

Position Description

Position Title	Fractional Specialist – Intensive Care Unit (ICU)
Position Number	30027310
Division	Clinical Operations
Department	Ambulatory and Critical Care
Team	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 - 9
Classification Code	Fractional Specialist Year 1 up to Year 9 (HN18-HN58)
Reports to	Clinical Unit Head, ICU
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement

Bendigo Health

With more than 4,500 staff and volunteers and covering an area a quarter of the size of Victoria, Bendigo Health, is an expanding regional health service offering the advantages of city life combined with the beauty and freedom that comes from living in a regional area.

Bendigo Health is a 778-bed service that treats more than 45,000 inpatients, triages more than 65,000 emergency attendees and welcomes more than 1,600 new born babies in a year. In addition more than 15,000 operations are performed in our operating theatres and more than 100,000 occasions of services are provided in our clinics to outpatients.

The organisation provides services in emergency, maternity, women's health, medical imaging, pathology, rehabilitation, community services, residential aged care, psychiatric care, community dental, hospice/palliative care, cardiology, cancer services and renal dialysis to the people of the Loddon Mallee region.

With our main campus based in Bendigo, our services extend throughout the Loddon Mallee with sites in areas such as Mildura, Echuca, Swan Hill, Kyneton and Castlemaine.

Demand on services is increasing rapidly with Bendigo being one of Victoria's fastest growing regional cities.

Our Vision

Excellent Care. Every Person. Every Time.

Our Values

CARING – We care for our community

PASSIONATE – We are passionate about doing our best

TRUSTWORTHY - We are open, honest and respectful

All staff at Bendigo Health should have, or aspire to the personal qualities, knowledge and skills as described in the Bendigo Health Staff Capabilities Statement. Refer to link at top of page.

The Clinical Operations Division

The Clinical Operations Division encompasses acute, allied health, cancer and mental health services. We provide a wide range of general medical, surgical and specialty services including but not limited to; Oncology, Cardiology, Renal, Emergency, Women's and Children's, Critical Care, Specialist Clinics, Cancer Clinics and Mental Health Services. Our Allied Health teams provide a diverse range of programs and person centred care in inpatient, outpatient, community, home and residential care settings.

Within a state-of-the-art hospital, our Ambulatory and Critical Care, Medical Services, Surgical Services and Women's and Children's areas use the latest technologies to provide excellent care. Our world class Cancer Centre uses a multi-disciplinary, integrated approach to treat specific cancers. The Cancer Centre offers medical oncology, radiation oncology, specialist nurses, clinical trials and cancer research, palliative care, and a Cancer Wellness Program.

The Mental Health Service provides psychiatric care and treatment across a large catchment area in Victoria stretching from Swan Hill in the north of the state to Gisborne in the south. Family sensitive practice is central to our models of mental health care and best practice ensures the identification, inclusion and support of families, carers and children.

Each year our onsite Specialist Clinics provide over 100,000 service events, we also see more than 60,000 people in our Emergency Department and welcome around 1700 babies into the world. The Clinical Operations Division assists with the admission of more than 50,000 patients into the hospital each year.

The Intensive Care Unit

The Intensive Care Unit operates within Bendigo Health's Acute Ambulatory and Critical Care Division. It is a 20-bed facility caring for > 1,000 patients each year across intensive care, high dependency, and coronary care services.

As a CICM Level 2 facility, we provide a full range of contemporary intensive care services, including invasive and non-invasive ventilation, renal replacement therapy, plasmapheresis, intra-aortic balloon pump support, and bedside ultrasound and echocardiography.

As the only intensive care facility in the Loddon Mallee region, we serve a broad and diverse population, undertaking regular audits and benchmarking to ensure our services meet regional needs, and compare well with metropolitan Level 2 ICUs.

The Position

The Intensive Care Consultant is responsible for delivering advanced specialist intensive care and outreach consultative services for patients at Bendigo Health and throughout the Loddon Mallee region, both within and outside the Intensive Care Unit, in accordance with their scope of practice.

In addition, the role involves providing a comprehensive ICU outreach service in collaboration with ICU liaison nurses and allied health professionals. The consultant will also manage individual administrative portfolios as assigned. They will work alongside the Director and other ICU Consultants to deliver education to postgraduate trainees.

