

Position Description

Position Title	Fractional Specialist – Renal Medicine
Position Number	30007296
Division	Clinical Operations
Department	Acute Ambulatory and Critical Care
Enterprise Agreement	Medical Specialists (Victorian Public Health Sector) (AMA Victoria/ASMOF) (Single Interest Employers) Enterprise Agreement 2022 - 2026
Classification Description	Fractional Specialist Year 1 - 9
Classification Code	HN16 – HN59
Reports to	Clinical Unit Head Renal Medicine
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	<ul style="list-style-type: none"> • 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

As a Specialist Renal Physician, you will work across both inpatient and outpatient settings to provide ongoing management of all Renal patients as clinically required. The Renal Physician will contribute to the departments suite of nephrology services, including specialist clinics and well-equipped inpatient dialysis services, are provided in the Bendigo.

Responsibilities and Accountabilities

Key Responsibilities

- Provision of Specialist Physician services to outpatient clinics as allocated.
- Where required conduct ward rounds and Patient reviews throughout the 7-day week as relevant for the ongoing management of all patients under care, and as clinically indicated.
- Participation in an equitable manner in the General Medical and Renal on-call roster.
- Lead and participate in quality improvement activity including clinical audits to achieve or surpass the clinical and quality requirements for acute care service delivery.
- Innovate and transform, in consultation with stakeholders, all aspects of the role in-line with best evidence-based practice and foster a culture of best-practice consistent with Bendigo Health's strategic goals.
- Attend and partake in Bendigo Health Committees as appropriate and as directed.
- Provide supervision, mentorship and training support to Junior Medical staff rostered to Medical Services and Renal / Endocrine Units.
- Ensure an adequate level of record keeping and communication.
- Promote teamwork across the General Medicine Team and lead by example in accordance with Bendigo Health's values.
- Specifically ensure an adequate level of record-keeping and communication at the junior medical staff level, promoting team work and ensuring adequate recording and auditing of complications for clinical review.
- Participate actively in audit, clinical meetings and quality and safety activities
- Ensure appropriate interaction and service integration with other relevant services, including Medical Services and Acute Ambulatory and Critical Care.
- Participate actively in developing practical solutions to system deficiencies identified at audit.
- Promote and encourage compliance with College CPD programs.
- Further develop clinical skills consistent with special interests and the role of Bendigo Health.

Key Selection Criteria

Essential

1. Full unconditional registration with AHPRA as a Medical Practitioner / Specialist in Nephrology.

2. Fellow of the Royal Australasian College of Physicians or equivalent in General Medicine and Renal Dialysis.
3. Clinical experience working in a major hospital at a senior level in Renal.
4. Demonstrated ability to innovate, influence and enthuse based on best evidence-based practice.
5. Demonstrated leadership of and participation in quality improvement activities (including audits).
6. Strong leadership and well developed communication skills.
7. Demonstrated ability to teach, mentor and inspire doctors in training.
8. Demonstrated ability to communicate with patients; their carers with respect and empathy.
9. Demonstrated ability to work with other staff including management, senior and junior medical staff, nursing staff and students in a respectful, supportive and co-operative manner.

Desirable

10. Experience working in rural and / or regional locations.

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.