

## Position Description

Position Title	Fellow - General Surgeon
Position Number	30026545
Division	Clinical Operations
Department	Surgical Services
Enterprise Agreement	Medical Specialists (Victorian Public Health Sector) (AMA Victoria/ASMOF) (Single Interest Employers) Enterprise Agreement 2022 - 2026
Classification Description	Medical Specialist Year 1
Classification Code	HM33
Reports to	Clinical Unit Head, General Surgery
Management Level	Non Management
Staff Capability Statement	Please click here for a link to <a href="#">staff capabilities statement</a>
Mandatory Requirements	<ul style="list-style-type: none"> <li>• National Police Record Check</li> <li>• Working with Children Check</li> <li>• Registration with Professional Regulatory Body or relevant Professional Association</li> <li>• Drivers Licence</li> <li>• Immunisation Requirements</li> </ul>

## 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 Fellow will provide specialist general surgical care and other relevant clinical services for patients of Bendigo Health in support of the senior surgical staff.

The Fellow will participate in the On Call Roster, be expected to practice autonomously with consultant back up including outpatients, theatre, emergency work. Participate in the Audit program, teach registrars, interns and medical students.

Supervision and training of junior medical staff in the general surgical service.

## Responsibilities and Accountabilities

### Key Responsibilities

- Provide supervised specialist-level general surgical care to patients of Bendigo Health. This includes on-call duties on the consultant on call roster with the supervision of one of the senior surgical staff.
- Participate in the provision of outpatient services in General Surgery to the people of Bendigo, including assessment and management of new patients and follow-up of patients cared for by the service.
- Provide best practice care to all patients within the context of current professional knowledge and organisational resources.
- Promote and maintain a customer focused ethos and a sense of pride and purpose in the service.
- Provide clinical and professional leadership, supervision and teaching for junior medical and other clinical staff.
- 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 service audit, clinical meetings and Quality Assurance Activities.
- Ensure appropriate interaction and service integration with other relevant services, including Medical and Critical Care and the Emergency Department.
- Participate actively in developing practical solutions to system deficiencies identified at audit.
- Promote and encourage compliance with College Maintenance of Professional Standards programs.
- Further develop clinical skills consistent with special interests and the role of Bendigo Health.
- Promote and develop clinical research within the department.

### Organisational Responsibilities

- Promote Bendigo Health within and external to the organisation.
- Communicate effectively within and external to Bendigo Health.
- Promote practices which comply with the policies and procedures of Bendigo Health and actively participate in the maintenance 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.
- To participate positively in a process of continual incremental organisational change aimed at improving organisational efficiency and delivery of patient care.

## Key Selection Criteria

### Essential

1. FRACS (General Surgery) or equivalent.
2. MBBS or equivalent.
3. Demonstrated clinical ability commensurate with that expected of a recently qualified specialist surgeon.
4. Significant experience working at a registrar level in a major hospital service.
5. Good understanding of the Victorian public health system; in particular the clinical and quality requirements for care delivery.
6. Demonstrated ability to participate in the delivery of a training program suitable for Interns, Registrars in training, and HMOs.

### Desirable

7. High level of self-confidence.
8. Ability to interact and communicate with a diverse range of people at all levels.
9. Ability to work as part of a team, as well as to work independently.
10. Demonstrated ability to further own professional development.

## 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.*