To be a trusted regional healthcare service recognised for delivering exceptional care, being a great place to work, and being deeply connected to our community.

Our Values

PASSIONATE – We are passionate about doing our best – for our patients, our colleagues and our community.

ACCOUNTABLE – We take ownership of our actions and outcomes, always striving for integrity and improvement.

CARING – We care deeply for our community – and our community cares for us. Compassion is at the heart of everything we do.

TRUSTWORTHY - We are open, honest and respectful in all that we do – earning the trust placed in us every day.

The Position

The Intensive Care consultant is responsible for the provision of high-level specialist intensive care and outreach consultative services for the patients of Bendigo Health and Loddon Mallee, within and outside the Intensive Care Unit (ICU), within their scope of practice.

Additionally, Intensive Care consultants are also engaged in provision of a comprehensive ICU outreach service in consultation with the ICU liaison nurses and allied health professionals.

The position includes individual administrative portfolios as directed. Working with the Clinical Unit Head and the Intensive Care consultants to deliver teaching to post-graduate trainees.

The appointee is expected to contribute to shared departmental activities including:

- Teaching of medical students
- Supervision, teaching and workplace training of critical care trainees
- Patient safety and quality improvement activities
- Continuing Professional development
- Research and audit.

Responsibilities and Accountabilities

Provide clinical and strategic leadership within the Intensive Care Unit, supporting the Clinical Unit Head in service development and quality improvement aligned with the Bendigo Health Strategic Plan.

Responsibilities include patient care, after hours roster participation, and supervision of junior staff.

Actively contribute to outreach programs, policy development, risk management, and professional committees such as ANZICS and CICM, promoting excellence in clinical practice and teamwork.

Key Responsibilities

- Assist the Clinical Unit Head and management in strategic and service development issues consistent with the Bendigo Health Strategic Plan and evolving service / clinical trends
- Where required conduct ward rounds and patient reviews as relevant for the ongoing management of all patients under care, and as clinically indicated
- Participation in an equitable manner in the ICU after hours duty roster
- Provide supervision, mentorship and training support to junior medical staff rostered to the ICU
- Promote Bendigo Health within, and external to the organisation
- Communicate effectively and professionally within and external to Bendigo Health
- Promote practices which comply with the policies and procedures of Bendigo Health and actively participate in the maintenance and review of relevant policies and procedures to ensure best practice
- Participate in service development as required
- Participate in team/departmental meetings and other organisational meetings as required.
- Promote teamwork across the Intensive Care team and lead by example in accordance with Bendigo Health's values.
- Participate in Bendigo Health outreach services involving:
 - a. Follow up of patients recently discharged from ICU

- b. Follow up of patients who have needed high level clinical escalation (MET, Code Blue, ICU referral) but not been admitted to the ICU
 - c. Virtual critical care consulting support for Echuca Regional Health High Dependency Unit
 - d. Nutritional support service (primarily patients referred for, or receiving, TPN)
 - e. Central vascular access and support of complex vascular access
 - f. Tracheostomy service
- Active committee member of, or previous or current contributor to a Bendigo Health ICU key stakeholder body such as:
 - a. Australia and New Zealand Intensive Care Society (ANZICS)
 - b. College of Intensive Care Medicine (CICM)
 - c. Safer Care Victoria (or equivalent)
 - d. Adult Retrieval Victoria
 - e. Ambulance Victoria
 - f. DonatLife
- Participate actively in audit, clinical meetings, relevant committees and quality and safety activities.
- To participate and commit to ongoing risk management using the Bendigo Health risk management model, ensuring compliance with the Bendigo Health risk management policy and guidelines.
- Further develop clinical skills consistent with special interests and the role of Bendigo Health.

Key Selection Criteria

Essential

1. Bachelor of Medicine, Bachelor of Surgery (MBBS) or equivalent
2. Full unconditional registration with AHPRA as a medical practitioner
3. Fellow of College of Intensive Care Medicine (CICM)
4. Strong leadership and well-developed communication skills
5. Commitment to, and demonstrated ability to teach, mentor and inspire doctors in training
6. Demonstrated ability to work constructively and professionally with other staff including management, senior and junior medical staff, nursing staff and students.

Desirable

7. Significant/demonstrated Paediatric ICU experience
8. Post graduate qualification or experience in collaborative research, quality, clinical governance or education

Generic Responsibilities

All Bendigo Health staff are required to:

- Adhere to the **Victorian Government's Code of Conduct**
- Uphold **Occupational Health and Safety** responsibilities, including self-care, safeguarding others, and participating in safety initiatives and reporting.
- Comply with all **Bendigo Health policies and procedures**, including those related to clinical, managerial, and standard work practices.
- Follow **Infection Control** procedures to prevent cross-contamination and ensure the health and safety of all.
- Maintain **strict confidentiality** regarding all organisational, patient, and staff information.

- Engage in **continuous quality improvement** activities aligned with the National Safety and Quality Health Service Standards (NSQHSS).
- Recognise and respect **diversity**, fostering inclusive practices in the workplace and service delivery.
- Support research activities in alignment with the National Clinical Trials Governance Framework to ensure high-quality, safe, and ethical clinical trials and research practices across Bendigo Health
- Staff must carry out all lawful and reasonable directions and comply with relevant professional standards and ethical codes.
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Bendigo Health.
- Maintain ability to perform the inherent requirements of this role. Inherent requirements are the essential tasks necessary to perform this role, including reasonable adjustments. Bendigo Health is committed to a safe workplace that supports all employees. The role may require specific physical and cognitive abilities, which can be discussed with the manager during recruitment or at any time. We understand that personal circumstances can change and impact your ability to meet these requirements; additional policies are available to guide you through this process. Please request the relevant procedures for more information.

All Bendigo Health sites, workplaces and vehicles are smoke free.

This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.