Swan Hill District Health
Connected Care. Best Experience.



Inclusive	*Compassionate*	*Progressive*	*Accountable*

Senior Medical Officer– Emergency Medicine

Staff Specialist in Emergency Medicine
Full Time / Part Time 0.5FTE minimum
SALARY PACKAGING AVALIABLE
"As per EBA"
Incentivised package including access to accommodation

Swan Hill District Health is seeking an experienced and motivated Senior Medical Officer of Emergency Medicine to join our progressive rural health service. This is a unique opportunity to provide clinical support and supervision in a modern Emergency Department while enjoying the benefits of rural practice, strong professional support and excellent work life balance. Join a regional Community with new opportunities, drive innovation and improvement, while mentoring and educating the next generation of medical professionals!

About Swan Hill District Health

Swan Hill District Health is a 143-bed health service (including aged care) employing approximately 750 staff, delivering care to a regional population of approximately 40,000 people across a 100 km radius. Located on the banks of the Murray River, Swan Hill is approximately 3.5 hours from Melbourne and offers an outstanding lifestyle with affordable housing, excellent schools and a strong community culture.

More than 12 months ago, SHDH opened a brand-new Emergency Department, now seeing approximately 18,000 presentations per annum. The department features state-of-the-art facilities, including resuscitation bays, isolation rooms, fast track areas and infrastructure planning for a Short Stay Unit scheduled for 2027

The Emergency Medicine Senior Medical Officer works collaboratively with the Emergency Medicine Multidisciplinary team to provide clinical leadership and support, for the department. The role supports medical workforce, quality and safety initiatives, education and service development, while contributing to a shared leadership model within the Emergency Department.

The position is supported by a skilled medical and nursing workforce and works closely with executive leadership, hospital services and regional partners.

The Emergency Department is staffed by FACEMs, FACRRMs and FRACGPs with emergency medicine expertise, junior medical officers and nurse practitioners. Regional support is provided by Bendigo Health, with tertiary referral centres located in Melbourne.

The ED is well supported by onsite services including:

- Acute Medicine
- Anaesthetics
- Obstetrics and Gynaecology
- General Surgery
- Geriatrics and Rehabilitation
- Residential Aged Care (on-site and off-site)

Swan Hill District Health also operates primary care (GP) services from purpose-built facilities, delivering a truly integrated rural healthcare model.

Key Responsibilities

- Act as the medical officer in-charge when working clinical shifts in ED, directing the activities of other medical staff in ED and overseeing their management of patients.
- Work with other medical staff and the multidisciplinary team to ensure provision of safe and quality care, continual improvement of services, promotion of teamwork and development of recommended hospital protocols.
- Provide direct medical management of ED patients, including history and examination, investigation, formulating diagnosis, prescribing and administering interventions.
- Support continuity of ED patient care through training and supervision of other ED medical staff in clinical handover and documentation activities, and exercising clinical judgement and delegated authority to admit or transfer patients to other facilities, or to discharge patients to ongoing care in the community
- Liaise with patients, carers and family members and other health/community services.
- Participate equitably on the On call Roster
- Ensure SHDH meets NSQHS and Aged care Quality Standards.
- Responding to hospital 'Code Blue' and 'Medical Emergency Team' calls, and providing emergency resuscitative measures as a key member of the team.\
- Liaise with patient's admitting medical officer and other visiting medical officers, and assess requirement for attendance by these other medical staff.

Applicants must demonstrate:
Current registration with AHPRA as a Specialist in Emergency Medicine (FACEM) **or** Specialist General Practitioner (FRACGP or FACRRM) with advanced emergency medicine qualifications
Demonstrated recency of practice and high-level clinical expertise in Emergency Medicine in Australia or an equivalent setting
Proven ability to provide clinical leadership, model professional behaviours and work effectively within a multidisciplinary team
Strong written, verbal and interpersonal communication skills
Demonstrated commitment to clinical governance, patient safety and quality improvement
Commitment to teaching, supervision, professional development and research activities
Willingness to participate in an equitable medical roster, including evenings, weekends and on-call requirements

What We Offer
A supportive and inclusive workspace – Salary Packaging benefits – Free onsite parking – Discounted gym memberships – Employee Assistance Program – Professional Development and Leadership Opportunities

Apply for this Position via our SHDH Website link SHDH Apply for this Job providing:

- Completed Application for Employment Form
- Cover letter addressing the selection criteria (included in the Position Description on our website)
- Current Curriculum Vitae

For further information, please contact Dr. Evan Goh – Clinical Director of Emergency Medicine egoh@shdh.org.au

Swan Hill District Health is an equal opportunity employer committed to diversity and inclusion. We welcome applications from Aboriginal and Torres Strait Islander people, people with diverse cultural and linguistic backgrounds and people with disability. If you require any reasonable adjustments to the recruitment process or the role, please let us know by contacting **employment@shdh.org.au**

This Position will remain Open until filled

Swan Hill District Health reserve the right to interview and appoint candidates prior to this date.

