POSITION DESCRIPTION

Emergency Physician

Supporting Everyone to be healthy and live well

PURPOSE OF THE ROLE

Supporting everyone to be healthy & live well

Position Details	
Position Title:	Emergency Medicine Physician
Department	Emergency
Reports to:	Clinical Director of Emergency Medicine
Positions Reporting to this role:	Responsible for supervision of Doctors in Training (DiTs) on rostered shifts
FTE:	Negotiable
Budget:	N/A
Enterprise Agreement:	Medical Specialists (Victorian Public Health Sector) (AMA Victoria/ASMOF) (Single Interest Employers) Enterprise Agreement 2022 – 2026
Position Classification:	Dependent on qualifications and experience
Position Description last reviewed:	October 2026

Selection Criteria
Essential:
• Specialist registration as an Emergency Physician with the Medical Board of Australia (MBA) • Fellowship with the Australasian College for Emergency Medicine (ACEM) • Demonstrated interest and commitment to the supervision, education and training of DiTs, including ACEM trainees and International Medical Graduates (IMGs) • Interpersonal skills that promote effective teamwork and patient safety • Behavioural qualities that reflect ERH Guiding Principles • Satisfactory evidence of National police check, Working with Children Check, vaccination status, and other requirements in line with ERH policy and procedure
Desirable:
• Training in emergency medicine ultrasound

Key Accountabilities
• Assess and treat all categories of patients presenting to the Emergency Department (ED) along best practice guidelines, including stabilisation of the acutely ill patient • Attend and lead hospital wide Medical Emergency Team (MET) and Code Blue responses as a key member of the senior clinical deteriorating patient team • Encourage effective and efficient management of resources, including the appropriate use of medical imaging and pathology services after hours • Comply with professional standards of practice with concise, comprehensive and

legible documentation and clinical handover
- Ensure when rostered that all medical imaging and pathology reports are reviewed and followed up appropriately
- Provide clear and positive leadership to staff 'on the floor'
- Support the professional development of medical officers with different levels of emergency medicine experience, e.g. ACEM trainees, Rural Generalists (RGs), interns, IMGs
- Participate in the orientation of new staff and the delivery of education and training to ERH staff
- Participate in on call roster
- Provide ongoing constructive feedback to DiTs and participate in the completion of mid and end-of-term assessments
- Attend Emergency Department Leadership meetings as required
- Lead/participate in the development of relevant policies, procedures, guidelines and standards
- Actively participate in Emergency Medicine Morbidity and Mortality meetings
- Represent the ERH at relevant internal and external meetings as delegated
- Other duties as directed by the Clinical Director of Emergency Medicine from time to time

Organisational Responsibilities
Positively promote ERH within and externally to the organisation
Comply with the ERH and Victorian Public Sector Code (VPS) of Conduct
Each employee has a responsibility to comply and promote practices with all ERH policies and procedures and familiarise themselves with those relevant to their position
Comply with relevant registration bodies mandatory continuing professional development requirements
Carry out all work and interactions in alignment with the CARE values
Report all incidents and near misses as soon as possible after the event
Participate in risk management activities and assist with identification and control of risks within their department or area of work
Actively support compliance with the National Safety & Quality Health Service Standards and other professional standards and relevant regulatory requirements

CARE Values	
All staff are expected to behave in a way that is in alignment with our corporate values:	
Collaboration 	Works with a team focus Cooperates with others and gains input and support to assist in achieving objectives We work with others to achieve shared goals
Accountability 	Monitors the impact of one's own behaviour on others Supports a "no-blame" culture in reporting incidents and helping to effectively resolve them

Emergency Physician

Respect	Treats people fairly and openly Treats people with dignity Demonstrates personal standards of consistency, tolerance and patience
Excellence	Consistently supports and follows organisational policies and procedures Actively participates in identifying opportunities to improve what we do

Key Relationships	
Internal	**External**
Chief Medical Officer	Austin Pathology
Clinical Director of Emergency Medicine	I-MED
ED and other health service teams	Ambulance Victoria (AV), including Victorian Stroke Telemedicine Service (VST), Adult Retrieval Victoria (ARV) and PIPER
Medical Workforce Unit	General Practitioners (GPs)
	Njernda Aboriginal Corporation

Leadership Capabilities

The table below indicates the leadership capability levels required. This table will need to be read in conjunction with the ERH Leadership Capability Framework.

✓ **PLEASE USE A TICK ICON TO INDICATE REQUIRED LEVEL**

Category	**Descriptors**	Foundation	Proficient	Advanced	Highly Advanced
Collaboration	Inspires direction & purpose			✓	
	Turns challenges into opportunities			✓	
	Communicates effectively			✓	
	Builds relationships			✓	
	Works collaboratively			✓	
Accountability	Acts with integrity			✓	
	Demonstrates accountability			✓	
	Drives accountability			✓	
	Manages self			✓	
	Promotes innovation			✓	
Respect	Accessible communicator			✓	
	Values difference			✓	
	Consistently articulates direction			✓	
	Empowers others			✓	
	Respectfully influences			✓	
Excellence	Delivers results			✓	
	Plans and prioritises			✓	

Excellence	Thinks and solves problems			✓	
	Consumer focus			✓	
	Innovation change leader			✓	

TERMS & CONDITIONS OF EMPLOYMENT:
Terms and conditions are in accordance with the Letter of Offer and Contract of Employment.

I acknowledge that I have received a copy of this position description. I have read (or have had read to me) and understand the requirements of this position. I agree to work in accordance with this position description.

Signed: Date: / /

Print Name:

cc: Employee File