

## POSITION DESCRIPTION – Bayside Health

<b>Date revised:</b>	<b>27/02/2026</b>
<b>Position:</b>	<b>Emergency SRMO / Rotational (PGY3/3+)</b>
<b>Award / Agreement:</b>	<b>AMA Victoria-Victorian Public Sector- DiT Enterprise Agreement 2022-2026</b>
<b>Classification Title</b>	<b>Hospital Medical Officer</b>
<b>Department / Unit:</b>	<b>Emergency</b>
<b>Care Group:</b>	<b>Based at Frankston and Rosebud Hospitals but must be required to work across all sites</b>
<b>Accountable to:</b>	<b>Nil</b>
<b>Number of direct reports:</b>	

### About Bayside Health

Bayside Health is a public health service delivering high-quality care across every stage of life for close to 1.2 million people living in metropolitan Melbourne, the Mornington Peninsula, Koo Wee Rup, Bass Coast and Southern Gippsland.

We have more than 15 main sites, including hospitals, centres and clinics that provide comprehensive care from welcoming newborns to supporting older people and a full range of services in between.

More than 22,000 dedicated staff are focussed on providing exceptional, equitable, and locally connected care through shared expertise, compassion, and a commitment to continuous growth. Education and training are central to staff development as we encourage all employees to strive and thrive.

Bayside Health was formed following the merger of Alfred Health, Bass Coast Health, Gippsland Southern Health Service, Kooweerup Regional Health Service and Peninsula Health on 1 January 2026.

### Care Groups

Bayside Health is organised into three care groups:

- 1. Alfred Care Group** operates The Alfred, Caulfield Hospital, Sandringham Hospital and Melbourne Sexual Health Centre. Australia's busiest Emergency and Trauma Centre and largest Intensive Care Unit is located at The Alfred. From here we provide nineteen statewide services to support the Victorian community. It is also the largest site for clinical trials in Australia.
- 2. Peninsula Care Group** operates Frankston Hospital, the new Peninsula University Hospital and Rosebud Hospital among other sites and facilities. The new hospital will transform local care with

dedicated wards and services. The group also operates MePACS, a personal alarm service, which cares for around 50,000 elderly and vulnerable people across Australia.

3. **Bayside Regional Care Group** operates sites at Kooweerup, Korumburra, Leongatha, Phillip Island and Wonthaggi and specialises in rural and regional care.

## **Our Code of Conduct**

Our staff are expected to demonstrate and uphold the behaviours set out in Bayside Health's Code of Conduct.

## **Division**

- Emergency

## **Position Summary**

This is a specifically designed position to enhance skills and experience in the area of Emergency medicine and critical care. The position is closely mentored and supervised working in a supportive environment.

The positions are across both campuses – Frankston ED and Rosebud ED and may also include rotations to external departments including ICU, Medicine, Paediatrics and Anaesthetics.

It is ideal for candidates wanting to apply for the ACEM, GP or Critical Care training programs, enabling them to strengthen their application and get a competitive advantage.

Under the direction of more experienced medical staff, primarily registrars, and through collaboration with other health professionals, the Senior Resident provides effective appropriate medical care commensurate with their capabilities and in accordance with delegated clinical privileges that vary from site to site.

Occupants of the position will be eligible to register and participate in the Emergency Medicine Certificate (EMC) program co-ordinated by the Australasian College of Emergency Medicine. Senior Residents provide general supervision/advice to Interns and Residents.

## **Key duties and responsibilities**

- Under direction, provide appropriate medical care to patients and assist more senior doctors in complex cases.
- In accordance with the doctor's level of experience, assess and manage patients, including the development of management plans, appropriate investigations and decisions regarding patient admission, discharge and referrals.
- Consolidate and build personal skill levels to ensure that clients receive the best possible service reflecting up to date evidence based professional practice.
- Be aware of and work in accordance with organisational policies and procedures including occupational health and safety and relevant legislative requirements.
- Demonstrate positive workplace behaviours and relationships at all times.

## Emergency Department learning objectives

- Develop clinical evaluation, assessment and management skills
- Develop good communication skills with patients, families, Nursing and Allied Health staff.
- Increase your clinical perspective, develop an understanding of which conditions or symptoms require urgent management, and which are less urgent.
- Opportunity to complete Emergency Medicine Certificate (6-month competency-based training program).