Position:	**SENIOR MEDICAL OFFICER – EMERGENCY MEDICINE**
Classification:	Specialist Year 1-9
Department:	Emergency Department
Reports to:	Clinical Director of Emergency Department
Position Summary:	The Senior Medical Officer (SMO) will work with the Department Clinical Director and Executive Director of Medical Services in the ongoing growth and development of culture of clinical excellence at Swan Hill District Health.The SMO will have a primary clinical load while providing senior oversight of the department, supporting patient flow, supervision of Junior Medical Officers, and supporting the clinical management of patients.
Responsibilities:	Key Performance Indicators (KPI's) will be established between the Senior Medical Officer and the Clinical Director of Emergency Department to support the following accountabilities and duties: • Act as the Senior Medical Officer in-charge when working clinical shifts in ED, directing the activities of other medical staff in ED and overseeing their management of patients. • Work with other medical staff and the multidisciplinary team to ensure provision of safe and quality care, continual improvement of services, promotion of teamwork and development of recommended hospital protocols. • Provide direct medical management of ED patients, including history and examination, investigation, formulating diagnosis, prescribing and administering interventions. • Support continuity of ED patient care through training and supervision of other ED medical staff in clinical handover and documentation activities, and exercising clinical judgement and delegated authority to admit or transfer patients to other facilities, or to discharge patients to ongoing care in the community • Liaise with patients, carers and family members and other health/community services. • Participate equitably in the on-call roster. • Ensure SHDH meets NSQHS and Aged care Quality Standards. • Responding to hospital 'Code Blue' and 'Medical Emergency Team' calls, and providing emergency resuscitative measures as a key member of the team. • Liaise with patient's Admitting Medical Officer and other Visiting Medical Officers, and assess requirement for attendance by other medical staff.
Key Selection Criteria:	• Evidence of registration with AHPRA as Specialist Emergency Physician (FACEM) or General Practitioner (FRACGP or FACRRM) with advanced qualifications in emergency medicine. Relevant senior experience and recency of practice within Emergency Medicine in Australia or equivalent setting.

	• Demonstrated recency of practice and knowledge, experience, skills and high standards of clinical practice in Emergency Medicine appropriate to the requirements of the position. • Demonstrated skills and attitudes appropriate for a Senior Medical Practitioner, including modelling a high standard of professional behaviours to work within a collaborative multidisciplinary team. • Demonstrated effective communication skills across written, verbal and interpersonal domain. • Demonstrate experience, understanding and commitment to patient safety and other aspects of clinical governance. • Demonstrated commitment to undergraduate and postgraduate teaching of medical, nursing and allied health professionals and to continuing professional development, research and quality improvement. • Commitment to participate in an equitable medical roster, including evenings, weekend shifts and the on-call roster. A current National Police Check, Victorian Working with Children Check (WWCC) and compliance with Occupational Health and Immunisation requirements is mandatory.
Salary/Award:	Medical Specialists (Victorian Public Health Sector) (AMA Victoria/ASMOF) (Single Interest Employers) Enterprise Agreement 2022-2026.
Infection Control:	• Each staff member has a responsibility to minimise exposure to incidents of infection/cross infection of residents, staff, visitors and the general public. • The risk minimisation strategies are to be supported by all staff adhering to the Infection Control Manual policies, procedures and guidelines.
Continuous Quality Improvement:	• Each staff member is expected to demonstrate a commitment to best practice. • All staff shall take responsibility for their own practice and share responsibility for creating and maintaining a system that provides safe, high quality health care. • All staff will participate in quality improvement activities aimed at improving patient outcomes and maintaining accreditation standards. • It is the responsibility of every staff member to be familiar with Health Service-wide and specific Department Policies & Protocols.
Person Centered Care:	The Health Service supports in its values the philosophy of Person-Centered Care to ensure all people, including health service providers, clients, their carers and family members are respectfully cared for and encouraged to participate in the provision of quality health care. We recognise diversity is part of every person & as such providers of health care must be actively involved in developing models of care that are person centered.

