

POSITION DESCRIPTION

Position Title:	Intensive Care Registrar
Business Unit/Department:	Intensive Care Unit (ICU)
Division:	Emergency Medicine & Intensive Care Services
Award/Agreement:	Doctors in Training (Victorian Public Health Sector) (AMA Victoria/ASMOF) (Single Interest Employers) Enterprise Agreement
Classification:	HM25 to HM30
Reports To:	Chief Medical Officer Medical Services Clinical Director of Intensive Care
Direct Reports:	ICU Hospital Medical Officers (HMOs)
Date Prepared/Updated:	April 2026

Position Purpose

Western Health comprises four public hospitals with adult Intensive Care Units based at Sunshine and the newly opened Footscray Hospital. Sunshine ICU is a 25-minute drive from Melbourne CBD and new Footscray ICU is a 20-minute drive from Melbourne CBD.

Intensive Care at Western Health

We provide specialised care to a young patient population with notably high severity of illness scores compared with other metropolitan ICUs. Sunshine ICU has 13 bedspaces admitting approximately 1250 critically ill adults per year (average APACHE3 score is 65). New Footscray ICU has 11 bedspaces and currently admits approximately 900 critically ill adults per year (average APACHE3 score 59.5) with plans to expand its footprint in the near future.

We admit medical patients together with both elective and emergency surgical patients supporting our specialised surgical services which include Thoracic, Colorectal, Vascular, and Upper GI surgery. We are proud to have an established multidisciplinary Cardiogenic Shock Service including the provision of Mechanical Cardiac Support in the form of Impella. We also admit a significant number of complex critically unwell obstetric patients at Sunshine ICU supporting our colleagues at the co-located Joan Kirner Women's & Children's Hospital.

Both sites are accredited by the CICM for General Training, as well as by ACEM, RACP and ANZCA.

Why do registrars enjoy training at Western Health?

ICU Registrars at Western Health gain a wide range of experience in adult intensive care medicine in a supportive and collaborative environment. Individual professional development is supported by an engaged medical and nursing group, a proactive team of Supervisors of Training, and a mentorship programme. ICU registrars enjoy the individualised approach to the balance of autonomy with support to improve their clinical, communication and procedural skills in our ICUs. In addition to registrars, there is at least one HMO rostered to each ICU at all times.

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What do we offer our ICU trainees at Western Health?

Individualised Opportunities:

- One Transition Year Fellow appointment at Sunshine ICU to an eligible CICM trainee.
- Senior Registrar roles for suitable CICM trainees.
- Part time training is also available.

CICM Accredited Rotations in:

- Anaesthesia
- Paediatric Ward Medicine
- Paediatric & Adult Emergency Medicine
- Adult Internal Medicine
- Rural Medicine

A customized registrar teaching program:

Run by our team of Intensivists comprising of the following:

- Protected weekly teaching program covering ALS, Airway skills, teamwork, and communication, together with the core ICU Curriculum
- Sim based teaching within the state-of-the-art simulation centres at Sunshine Hospital and New Footscray Hospital
- Dedicated consultant led primary examination teaching program.
- CVC workshop – hands on, consultant led small group learning. Run twice yearly
- Scheduled BASIC course twice yearly.
- VICEN participation is routinely incorporated into the academic timetable.

Additional weekly educational activities include:

- Multidisciplinary Mortality & Morbidity Audits
- Interesting case sessions
- Journal Club
- Echocardiography teaching
- Consultant led infectious disease/ICU meetings
- Registrar led weekly teaching program for ICU HMOs

A number of WH ICU's senior medical staff are current or past examiners for the CICM primary or fellowship exams.

Research Opportunities

We are a member of the ANZICS Clinical Trials Group, with dedicated research coordinators and a research program including large ANZICS trials as well as local studies. Registrars are encouraged to participate in research, and the opportunity exists to complete your formal project under the supervision of experienced and enthusiastic Intensivists at Western Health.

Business Unit Overview

The role of the Registrar is to provide clinical leadership and management of patients and undertake clinical duties for the Unit under the supervision and direction of the Department Head of Unit or Consultant.

The Medical Workforce Unit is responsible for the recruitment, administration, education & training, and support of junior medical staff at Western Health.

The Medical Education Unit is responsible for the education and training of prevocational medical staff at Western Health.

The relevant Clinical Division is responsible for the provision of inpatient and outpatient clinical services by a multidisciplinary team. Unit Handbooks detailing unit structures, key staff, services provided, and other specific unit information are provided to junior medical staff at the commencement of their rotation within

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each unit.

