

Position Description

Position Title	Palliative Care Physician
Position Number	30025511
Division	Clinical Operations
Department	Specialist Palliative Care 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 - 9
Classification Code	HN18 – HN58 (Year Levels 1 – 9)
Reports to	Clinical Unit Head – Palliative Care 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 • Registration with Professional Regulatory Body or relevant Professional Association • Immunisation Requirements • Drivers Licence

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 role of the consultant palliative care physician will be to provide specialist palliative medical support and clinical leadership (including supervising doctors-in-training and medical students attached to the service on clinical placement, as well as supporting other medical, nursing and allied health colleagues) as part of the Bendigo Health Specialist Palliative Care Service, which includes the Loddon Mallee Region Specialist Palliative Care Consultancy Team (working across acute hospital consultation-liaison, outpatient, and regional outreach settings), Bendigo Specialist Community Palliative Care Service and the Inpatient Specialist Palliative Care Unit. The role includes participating in the consultant-of-the-day and after-hours on-call roster.

Responsibilities and Accountabilities

Key Responsibilities

- To act as a member of the multi-disciplinary teams across the Specialist Palliative Care Service.
- To assume clinical responsibility for patients under his/her care, including the Inpatient Palliative Care Unit recognising that other acute hospital and community patients are under the day-to-day care of their primary care team / general practitioner.
- To collaborate and work cooperatively with the other Consultant physicians in Palliative Medicine.
- To participate in setting the standards for high quality, compassionate clinical care within the team, based on best available evidence.
- To support junior medical staff, and other members of the Multi-Disciplinary team and provide appropriate supervision in the provision of clinical services.
- To ensure timely and punctual attendance at inpatient and community clinical activities.
- To support the clinical practice of the Nurse Practitioners in Palliative Care.
- To participate in the Bendigo Health Palliative Care Service after hours and weekend roster, providing advice to medical and nursing staff of the inpatient unit, or any of the health services as required.
- Provision of specialist palliative medicine consultation-liaison in acute hospital settings, as well as in patients homes (including RACF) and other ambulatory / non-admitted care settings (including outpatient clinics)

Key Selection Criteria

Essential

1. Full unconditional registration with AHPRA as a Medical Practitioner / Specialist in Specialist Palliative Care
2. Fellow of the Australasian Chapter of Palliative Medicine and/or Royal Australasian College of Physicians (Palliative Medicine) or equivalent.
3. Recent clinical experience working in Specialist Palliative Care Services as demonstrated by meeting CPD requirements
4. Demonstrated ability to teach, mentor and inspire doctors in training.

Desirable

5. Recent clinical experience working in Australian specialist palliative care services as a consultant palliative care physician
6. Demonstrated ability to innovate, influence and enthuse based on best evidence-based practice.
7. Demonstrated leadership of and participation in quality improvement activities (including audits).
8. Strong leadership and well developed communication skills.
9. Demonstrated ability to communicate with patients; their carers with respect and empathy.
10. 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.

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.