

Position Description

Position Title	Plastics and Reconstructive Surgeon – Fractional Specialist
Position Number	30027413
Division	Clinical Operations
Department	Plastic Surgery
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	HN16 – HN59
Reports to	Clinical Director
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 • Drivers Licence • 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

You will be a suitably experienced Plastic and Reconstructive Surgeon seeking a rewarding career through your contribution to a large and rapidly growing regional tertiary referral hospital with a role in teaching and the professional development of Interns, HMOs and Registrars. As a consultant surgeon 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.

Responsibilities and Accountabilities

As a consultant Plastic Surgeon, you will provide clinical management and treatment of patients in the Loddon mallee region.

- You will have the opportunity to support and develop plastic and reconstructive surgery services and research within the department.
- Work closely with a broad multidisciplinary team.
- You will be responsible for the supervision and guidance of junior medical staff and
- Participate in the teaching and training of undergraduate and postgraduate education
- You will participate in the shared on-call roster
- Participate in the provision of outpatient services in general 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
- Participate actively in surgical audit, clinical meetings and quality and safety activities.

Key Selection Criteria

Essential

1. Specialist registration or eligible for specialist registration as a Medical Practitioner with the Australian Health Practitioner Regulation Agency (AHPRA).
2. Fellowship of the Royal Australasian College of Surgeons (FRACS) in Plastic and Reconstructive Surgery and/or equivalent specialist recognition.
3. Demonstrated clinical ability commensurate with that expected of a specialist Plastic & Reconstructive Surgeon.
4. Evidence of continuing medical education and self-monitoring/audit practices consistent with the scope of practice requirements of the position.
5. Demonstrated commitment to teaching with experience in teaching both undergraduate and post graduate students and other staff of the hospital.
6. Demonstrate the skills and attitudes appropriate as a Senior Medical Practitioner including modelling a high standard of professional behaviour to junior medical staff.

7. Demonstrated ability to work effectively and harmoniously with medical and other health services colleagues as part of a multi-disciplinary health care team and demonstrated ability to communicate effectively with patients, colleagues, and staff and to work as an effective member of the clinical team across multiple sites.

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.
- 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.