Key Responsibilities

- Participate in on-going assessment of competencies via college assessment forms.
- Work under the supervision and support of the Head of Unit or Receiving Consultant to further develop general clinical and decision-making skills.
- Perform unit duties as delegated by the Unit Head or Receiving Consultant in accordance with Western Health policies and procedures and relevant legislation.
- Ensure notification to the appropriate consultant of patients referred to the Department, and provision of initial assessment of referred patients
- Ensure quality patient care via clinical assessment, admissions, and development of management plans
- Provide day-to-day clinical management of patients and ensure attendance at ward rounds
- Assume responsibility for patient care in accordance with the care model of the ward/unit, ensuring that required clinical procedures are performed with appropriate training and supervision
- Initiate and provide interpretation of clinical investigations.
- Accurately reflects the patient's requirements, outcomes, or events within prescribed Western Health documentation, ensuring all legal requirements are met regarding legibility of content and identity of reporter in accordance with Western Health policies and procedures.
- Participate in the development of discharge plans that reflect the needs of patients and their significant others and demonstrate understanding of the role of community providers. Assume responsibility for communication with community providers.
- Provide supervision for the clinical activities of the junior medical staff on the unit, according to the level of experience of the individual.
- Provide clinical handovers to covering Registrars.
- Ensure own health and well-being and seek assistance if impairment in physical or mental health is impacting on job performance
- Work collaboratively and respectfully with multi-disciplinary team members to achieve desired outcomes for patients through effective communication and attendance and participation in unit and site clinical meetings
- Exchange and share information from participation in seminars and conferences with colleagues via in-services, presentations, education forums, team meetings, etc.
- Demonstrate a caring and empathetic approach towards patients at all times
- Participate in and contribute to improvement of policies, procedures and protocols and identify areas of improvement in clinical practice
- Undertake ongoing self-directed learning by participation in continuing education activities and attendance at clinical meetings, including any mandatory training programs
- Assist in collection of data for audit purposes, and participate in research activities undertaken within the unit where required
- Coordinate and participate in the teaching of junior doctors and medical students
- Cover other Units as part of the after-hours roster or as requested by the Medical Workforce Unit
- Perform other duties as delegated by the Unit Head or Unit Registrar.

In addition to the key responsibilities specific to your role, you are required to deliver on the [Key Organisational Accountabilities](#) which are aligned with the Western Health strategic aims.

Key Working Relationships

- Clinical staff including medical, nursing, and allied health
- Patient support and administrative staff
- Medical Workforce Unit
- Medical Education Unit

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Selection Criteria

Mandatory Criteria for Application:

- Prior Intensive Care (or related discipline) experience in Australian or equivalent health service (including at HMO level).

Australian and New Zealand trained Medical Graduates:

- General Registration with AHPRA and who have completed a minimum of 3 years full time medical employment post registration and with least two (2) years in the Australian or New Zealand Hospital System.

International Medical Graduates:

- General Registration with AHPRA.
- Successful completion of AMC MCQ Part 1 and Part 2.
- At least one year experience in the Australian or New Zealand Hospital System

Desirable Criteria:

- Registration as a trainee with the College of Intensive Care Medicine.
- Excellent skills in communication and teamwork.

While designed for CICM trainees our positions also provide training recognized by the RACP, ANZCA, and ACEM. Trainees from these programs, or doctors who seek further experience prior to joining them, are encouraged to apply.

Additional Requirements

All employees are required to:

- Obtain a police/criminal history check prior to employment
- Obtain a working with children check prior to employment (if requested)
- Obtain an Immunisation Health Clearance prior to employment.
- Report to management, any criminal charges or convictions you receive during your employment.
- Comply with relevant Western Health clinical and administrative policies and guidelines.
- Comply with and accept responsibility for ensuring the implementation of health and safety policies and procedures.
- Fully co-operate with Western Health in any action it considers necessary to maintain a working environment, which is safe, and without risk to health.
- Protect confidential information from unauthorised disclosure and not use, disclose, or copy confidential information except for the purpose of and to the extent necessary to perform your employment duties at Western Health
- 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 Western Health
- Be aware of and comply with relevant legislation: Public Administration Act 2004, Victorian Charter of Human Rights and Responsibilities Act 2006, the Victorian Occupational Health and Safety Act 2004, the Victorian Occupational Health and Safety Regulations 2017 (OHS Regulations 2017), Fair Work Act 2009 (as amended), Occupational Health and Safety (Psychological Health) Regulations 2025, the Privacy Act 1988 and responsibilities under s141 Health Services Act with regard to the sharing of health information, the Family Violence and Child Information Sharing Schemes, Part 5A and 6A Family Violence Protection Act 2008, Safe Patient Care Act 2015, Mental Health & Wellbeing Act 2022
- Be aware of and comply with the Code of Conduct for Victorian Public Sector Employees and other Western Health employment guidelines

General Information

- Redeployment to other services and sites within Western Health may be required.

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- Employment terms and conditions are provided according to relevant award/agreement.
- Western Health is an equal opportunity employer and is committed to providing its employees with a work environment which is free of harassment or discrimination. The organisation promotes diversity and awareness in the workplace.
- Western Health is committed to Gender Equity
- Western Health provides support to all personnel experiencing family and domestic violence
- 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. Western Health reserves the right to modify position descriptions as required. Employees will be consulted when this occurs.
- Western Health is a smoke free environment

I confirm I have read the Position Description, understand its content and agree to work in accordance with the requirements of the position.

Employee's Name: _____

Employee's Signature: _____ Date: _____

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