

Position Description

Position Title	Public Health Physician
Position Number	30028814
Division	Office of the CEO
Department	Loddon Mallee Public Health Unit
Enterprise Agreement	Medical Specialists (Victorian Public Health Sector) (AMA Victoria/ASMOF) (Single Interest Employers) Enterprise Agreement 2022-2026
Classification Description	Specialist Year 1 – 9
Classification Code	HN18-HN58
Reports to	Clinical Unit Head – Loddon Mallee Public Health Unit
Management Level	Tier 4 - Shift Managers, Team Leaders & Supervisors
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	• National Police Record Check • Working with Children Check • Registration with Professional Regulatory Body or relevant Professional Association • 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 Loddon-Mallee Public Health Unit

The Loddon-Mallee Public Health Unit (LMPHU) works to keep our regional community healthy, safe and well. We use local knowledge, community-based relationships and direct engagement to effectively tailor and deliver public health initiatives and respond to incidents and issues within the Loddon-Mallee region.

First established in 2020 to manage local cases and outbreaks of COVID-19, the LMPHU now has a wider range of responsibility for the prevention and control of communicable and non-communicable diseases and health threats. The LMPHU works in partnership with primary, acute and community health services, state government agencies, local governments and local communities to promote health and wellbeing, and tackle inequalities in health, for all those living in the Loddon-Mallee region.

The Position

The Public Health Physician provides senior specialist public health expertise across the LMPHU and leads the Public Health Evidence & Practice Team. Reporting to the Medical Director, the role directly line-manages the Epidemiologist and Public Health Registrar and brings together epidemiology, surveillance, data analysis, research and evaluation, public health strategy and technical advice so that evidence is translated into practical action across health protection and prevention and population health.

Responsibilities and Accountabilities

The position is accountable for the following responsibilities, delivered in collaboration with LMPHU leadership, staff and regional partners:

Key Responsibilities

Public Health Medicine and Health Protection

- Provide specialist public health medicine advice across the LMPHU, supporting evidence-based assessment, prioritisation and management of public health risks.
- Provide medical expertise and clinical advice for complex notifiable conditions, outbreaks, environmental health issues and public health incidents, working collaboratively with the Manager, Health Protection and escalating significant clinical governance matters to the Medical Director.
- Undertake proactive assessment of emerging and evolving public health threats and provide advice on appropriate prevention, preparedness and response strategies.
- Contribute to the development and review of evidence-based clinical and public health policies, guidelines and decision-support frameworks, consistent with Department of Health and Bendigo Health requirements.
- Participate in the public health medical on-call roster and provide senior medical escalation for complex health protection matters.

Epidemiology, Surveillance and Public Health Intelligence

- Lead the strategic direction of epidemiology, surveillance and public health intelligence within the LMPHU, ensuring evidence is translated into public health priorities and action.
- Provide specialist epidemiological interpretation and advice to support risk assessment, outbreak and incident response, prevention activities and population health planning.
- Lead the identification and prioritisation of emerging public health risks through integration of surveillance data, epidemiological evidence, local intelligence and scientific literature.
- Provide oversight and guidance to the Epidemiologist in developing surveillance systems, analytical approaches and epidemiological products that support effective public health decision-making.
- Work collaboratively with the Manager, Health Protection to translate epidemiological intelligence and evidence into operational health protection responses and service improvement.

Evidence, Evaluation and Research

- Lead and support the application of evidence to public health policy, programs and practice across the LMPHU.
- Provide specialist advice on evaluation approaches to assess the effectiveness and impact of public health interventions and services.
- Identify and develop opportunities for public health research and evaluation in partnership with Bendigo Health, academic institutions, other Public Health Units and regional partners.
- Promote translation of research, epidemiological findings and emerging evidence into practical improvements in public health policy and practice.

Leadership, Supervision and Capability Development

- Lead the Public Health Evidence & Practice Team, providing direction, coordination and professional leadership to ensure its work aligns with LMPHU priorities.
- Directly manage the Epidemiologist and Public Health Registrar, including performance, development, workload prioritisation and professional support.
- Provide supervision, teaching and mentoring to Public Health Medicine registrars and contribute to achievement of relevant training and accreditation requirements.
- Contribute to public health education and capability development across the LMPHU and for regional stakeholders, particularly in public health medicine, epidemiology, evidence appraisal and health protection.
- Support development of public health capability across multidisciplinary teams through consultation, case review, education and professional advice.

Quality and Clinical Governance

- Support the Medical Director in maintaining effective clinical governance across the LMPHU, including identification and escalation of clinical risks, review of complex matters and development of evidence-based approaches to public health practice.
- Contribute specialist public health medicine expertise to quality assurance, review and continuous improvement activities, including analysis of incidents, variation and opportunities to improve public health outcomes.
- Work with the Manager, Health Protection to ensure clinical and epidemiological evidence informs quality improvement and service development within Health Protection.

- Promote high standards of evidence-based, ethical and person-centred public health practice.

Policy, Strategy and Regional Collaboration

- Contribute specialist public health medicine expertise to LMPHU strategic planning, priority setting and service development.
- Develop and provide evidence-based public health advice and recommendations to support decision-making by the LMPHU, Bendigo Health and regional stakeholders.
- Build effective relationships with the Department of Health, other Public Health Units, health services, primary care, local government, Aboriginal Community Controlled Health Organisations, academic partners and other stakeholders to advance shared public health priorities.
- Represent the LMPHU in relevant regional and state forums and contribute to collaborative public health initiatives, preparedness and response activities.

Key Selection Criteria

Essential

1. Current AHPRA medical registration and relevant specialist qualification.
2. Fellowship of the Australasian Faculty of Public Health Medicine, or another specialist qualification with substantial demonstrated public health expertise.
3. Demonstrated applied public health experience including health protection, epidemiology, surveillance and population health.
4. Advanced ability to interpret complex evidence and translate it into actionable public health advice.
5. Demonstrated leadership and people management capability, including supervision and mentoring.
6. Experience in research, evaluation, quality improvement or evidence-based program design.
7. Highly developed communication and stakeholder engagement skills.
8. Ability to lead complex projects and make sound decisions in uncertain or rapidly evolving situations.

Desirable

1. Higher degree in public health, epidemiology or research.
2. Knowledge of the Loddon Mallee region and Victorian Local Public Health Unit system.

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.