

POSITION DESCRIPTION

Position Title:	Emergency Physician
Business Unit/Department:	Emergency Department
Division:	Emergency Medicine & Intensive Care Services
Award/Agreement:	Medical Specialists (Victorian Public Health Sector) (Australian Medical Association (AMA) Victoria/ASMOF) (Single Interest Employers) Enterprise Agreement
Classification:	HN classification: Full-time and sessional, permanent and temporary
Reports To:	Directors of Emergency Medicine
Direct Reports:	Registrars; Hospital Medical Officers (HMOs); Interns; Medical students
Date Prepared/Updated:	15 March 2024

Position Purpose

The role of an Emergency Physician is to provide expert clinical care to patients within the dynamic environments of the Emergency Department (ED) and Short Stay Units (SSU), working collaboratively with multi-disciplinary staff within ED and across the broader hospital to achieve the best possible outcomes for an individual patient and patient groups. As with all medical specialities, there is a significant responsibility for training and supervision of junior doctors and other health professionals and medical students.

The Emergency Physician is also a senior leader within the ED, and should role-model professional behaviours and the Western Health values at all times. As ED representatives, they should promote ED and its priorities within and outside the ED, and have a clear understanding of current priorities of the department and the interface with those of the organisation. In addition, the Emergency Physician should demonstrate commitment and initiative in contributing to both quality assurance and quality improvement processes with the overall aim of delivering best care to the patients of Western Health.

Business Unit Overview

The Division of Emergency Medicine and Intensive Care (EMIC) Services spans across 5 Western Health sites encompassing three emergency departments, two urgent care centres and two intensive care units.

Delivering care to over 200,000 patients annually the Division is committed to innovation, the development of services and treatment of diverse population groups across Western Health to ensure Best Care for the community of Western Melbourne.

The Divisional Director (DD) and the Clinical Services Director (CSD) function in partnership to provide leadership, clinical, operational and financial governance to the Division ensuring the efficient and effective delivery of Best Care within allocated resources.

Our Vision

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Key Responsibilities
Emergency Physicians in the Emergency Department are expected to: • Provide clinical expertise in the management of patients, and supervision of junior doctors, in the Emergency Department and Emergency Observation Unit, applying high level skills in the ACEM domains of: ○ Medical Expertise ○ Prioritisation and Decision Making ○ Professionalism ○ Scholarship and Teaching ○ Teamwork and Collaboration ○ Leadership and management ○ Health Advocacy ○ Communication • Actively participate in essential department clinical support activities*, including but not limited to: ○ educational activities of ED staff ○ assessments of junior doctors, including ACEM related work-based assessments ○ timely review of investigation results to minimise delays and adverse outcomes ○ reviews of policies and procedures and other governance requirements ○ other administrative responsibilities. • Actively participate in continuous quality improvement activities*, including but not limited to: ○ individual clinical support portfolios or other responsibilities as allocated by Director or delegate, with demonstrated outcomes ○ participation and leadership in department working groups, quality improvement projects, and external quality improvement or research opportunities and collaborations • Actively contribute to and engage in department and organisational activities and priorities: ○ attendance at and participation in internal department meetings ○ commitment to regular review of email, newsletter and other communication avenues ○ participation in and contribution to department strategic planning • Represent and promote the ED and its priorities and values to staff within ED, across the hospital, and more broadly e.g. ○ contribute to creating and maintaining a work environment conducive to positive morale, employee growth and retention ○ understand and engage with leadership role of a senior clinician on a daily basis ○ representation on hospital committees and meetings ○ involvement in hospital-wide activities ○ involvement in national/international organisations • Commit to personal continuing professional development, developing goals and responding constructively to feedback *Note: CST time is allocated to staff with 0.5 EFT or more. 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 Relationships
Internal: • Director, Emergency Department - Footscray • Director Emergency Department - Sunshine • Other Senior Medical Staff • Junior Medical Staff • Nursing Staff

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- Allied Health Staff
- Operations Manager
- Access Manager/After Hours Administrator
- Unit/Department Heads
- Clinical Services Directors
- Divisional Directors
- Executive Director Medical Services
- Executive Director Operations

External:

- General Practitioners
- Community Health Agencies
- Other Senior Medical Staff
- Ambulance Victoria
- Victoria Police

Selection Criteria

Essential:

Qualifications:

- Fellow of the Australasian College of Emergency Medicine (FACEM)
- Current registration with the Australian Health Practitioner Regulation Agency (AHPRA)

Skills and Experience:

High-level skills and experience in the following domains:

- Medical Expertise
- Prioritisation and Decision Making within a dynamic environment
- Professionalism
- Scholarship and Teaching
- Teamwork and collaboration
- Leadership and management
- Health Advocacy
- Communication
- Demonstrated commitment to ongoing professional development

Desirable:

- Demonstrated qualities of enthusiasm, initiative and commitment
- Demonstrated research skills
- Quality Improvement training

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

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- 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 or 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 for its employees 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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