

POSITION DESCRIPTION

Position Title:	Intensive Care Transition Year Fellow
Business Unit/Department:	Intensive Care Unit
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:	HMOs in Department
Date Prepared/Updated:	April 2026

Position Purpose

Transition Year at Western Health:

The CICM approved ICU Transition Year (TY) Fellow position at Western Health is a clinical position somewhere between registrar and consultant, with the aim of the year to gradually enable the doctor to transition from mostly supervised clinical practice (as a registrar) to minimally supervised clinical practice (as in a junior consultant role). In addition, rostered Clinical Support Time actively supports the TY Fellow to become involved in the diverse non-clinical portfolios of the Intensive Care Department.

Western Health will also consider applications from doctors who are close to completing their training requirements (such as currently completing their fellowship exams/projects) looking to work as senior registrars.

Local Work Environment:

The role is based at Sunshine Hospital ICU which is a 25-minute drive from the CBD. Sunshine Hospital is a very busy metropolitan hospital, with 600 hospital beds, including medical, surgical, psychiatric, obstetric & paediatric patients. Sunshine ICU is one of two ICUs within Western Health (WH), with the other 11 bed ICU located at the new Footscray Hospital.

Sunshine Hospital ICU is a 13-bed mixed medical, surgical & obstetric adult ICU, admitting approximately 1250 patients per year. Patients admitted to Sunshine ICU are relatively young, with very high severity of illness scores (average APACHE3 score is 65). We are proud to have established a Cardiogenic Shock Service including Mechanical Cardiac Support in the form of Impella.

Additionally, the Joan Kirner Women's and Children's centre (co-located with Sunshine Hospital) opened in 2019 and allows us to manage critically unwell and complex obstetric, paediatric, and neonatal patients on site. While Sunshine ICU does admit obstetric patients it does not admit paediatric patients. ICU medical staff are not required to attend paediatric MET calls or Code Blues.

The ICU consultant group at Western Health work across both Footscray & Sunshine sites, are all FCICM qualified, and have a variety of subspecialty interests and expertise (e.g. education, mechanical cardiac support, echocardiography, sustainability, research, mentoring, welfare, organ donation, health informatics,

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bioethics).

Clinical Role of the TY Fellow:

The Transition Year Fellow will be rostered to Sunshine Hospital ICU for 12 months and will report directly to the on-call Intensivist for all clinical matters. The Transition Year Fellow has an individual roster line, with a combination of day, evening, night and on call shifts. The exact shift proportions may vary to ensure the clinical needs of the unit are met. There will be 3-monthly feedback provided to the TY fellow (including the required CICM ITERs), with more frequent feedback from the CICM SOTs or ICU Director as necessary.

The Supervisors of Training and Director of Intensive Care are responsible for determining what level of clinical autonomy is recommended for an individual TY Fellow over time. The degree of clinical autonomy will also be discussed at the ICU consultant group's regular review of the TY Fellows performance. It is anticipated the level of direct clinical supervision provided by the supervising Intensivist will vary over time, and will allow for independent unit management, ward round, and first on call opportunities in preparation for junior consultant role.

Clinical TY Fellow daily workflow:

- Receive handover; lead the morning or afternoon multidisciplinary ICU ward round and determine the clinical management of the ICU patients (in accordance with relevant WH policies & guidelines, best evidence and consultation with other health care professionals as needed)
- Supervise and guide the junior medical staff in the performance of their routine duties (e.g. ensure appropriate ward round notes are made, timely care is provided, teach and supervise the performance of relevant procedures, review results and investigations)
- Modify management and treatment of patients (as necessary) initiated by junior staff to provide the highest quality of care
- Ensure continuity of care for all patients via appropriate handover procedure in the unit, including training of the junior medical staff in these procedures
- Attend Code Blues as needed, attend MET calls (if requested by the ICU liaison nurse or the parent unit medical team) and review & manage referrals as needed.
- Manage workflow in the ICU, e.g. bed state/ admissions/ discharges/ ward or ED referrals/ intrahospital transports of ICU patients and liaise with the nursing staff regarding this.
- Liaise with the on-call consultant via phone or in person as necessary.