## Bayside Health Responsibilities

- Be responsible for providing safe, personal, effective, and connected Peninsula Care in all situations
- Ensure compliance with quality and safety standards that underpin the Peninsula Care Framework by adhering to outlined responsibilities and accountabilities.
- Partner with patients, consumers, and/or carers at all levels of healthcare provision, planning, and evaluation to ensure an excellent standard of service.

## Leadership Responsibilities

- Act in accordance with Bayside Health values and code of conduct.
- Take reasonable care of their own health and safety, and that of anyone else who may be affected by their work practices, actions or omissions as outlined under the Occupational Health and Safety Act 2004 (Vic).
- Communicate openly with colleagues and leaders on safety, wellbeing, and performance.

## Organisational Responsibilities

- Comply with all relevant Bayside Health Policies and Procedures, ensuring all activities are aligned with organisational standards and complete all mandatory training.
- Display Bayside Health values in all interactions with patients, consumers, clients, volunteers, and colleagues, contributing to a supportive and inclusive work culture.
- Actively participate in professional development, work within your clinical scope, and undertake additional tasks as requested, fostering a culture of learning and teamwork.

## Workplace Safety Responsibilities

- Ensure compliance with quality and safety standards that underpin the Peninsula Care Framework by adhering to outlined responsibilities and accountabilities.
- Participate and co-operate in consultative processes to improve health and safety, including ensuring that relevant data is collected, analysed, and used to improve outcome.
- Identify and manage safety hazards, clinical risk, and ensure actions are taken to prevent and minimise harm to yourself and those around you, including to consumers and colleagues.
- Understand and adhere to emergency procedures, risk management strategies, safe working/operating procedures, clinical practice guidelines, organisational standards and education and training requirements and initiatives

- Observe safe working practices and as far as you are able, protect your own and others' health and safety, and contribute to a safe and positive workplace culture.
- Assist with emergency-related functions if the Bayside Health Emergency Management Plan is enacted. This may include providing emergency response, relief, and recovery services to the community, as mandated by the Emergency Management Act 1986

Note: Responsibilities and duties included in this Position Description are subject to the multiskilling provisions of the relevant Enterprise Agreement.

## **Key capabilities**

- Emotional intelligence (includes self-care and self-awareness)
- Continuous learning
- Critical thinking and problem solving
- Clear and effective communication
- Collaboration/teamwork
- Consumer service
- Courageous conversation
- Responsible for success
- Being open to change and continuous improvement
- Organisation skills

## **Quality, safety, risk and improvement**

- Maintain an understanding of individual responsibility for patient safety, quality & risk and contribute to organisational quality and safety initiatives.
- Follow organisational safety, quality & risk policies and guidelines.
- Maintain a safe working environment for yourself, your colleagues and members of the public.
- Escalate safety, quality & risk concerns to the appropriate staff member if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with principles of Patient-Centred Care.
- Comply with Bayside Health's mandatory continuing professional development requirements.
- Comply with National Safety & Quality Health Service Standards and other relevant regulatory requirements.
- Maintain responsibility for supporting enterprise security.

## **Other requirements for all Bayside Health staff**

- Ensure compliance with relevant Bayside Health clinical and administrative policies and guidelines.
- Comply with relevant privacy legislation.
- 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 Bayside Health.
- Comply with Bayside Health's medication management and medication safety policies and guidelines.
- Comply with the actions set out in the relevant section(s) of the OHS Roles and Responsibilities Guideline.
- Research activities will be undertaken commensurate with the role.

- In accordance with Directions made by the Secretary, Department of Health, all Bayside Health employees working in Category A or B roles (as determined by the department's risk ratings) must be vaccinated against Influenza with a TGA approved vaccine

## **QUALIFICATIONS/EXPERIENCE REQUIRED**

### **Essential**

- MBBS or equivalent
- Satisfactory completion of PGY2 year
- Minimum of 3 months Emergency experience at PGY2 level
- Eligible for registration with AHPRA as a Medical Practitioner, must be demonstrated within 3 months of position offer, including passing any relevant clinical and English language exams
- Eligible to work in Australia and demonstrate progress to obtaining relevant work visas
- The role will require rotations across Bayside Health sites, ability to commute to different sites is essential

### **Commitment to child safety**

Bayside Health has zero tolerance for child abuse and is committed to acting in the best interest of children in our care. We promote cultural safety and participation of Aboriginal children, children of cultural and linguistic diversity and those with disabilities to keep them safe at all times.

**Position Description authorised by: Jon Dowling, Deputy Director**

**Date: 27/02/2026**