Position Description

Position Title:	Emergency Physician (FACEM)
Reports to:	Clinical Director - Emergency
Department:	Emergency Medicine
Directorate:	Clinical Operations
Cost centre:	B0006
Code & classification:	Specialist Year 1-9 (HM33 – HM41)
Employment conditions:	AMA Victoria – Victorian Public Health Sector – Medical Specialists Enterprise Agreement 2021-2026 and GV Health Policies and Procedures (and as varied from time to time)

GV Health is an equal opportunity employer and continually strives to build a diverse, equitable and inclusive workforce that reflects our community. We encourage applications from people of all backgrounds.

Statements included in this position description are intended to reflect in general the duties and responsibilities of the position. It is not intended to be an exhaustive list of responsibilities, duties and skills required. GV Health may alter the duties of this position description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).

POSITION SUMMARY

The Emergency Physician (FACEM) provides specialist emergency medical care and ensures smooth patient flow for patients presenting to the Emergency Department. During clinical shifts, the Emergency Physician (FACEM) provides clinical leadership to ensure optimal outcomes to patients through working with the multidisciplinary team.

The Emergency Physician (FACEM) supervises the work of Registrars and Junior Medical Officers (JMO's) and is involved in teaching both junior doctors and medical students. The Emergency Physician (FACEM) will be required to collaborate with other GV Health specialists where appropriate and provide some services out of hours, including some weekends.

The Emergency Physician (FACEM) will contribute to the overall strategic planning and improvement of the quality of clinical care and service delivery provided to GV Health consumers. This position amongst others is responsible for promoting GV Health as a quality regional health service provider.

RESPONSIBILITIES AND DUTIES

The following duties are inclusive of but not limited to

- Provide specialist care to patients in the Emergency Department both in hours and out of hours in accordance with GV Health requirements.
- Work with other medical, nursing, allied health and administration staff to ensure support for efficient admission processes in a timely manner.
- Engages with other hospital staff as required with respect to patient management and related issues including the interface between Emergency and inpatient areas for patient flow.

- When delegated or allocated to do so, the Emergency Physician (FACEM) will be responsible for the assessment and clinical decision making of patients 'ramped' with ambulance crews in accordance with relevant State and organisation policies and models of care.
- Works collaboratively with the other departments across the organisation around patient flow, service review and development of appropriate models of care.
- Ensure that appropriate handover information is available where the care of an ill patient is being transferred to another doctor.
- Report areas of sustained poor safety, poor-quality performance or significant gaps between best and current practice to the Clinical Director of Emergency Medicine.
- Actively support participation in collaborative projects and state-wide improvement initiatives where there is alignment with the Emergency Department and GV Health's priority areas for improvement.
- Provide consultative support by telephone to surrounding rural hospitals as required.
- Communicate effectively with General Practitioners or other referring doctors, other health providers or community nurses, regarding patient care.
- Ensure the service is participating in relevant clinical indicators programs and benchmarking core safety and quality indicators.
- Participates in development and implementation of a clinical audit program.
- Participates in Emergency Department Morbidity and Mortality Review Meeting, ensuring all deaths in Emergency Department are reviewed and any recommendations actioned within an agreed timeframe.
- Help the Department develop and review the use of best practice emergency management policies, procedures, clinical guidelines and tools.
- Promote and develop clinical research activities within the department.
- Help in investigations of sentinel events using Root Cause Analysis (RCA), clinical reviews of adverse events and serious complaints as relevant to the Emergency Department and ensure all recommendations are actioned.
- Inform the Clinical Director of Emergency Medicine and the Chief Medical Officer of all complaints or clinical events that may expose GV Health to insurance claims
- Actively promote open disclosure practices within the Emergency Department.
- Act as a role model and provide professional leadership to all medical staff working in the Emergency Department.
- Help the Clinical Director of Emergency Medicine in the recruitment, selection and appointment processes of Emergency Department medical staff and ensure staff are adequately orientated into the service.
- Participate in the credentialing processes where required.
- Supervise and mentor registrars and JMO's in conjunction with other Emergency Medicine Consultants.
- Participate in the education of medical staff, nursing staff and medical and allied health students as required.
- Provide regular formal and informal feedback on the performance of JMO's and registrars working in the Emergency Department.
- Participate in presentations at Grand Rounds, Clinical Audit meetings and other educational activities.
- Providing after hours on call services including weekends.

KEY SELECTION CRITERIA

Formal Qualification(s) and Required Registration(s):

- Current registration with the Australian Health Practitioner Regulation Agency as a Medical Practitioner.

Essential:

- Current Fellowship with the Australasian College for Emergency Medicine (ACEM)
- Understanding of Clinical Risk Management and Quality Assurance concepts.

- Demonstrated experience in providing a high quality and efficient Emergency Department service and care.
- Recent experience in working congenially and collaboratively as both a leader and member of a multidisciplinary team.
- Will have experience in or knowledge of programs for improving the organisation and delivery of care in Emergency Medicine.
- Demonstrated ability to provide clinical leadership and direction to junior medical staff undergoing professional training in Emergency Medicine at different levels.
- Commitment to patient safety and maintain involvement in Clinical Governance.
- Sound communication and interpersonal skills.
- Ability to manage and adapt to change.
- Evidence of seasonal Influenza.
- Satisfactory National Criminal History Check prior to commencement of employment.
- Satisfactory Working with Children Check prior to commencement of employment.
- Completion of a Commonwealth of Australia Statutory Declaration prior to commencement of employment.

KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Demonstration of GV Health values and behaviours, being a role model for living the values, Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour;
- Development and maintaining of collaborative relationships with all other teams and professionals;
- Promoting and enabling of efficient teamwork and service provision both within the department and/or organisation and with other service providers;
- Ability to contribute to a safe working environment and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity
- Registration is maintained and working within scope of practice
- Attendance and active participation at meetings as required
- 100% compliance with core competencies and training requirements as outlined in the GV Health Education Framework
- Active participation in the Performance and Development review process

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AT GV HEALTH ALL STAFF ARE REQUIRED TO

- Demonstration of GV Health values and behaviours, being a role model for living the values, Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour;
- Maintain an understanding of individual responsibility for consumer safety, quality and risk and adhere to the relevant policies, procedures and guidelines;
- Development and maintaining of collaborative relationships with all other teams and professionals;
- This role may from time to time deal with distress, anxious or upset consumers or members of the public. GV Health is committed to the physical and psychosocial safety of our staff. GV Health staff are required to comply with all safety related training, look after the safety and well-being of themselves and each other, and actively foster a safe working environment;
- Maintain a safe working environment for yourself, your colleagues and members of the public;
- Identify, report and manage risks and ensure actions are taken to prevent and minimise harm to consumers and the GV Health workforce;

- Contribute to organisational quality and safety initiatives;
- Observe and comply with child safe principles, standards and expectations of appropriate behaviour toward and in the company of children;
- Complete the mandatory training requirements as defined by GV Health and actively engage in the Performance Development Review process;
- Minimise the risk of infection to consumers, residents, employees, visitors, contractors and the general public;
- Seek internal customer or consumer feedback and respond accordingly to identify areas of needs;
- Comply with requirement of National Safety and Quality Health Service Standards and other relevant standards, regulations and legislative requirements;
- Comply with the principles of patient and family centred care;
- Not smoke or vape on GV Health premises;
- Comply with immunisation requirements as per the Department of Health Victoria;
- Comply with all applicable to position pre-employment checks, which may include but is not limited to; police checks, working with children's check (WWCC), National Disability Insurance Scheme (NDIS), Aged Care screening requirements.

ACCEPTANCE:

I acknowledge and accept that this Position Description represents the general outline of duties, responsibilities and accountabilities that are expected of me in my employment in the position, and may not encompass every aspect of the position. I understand that The GV Health reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

I acknowledge and accept that I must complete and maintain all relevant pre-employment screening and checks for successful employment.

I acknowledge and accept that that I have read and fully understand this Position Description. I agree that I have the ability to fulfil the inherent requirements of the position, and accept my role in fulfilling the responsibilities, activities, duties and generic position requirements.

I acknowledge I will be required to undertake the duties as set out in the position description (and any other duties as requested in accordance with my skills and experience) to the best of my ability and, at all times follow lawful direction.

By accepting the contract of employment, I am agreeing to duties and obligations within the Position Description.

Clinical Operations	**Emergency Physician (FACEM)**
Reviewed by:	Clinical Director - Emergency
Issue Date:	November 2026

ABOUT US

Goulburn Valley (GV) Health is a Regional Public Hospital and Health Service for the Hume Region of Victoria, with main campuses located at Shepparton, Tatura, Rushworth and Euroa. The main campus in Shepparton is the major acute referral hospital for the sub region. Additional satellite sites are also located in Shepparton, Seymour, Benalla, Cobram, Echuca and Wodonga. GV Health provides a range of acute, subacute, mental health, aged, primary health and community services.

OUR PURPOSE

To significantly improve the health and wellbeing outcomes and experiences of the people and communities in our care.

OUR VALUES

GV Health's culture centres around our CREATE values and behaviours. Through these values and behaviours we commit to delivering ongoing quality healthcare for our community:



GV Health Vision and Values: Values and Vision - GV Health

OUR STRATEGIC PLAN

The Goulburn Valley Health Strategic Plan 2024-2026 provides the direction for GV Health with our five strategic pillars being:

- Health and Wellbeing Outcomes: Improve health and outcomes for the population in our region
- Community and Consumer Experience: Ensure everyone has an outstanding personalised experience
- Our Staff Experience: Our people feel connected, supported, safe and well
- Responsible Workplace: Be sustainable and efficient
- Health Equity: Embrace differences in how we design and deliver healthcare

GV Health Strategic Plan: Strategic Plan 2024-2026 - GV Health

FOR MORE INFORMATION

Application tips: Application Tips - GV Health
GV Health: https://www.gvhealth.org.au/about/
Child Safety and Wellbeing: Child Safety and Wellbeing - GV Health
Living in Goulburn Valley: Goulburn | Regional Living Victoria
GV Community Connector: Community Connector Program for Businesses