Key responsibilities include contributing to the department's shared activities such as:

- Teaching medical students
- Supervising, training, and mentoring critical care trainees
- Engaging in patient safety and quality improvement initiatives

- Participating in Continuing Professional Development
- Supporting research and audit activities

Responsibilities and Accountabilities

- Assist the Director and management with strategic and service development aligned with the Bendigo Health Strategic Plan and current clinical trends
- Conduct ward rounds and patient reviews as necessary for the ongoing management of patients under care, as clinically indicated
- Participate equitably in the after-hours duty roster for the Intensive Care Unit
- Provide supervision, mentorship, and training for Junior Medical staff assigned to the Intensive Care Unit
- Represent and promote Bendigo Health both internally and externally
- Communicate effectively and professionally within and outside of Bendigo Health
- Uphold Bendigo Health's policies and procedures, and engage in the ongoing review and improvement of these practices to ensure best outcomes
- Participate in service development as needed
- Attend team and departmental meetings, as well as other organizational meetings as required
- Foster teamwork within the Intensive Care Team and model Bendigo Health's values.
- Engage in outreach services, including:
- Follow-up for patients recently discharged from ICU
- Follow-up for patients who experienced clinical escalations (e.g., MET, Code Blue) but were not admitted to ICU
- Nutritional support for patients referred for or receiving TPN
- Support for central vascular access and complex vascular needs
- Tracheostomy service involvement
- Participation in ICU pre-admission clinics
- Actively engage in audits, clinical meetings, relevant committees, and quality and safety initiatives
- Commit to ongoing risk management using Bendigo Health's risk management model, ensuring compliance with relevant policies and guidelines
- Further develop clinical skills in line with personal interests and the objectives of Bendigo Health

Generic Responsibilities

Code of Conduct - The Victorian Government's Code of Conduct is binding on all Bendigo Health staff. Contravention of a provision in the code may constitute misconduct and/ or regarded as a breach of the employee's employment agreement and will be dealt with under the organisations Counselling and Disciplinary Action Policy.

Compliance with policies and procedures - All Bendigo Health's policies and procedures are set out in its clinical and managerial policy manuals located on the intranet under PROMPT and in hard copy. All staff must ensure they comply with policies, procedures and standard ways of work practices when carrying out their work. Any breach in compliance may result in disciplinary action.

Occupational Health and Safety - Every staff member has the responsibility to take reasonable care of their own health and safety and the safety of others, to cooperate with Bendigo Health's OH&S policies and to participate in appropriate safety education and evaluation activities. All staff are expected to participate in reporting any health, safety and wellbeing issues. Any breach in compliance may result in disciplinary action.

Infection Control - Every staff member has the responsibility to minimise incidents of infection/ cross infection of residents, staff, visitors and the general public. All staff must adhere to the policies and

procedures as set out in Bendigo Health's infection control manuals. Any breach in compliance may result in disciplinary action.

Confidentiality - All information concerning Bendigo Health, its patients, clients, residents and staff should remain strictly confidential. Any unauthorised disclosure of such information may result in disciplinary action.

Quality Improvement - Bendigo Health is dedicated to improving the quality and safety of health services by providing care within the following domains of quality: Consumer Participation, Clinical Effectiveness, Effective Workforce and Risk Management. As a result, we apply the concept of the quality cycle for all our quality activities, initiatives and projects thereby ensuring the best possible care and treatment results are achieved. The underlying principle of the cycle is that an activity is not complete until evaluation shows that it has been effective and reached the desired outcome. As a Bendigo Health employee you have a responsibility to participate in and commit to ongoing quality improvement activities using the framework of the NSQHSS (National Safety and Quality Health Service Standards).

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 socio-economic status. Every staff member has a responsibility to recognise and respect diversity. Inclusiveness improves our service to our community and promotes engagement amongst staff.

Employees are required to carry out lawful directions outlined above or delegated to them. The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

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 effective communication skills
5. Commitment to teaching, mentoring, and inspiring doctors in training
6. Proven ability to collaborate professionally with staff at all levels, including management, senior and junior medical staff, nursing staff and students

Desirable

7. Post graduate qualification or experience in collaborative research
8. Post-graduate qualification in clinical governance or performance.
9. Significant/demonstrated Paediatric ICU experience

Mandatory Requirements

National Police Record Check A current and satisfactory National Police Record Check must be completed by all new staff prior to commencement at Bendigo Health.

Immunisation As a health provider dedicated to providing quality patient care, we all need to be aware of the critical importance of infection control. Each staff member has a responsibility to comply with Bendigo Health's Staff Immunisation Policy and various infection control policy and procedures. All staff are required to provide evidence of vaccinations prior to commencement at Bendigo Health

Working with Children Check Bendigo Health has a responsibility to provide a child safe environment. This position is a defined "child-related role" at Bendigo Health. As such you must maintain a valid working with children check. In addition, you will be required to assist Bendigo Health in providing a child safe environment by participating in any training or reporting required to ensure the protection of children in our care.

Registration with Professional Regulatory Body; Australian Health Professionals Regulatory Agency (AHPRA) Current registration as a specialist with the Medical Board of Australia. The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

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.