

Position Description

Position Title	Consultant Fractional Specialist - Gastroenterologist
Position Number	30010919
Division	Clinical Operations
Department	Gastroenterology
Enterprise Agreement	AMA Victoria/ASMOF – Victorian Public Health Sector Medical Specialists Enterprise Agreement 2022-2026
Classification Description	Fractional Specialist Year 1-9
Classification Code	HN18 – HN58
Reports to	Clinical Director of Medical Services
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 724 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.

Medical Services

The Medical Services Team at Bendigo Health are an integral part of the health care treating team and sits within the Clinical Operations Division (see above).

The Department of Medicine includes Gastroenterology, Endocrinology, Hospital in the Home, Infectious Diseases, Neurology, Respiratory and General Medicine. Inpatients within these subspecialties are currently integrated to a large extent within General Medicine, with inpatient Respiratory Medicine almost entirely managed by Respiratory Physicians but all others managed by General Physicians with specialist input. There are currently four medical teams each comprising of two Interns/HMOs and a Basic Physician Trainee, who rotates from the Austin Hospital. There is a separate Admitting Team whose role is to assess and manage new admissions and to respond to Emergency Codes with the support of Intensive Care and other parent unit staff.

The General Medical Unit has approximately 90-100 patients at any one time providing both elective and emergency management. The unit enjoys a low turnover of nursing staff, ensuring a reliable and supportive resource.

Neurology, Endocrinology and Respiratory Medicine have their own Clinical Unit Heads/Clinical leads and therefore manage these areas and report directly to the Director of Medicine.

There are separate directorates for Geriatrics and Rehabilitation, Oncology, Cardiology and Renal Medicine. These last other specialties have full functioning teams Monday to Friday and variable out-of-hours cover

that includes the Medical Registrar and HMO's from General Medicine contributing to emergency cover arrangements.

The Position

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.

This position is for a Fractional Specialist in Gastroenterology. Services provided (see schedule for details) will include Outpatient sessions (Medicare Funded, so Provider number required), endoscopy sessions in Upper and lower GI endoscopy; participation on the week day gastroenterology consultation roster and teaching junior doctors and undergraduates from Monash Rural Health School (Monash University)..

As a consultant physician you will be expected to practice within your scope of practice and will be subject to Bendigo Health's Credentialing Committee's jurisdiction whilst working in Bendigo Health. You will report to the Clinical Director of Medical Services.

Key initiatives will include:

- The provision of world class multidisciplinary Gastroenterology services within Bendigo Health
- The development of policies and procedures to guide the delivery of Gastroenterology (with special focus on Hepatology), within Bendigo Health.
- Provide leadership for the development and implementation of standards for compassionate, high quality clinical care of Gastroenterology patients both within, and external to, Bendigo Health.
- Undertaking case reviews and providing advice and recommendations to the Clinical Director, Executive Director, CMO and clinicians on appropriate clinical management of Gastroenterology patients

Responsibilities and Accountabilities

Duties will entail but not be limited to;

- Provision of Specialist Physician services to outpatient clinics as allocated, including the viral Hepatitis services.
- Provision of Gastroenterology/Hepatology services to inpatients as rostered
- Participation in on-call roster may be required and would be negotiated.
- 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 the strategic goals.
- Attend and partake in Health Service Committees as appropriate and as directed.
- Provide supervision, mentorship and training support to Junior Medical staff rostered to Medical Services and Units.
- Teaching Medical Students and other nursing/allied health students
- Ensure an adequate level of record keeping and communication.
- Ensure appropriate interaction and service integration with other relevant services, including Medical Services, Surgical 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 needs of the Health Service.

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 this issued by the relevant professional association.

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

Qualifications / Certificates

- Fellowship of the Royal Australian and New Zealand College of Physicians or equivalent, and demonstrated subspecialty training in Gastroenterology.
- Current registration as a Specialist in Gastroenterology with the Medical Board of Australia or equivalent in countries with substantially comparable training as assessed by RACP have a RACP interview date
- Current certification with the Conjoint Committee for the Recognition of Training in Gastrointestinal Endoscopy in upper and lower endoscopy.

Specialist Expertise

- Extensive relevant clinical experience in Gastroenterology, with special focus on hepatology
- Demonstrated commitment to teaching with experience in teaching both undergraduate and postgraduate students and other staff
- Advanced communication skills
- The applicant must be able to demonstrate:
 - Effective interpersonal skills.
 - A commitment to ongoing clinical education.
 - Demonstrated leadership skills.
 - Knowledge of Clinical Governance as this pertains to Gastroenterology.
- Ability to work as part of a team, as well as to work independently
- Evidence of customer service ethos.
- Awareness of current legislation and policies pertaining to medical practice and the workplace including EEO, Occupational Health and Safety, Public Sector management, Infection Control and access for clients with disabilities.
- Knowledge of legislation relevant to Gastroenterology.
- Demonstrated ability to apply Gastroenterology and Hepatology research to clinical practice.

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.

Drivers Licence A current Victorian driver's licence is required for this position.

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.