Non-clinical role/s of the TY Fellow:

The TY Fellow will be supported to contribute to the non-clinical functions of the ICU with an average of five hours of rostered Clinical Support Time per week. The specific non-clinical roles will be decided upon (in the first three months of the year) by mutual agreement between the TY Fellow, CICM SOTs and the relevant supervising consultant of the non-clinical portfolio. Choices of non-clinical portfolios will depend on the TY Fellow's interests & skills, as well as the needs of the ICU department. Such activities may include (but are not limited to) the following:

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Mechanical Cardiac Support and Echocardiography	Support for advanced degrees in ultrasound e.g. DDU, CCPU (e.g. examiners in house for supervising cases)
	Participation in the WH Cardiogenic Shock Service, including the Impella Program
	Opportunity for supervision of Masters/ PhD in conjunction with cardiology e.g. maternal cardiac disease, Mechanical Cardiac Support
	Co-ordinate or participate in teaching junior ICU staff basic echo/ ultrasound skills
	Co-ordinate or participate in regular QA meeting with other hospitals from the Australia-wide CICM Ultrasound SIG
	Ultrasound scanning with echo technicians & ICU clinicians
	Ability to join multidisciplinary weekly echo teaching sessions e.g. cardiac surgical conference, cardiology registrar teaching, ICU registrar teaching
	Clinical support with ultrasound services to critical care areas in acute need (e.g. OT or ED)
	Echo reporting and recording on existing system (Cardiac Synapse)
	TOE sessions in both inpatient and outpatient settings
	Multidisciplinary clinical and research projects (e.g. heart failure, coronary artery disease, STEMI)
Teaching	Regular bedside teaching of junior medical and nursing staff
	Co-ordinating weekly journal club
	Co-ordinating and/or presenting monthly 'interesting cases' sessions
	Co-ordinating and/or presenting at weekly CICM primary exam teaching
	Co-ordination and/or presentation of weekly resident teaching program
	Co-ordinating or presenting at fellowship teaching sessions including taking CICM fellowship candidates for written/ VIVA/ hot case practice
	Presenting at ICU registrar or medical student teaching sessions
	Involvement in simulation education within/ outside the ICU at WH
	Involvement in ICU run courses at WH e.g. BASIC
	Involvement in broader WH education e.g. ALS courses, PROMPT course, simulation centre teaching, presenting at grand rounds etc.
Research	Undertaking own research project/s
	Participating in WH research programs
	Supervision of a registrar formal project (if suitably qualified to do this)
Quality Assurance	Involvement in the review/ updating of relevant ICU clinical guidelines
	Co-ordination/ presentation at ICU JMS orientation in terms 2-4
	WH hospital committee memberships
	WH ICU special interest group memberships
	Involvement in preparing slides and presenting at WH ICU M&M
Administration	Attendance at WH ICU consultant meetings
	Involvement in WH hospital JMS recruitment processes

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Mentoring	Mentoring of JMS (e.g. junior registrars/ residents)
CICM activities	Assistance at CICM examinations if held at WH
	Attendance at CICM hospital inspections in the region
	Attend the CICM ASM and other regional events

Business Unit Overview

The role of the TY Fellow 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.

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

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- 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

Selection Criteria

Essential requirements:

- MBBS or equivalent
- AHPRA registration to practice as Medical Practitioner
- CICM trainee who has completed all prescribed CICM training requirements as per the CICM document 'Objectives of Training: The Transition Year':
 - Satisfactory completion of the required clinical training time and assessments for the core intensive care medicine, anaesthesia, and medicine years
 - Satisfactory completion of the Second Part Examination
 - Satisfactory completion of all prescribed courses, learning packages and WBA
 - Submission of a Formal Project in the format prescribed in the guideline.
 - Satisfactory exposure to two out of the three sub-specialties in: a) Cardiothoracic surgery intensive care b) Neurological/Neurosurgery intensive care and c) Trauma intensive care

Desirable criteria for the position:

- Excellent communication & teamwork skills.
- Ability to supervise and teach junior medical staff.
- Advanced technical, non-technical and crisis resource management skills to enable safe autonomous clinical practice.
- Sufficient clinical expertise to be able to make a timely, structured, and accurate assessment of a comprehensive range of life-threatening problems in a critically ill patient and to be able to apply life-supporting therapy as appropriate.

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 the course of 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

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- 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

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 each unit.

General Information

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