

Position Description

Position Title	2026 Intensive Care Registrar
Position Number	30026816
Division	Clinical Operations
Department	Ambulatory and Critical Care
Enterprise Agreement	Doctors In Training (Victorian Public Health Sector) (AMA Victoria/ASMOF) (Single Interest Employers) Enterprise Agreement 2022-2026
Classification Description	Registrar Year 1 - Registrar Year 6
Classification Code	HM25 – HM30; Relevant to year of experience
Reports to	Professional: Clinical Unit Head Operational: Medical Workforce Unit
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 • 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 Position

In 2025, the Bendigo Intensive Care Unit admitted over 1000 patients and saw over 1800 Medical Emergency Team and Code Blue calls. It is one of the busiest regional/rural units in Australia /Aotearoa New Zealand operating at a level equivalent to metropolitan services.

The positions offered will be 12-36 months contracts, depending on applicants' training, and operational requirements. Six-month positions may be considered in exceptional circumstances.

Rotations vary, with 6 months guaranteed in the Intensive Care Unit and the remaining 6 months comprised of one of the following:

- Intensive care unit
- Emergency medicine
- Palliative Care Medicine

Preferences for rotations will be discussed during interviews, and will be determined based upon applicants' training and operational requirements.

For trainees who are part of the College of Intensive Care Medicine (CICM), a 6 month rotation through Anaesthetics may be available.

Applications for part-time work will be considered and accommodated as per EBA and CICM requirements. Part-time applications may be made as an individual or as a 'job-sharing' co-appointment arrangement with a nominated second person. If a job-sharing application is made, both candidates will need to be successful in the selection process.

Goals of the position are:

- To provide supervised high-quality delivery of intensive care services
- To develop a range of skills and expertise suitable for assessment and management of perioperative, critically unwell and clinically deteriorating patients in Bendigo Hospital and Loddon Mallee region
- To attain training goals in progression towards obtaining the Fellowship of the College of Intensive Care Medicine (FCICM) or similar collegiate standard
- To supervise and oversee development of Doctor-In-Training staff and medical students in the Intensive Care Unit.

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 the hyperlink at the top of this document.

Responsibilities and Accountabilities

Key Responsibilities

- The Intensive Care Registrar role operates for the duties befitting a College of Intensive Care Medicine (CICM) Training post (<https://cicm.org.au/Trainees/Becoming-a-Trainee>)
- Clinical management of patients and supervision of interns and hospital medical officers and adequate paper and electronic documentation of clinical matters to ensure optimum patient-centred care

- Participate in the assessment and planning of patient management, including new admissions and ICU ward rounds for adult and paediatric patients
- Oversee, co-ordinate and participate in the day-to-day execution of management plans for patients in the ICU in partnership with other inter-professional staff
- Supervise duties and facilitate education for HMOs and medical students attached to the department
- Provide structured teaching and supervision of medical interns, HMOs and medical students
- Provide structured clinical handover at each shift change and rotation change
- Participate and lead as a key member of the Cardiac Arrest (Code Blue) Team, Medical Emergency Team (MET) and Trauma Team
- Participate in the 5-hour weekly protected education sessions including presenting topics/cases as requested
- Prepare and present audit data and case reviews at the weekly Clinical Performance (Morbidity and Mortality) meetings
- Contribute to at least one quality audit and unit guideline review
- Participation and performance of non-invasive and invasive diagnostic and therapeutic procedures, including interpretation of diagnostic examinations and utilisation of Point of Care Ultrasound (POCUS) where necessary and with supervision
- Participation in ongoing quality assurance and research activities in relation to the department
- Liaison with nursing staff and allied health professionals to ensure high standards of care and efficient use of available resources
- Participate in team/departmental meetings and other organisational meetings as required
- Participate in staff development and training as required
- Maintain accurate records, statistics and reports as needed
- Participate in service development as required
- Attendance at ICU and Outreach ward rounds including the Nutritional Support Service rounds, tracheostomy meetings and multidisciplinary meetings for complex ICU patients
- Safely assess, manage and transport critically ill patients in the ward and Emergency Department settings
- Attend and assess patients at the 'High risk peri-operative assessment preadmission clinic'
- Contribute to delivery of the Echuca Telehealth HDU service where needed
- Perform other reasonable duties as specified by the Director of the Intensive Care Unit.
- Liaison with other departments and clinical divisions in providing safe, timely, coordinated care to patients within jurisdiction of the Bendigo Hospital
- Liaise with Adult Retrieval Victoria (ARV) and Paediatric Infant Perinatal Emergency Retrieval (PIPER) teams for management of complex patients requiring transfer to higher levels of care

Key Selection Criteria

Essential

1. MBBS or equivalent medical degree with current General Registration with AHPRA
2. At least three (3) years of post-graduate medical clinical experience (i.e. minimum PGY4 at beginning of 2027 clinical year)

Desirable

3. Membership in the College of Intensive Care Medicine (CICM) training program at time of role commencement
4. Completion of the following courses prior to commencement:
 - BASIC course
 - Advanced Life Support 2 (ALS2) certificate
 - Advanced Paediatric Life Support (APLS), or equivalent
 - Paediatric BASIC, or equivalent
 - Basic echocardiography or ultrasound course
 - An advanced clinical communication skills course
 - 'Good Clinical Practice' (GCP) Research course, or equivalent
5. Demonstrated appropriate level experience and skills in assessment and clinical management of patients, including procedural competency, advanced communication skills and point-of-care ultrasound capability.
6. Thorough understanding of the relevant legislation pertaining to Medical Officers.
7. High level interpersonal and communication skills and the ability to communicate confidently and appropriately with patients and their families and other health professionals
8. Evidence of on-going professional development to continually update personal medical knowledge and skills
9. Ability to effectively use organisational skills (incorporating paper and electronic documentation, time management skills, critical thinking and priority setting)
10. Ability for adaptive capacity within in an environment of continuous change.
11. Ability to work as an effective team member in a multi-disciplinary environment as well as independently (under appropriate supervision)
12. Clinical leadership, management or quality improvement skills in patient safety, quality improvement, research or digital health domains are valued.

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.