

POSITION DESCRIPTION

Position Title:	Career Medical Officer – Emergency Medicine
Business Unit/Department:	Emergency Medicine
Division:	Emergency, Medicine & Intensive Care Services
Award/Agreement:	Doctors in Training (Victorian Public Health Sector) (AMA Victoria/ASMOF) (Single Interest Employers) Enterprise Agreement
Classification:	HM21 to HM23
Reports To:	Director – Emergency Department (Footscray & Sunshine); Clinical Leads – Emergency Department (Williamstown)
Direct Reports:	N/A
Date Prepared/Updated:	24 July 2025

Position Purpose
The role of the Career Medical Officer (CMO) 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. They will also provide support and supervision of any more junior medical staff with whom they may be working. The Career Medical Officer (CMO) – Emergency Medicine, will provide high quality clinical emergency care to patients attending the Emergency Departments of Western Health. These facilities include Footscray, Sunshine and Williamstown Hospitals. Whilst based at one facility, CMOs may be required to work at alternative campuses based on the needs of the Health Service. The foci of this position are: 1. Delivery of high quality clinical care for patients within the Emergency Department; 2. Demonstration of high standards of communication with patients and their carers, as well as other health professionals both within and external to Western Health; 3. Supervision of junior medical staff and identification of teaching opportunities for junior medical staff, as well as medical students, nursing and other staff; 4. Recognition of leadership responsibilities, including role-modelling of professional behaviors, and engagement with department work practices and improvement initiatives. 5. Commitment to ongoing education and training.
Business Unit Overview
The Division of Emergency Medicine and Intensive Care Services has a workforce of approximately 1000 EFT spanning across all Western Health campuses. The Division is divided into two service streams; Emergency Medicine and Intensive Care Services.

Our Vision

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

Key Responsibilities

Best Care Framework

- Ensure quality patient care via clinical assessment, investigations ordering and interpretation, and development of management plans
- Follow department guidelines regarding models of care and clinical pathways
- Perform clinical procedures are performed with appropriate training and supervision.
- Work under the supervision and support of the Head of Unit or Receiving Consultant to further develop general clinical and decision-making skills
- Provide supervision for the clinical activities of more junior medical staff as required, according to the level of experience of the individual.
- Provide clinical handovers at the end of each shift.
- Undertake learning by participation in continuing education activities and attendance at clinical meetings.
- Participate and contribute to improvement of policies, procedures and protocols and identify areas of improvement in clinical practice.
- Assist in collection of data for audit purposes, and participate in research activities undertaken within the unit where required.
- Perform other duties as directed by the Director of the Emergency Department in accordance with Western Health policies and procedures.
- Comply with confidentiality obligations with regard to staff, patients, consumers and colleagues
- Comply with all Western Health policies and procedures
- Role model the Western Health values and behaviours when carrying out duties and in dealing with staff patients, consumers and colleagues
- Act in accordance with the Code of Conduct

Community and Partnerships

- Facilitate achievement of Access Key Performance Indicators, including:
 - Meeting Triage Time to Treatment expectations
 - Utilisation of Emergency Observation Unit
 - Did Not Wait minimisation
 - Timely disposition in accordance with the National Emergency Access Target (NEAT)
- Demonstrate a caring and empathetic approach towards patients at all times
- Communicate appropriately with patients and their relatives, care providers and community supports, including documentation in accordance with Western Health policies and procedures

Communication

- Ensure all staff are aware of and comply with Victoria's Charter of Human Rights and Responsibilities.
- Work collaboratively and respectfully with multi-disciplinary team members and colleagues to achieve desired outcomes for patients through effective communication and collaboration.
- Demonstrate an active commitment to engagement in the ED department and organisational activities and priorities, including an active contribution to creating and maintaining a work environment conducive to positive morale, employee growth and retention.
- Ensure own health and well-being and seek assistance if impairment in physical or mental health is impacting on job performance.
- Participate in on-going assessment of competencies, including mandatory competencies required by Western Health

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.

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Key Working Relationships
Internal: • Clinical staff including medical, nursing, and allied health • Patient support and administrative staff • Other Senior Medical Staff – Internal and external • Clinical Services Director of Emergency Medicine – Williamstown Emergency Department • Divisional Directors and Deputy Directors – Footscray and Sunshine Emergency Departments • Chief Medical Officer, Medical Services • Medical Workforce Unit • Medical Education Unit External: • General Practitioners • Community Health Agencies • Ambulance Victoria • Victoria Police • Patients, Relatives and Carers
Selection Criteria
Essential: • Interest in adult and paediatric emergency medicine <i>Medical Qualification</i> • A medical qualification recognised in Victoria, Australia • Current medical registration with AHPRA • Current ALS qualification <i>Experience</i> • Minimum of two (2) years' experience in a Registrar or Senior Hospital Medical Officer Role OR • Minimum of four (4) years' post-graduate experience • Minimum of two (2) years' experience within an Australian Medical Hospital System <i>Competencies</i> • Clinical competence as required for level of position • Ability to work as part of a team • Commitment to professional development Desirable: • A minimum of 6-month experience in an Acute Emergency Department setting • Australasian College of Emergency Medicine Certificate or Diploma
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.

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- 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), 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 2023
- 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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