Child Safety:	All children have the right to feel and be safe. Keeping children safe is everyone's responsibility. SHDH is committed to providing a child safe environment where children are safe and feel safe, and where their voices are heard about the decisions that affect them. SHDH have zero tolerance to child abuse. Each employee has a responsibility to adhere to this requirement. Any breach of this standard will result in disciplinary action.
Our Purpose:	**Connected Care / Best Experience** SHDH commits to meet the growing health care needs of our community through our new vision to provide better connected care and to achieve the best care experience.
Privacy and Confidentiality:	SHDH are committed to protecting patient and staff privacy and confidentiality, as it is an important aspect of our commitment to providing high quality services. In accordance to both the Health Records Act and the Information Privacy Act, information should only be used and disclosed for the primary purpose of its collection. Each employee has a responsibility with adhere to SHDH's Privacy and Confidentiality Policy, as it is a condition of employment. Any breach of the rules of privacy and/or confidentiality relating to health service business, patients or medical records will result in disciplinary action.
Mandatory Training:	All employees must be aware of and complete designated mandatory training within the required time frame.
Safety:	**RESPONSIBILITIES: It is the responsibility of every staff member to:** • Take reasonable care for their safety and the safety of others while at work. • Report accidents, incidents and potential hazards as soon as reasonably practicable to their supervisor and record on VHIMS reporting system. • Advise their supervisor if they have an injury or illness that may affect their ability to perform the inherent requirements of their position. • Be familiar with emergency and evacuation procedures as detailed in the Emergency Procedures Manual. • Complete all Mandatory training requirements as identified and directed. • Comply with the Occupational Health and Safety Act and all SHDH Occupational Health and Safety Policies and Procedures.
Asset Management:	Staff with asset management responsibilities are required to adhere to the Asset Management Policy and Protocols.
Review:	Completion of My Work Plan on a yearly basis.
Previous Revision dates: **Current:**	06 November 2023, 04 December 2025, 13 May 2026
Managers Name:	Clinical Director of Emergency Medicine - Dr Evan Goh
Managers Signature:	
Employees Name:	
Employees Signature:	

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APPLICATION FOR EMPLOYMENT FORM

(To be attached to application)

The Application for Employment form is required to be submitted with the following documents:

- ☐ Covering letter in support of application
- ☐ Response to Key Selection Criteria
- ☐ Applicants Curriculum Vitae

Position Applying for	

General Information

Name			
Address			
Contact	**Home phone**	**Mobile**	**Email**

Are you of Aboriginal/Torres Strait Islander Origin? ☐ No ☐ Aboriginal ☐ Torres Strait Islander

(This question is voluntary)

Do you wish to be identified under this category? ☐ Yes ☐ No

Are you an Australian Citizen or Permanent Resident? ☐ Yes ☐ No Date of Grant _____

If no, what is your current Visa Status – Visa type _____ Expiry date _____

Place/Country of issue: _____ Issue Number: _____

Do you require sponsorship? ☐ Yes ☐ No

Conditions of Employment

Employment conditions are governed by the relevant Public Sector Health Industry Awards and EBAs relevant to the position applied for:

Initial employment is subject to:

- 6 months' probationary period (*with a review at 3 months.)*
- Requirement to work any shift
- Requirement to work in any department as required

Hours of Work – _____ (Availability)

Discipline/Misconduct

Have you experienced discipline or misconduct action at any previous employment? ☐ Yes ☐ No

If **Yes**, please provide details:

Police and Working with Children Checks

Satisfactory Police Checks, and in some areas, Working with Children Checks are mandatory at the point of employment.

If you have a current Police Check and/or Working with Children Check, please show the check identifying numbers and the date of issue: _____

Upon engagement, you will be required to provide the necessary information to complete a Check. Please note that it is a condition of employment that you maintain a current satisfactory Police Check and, if required, Working with Children Check.

Pre-existing Health and Injury Declaration

Swan Hill District Health (SHDH) is committed to achieving a safe working environment for all employees. As part of this, it is our objective to ensure potential employees are not required to work in duties that they are not able to perform safely. As part of the application process for employment with SHDH, we request you to disclose any pre-existing injury or disease which may be adversely affected by the performance of the inherent requirements of the position you have applied for – as described in the Position Description for the position.

Pursuant to S.41 (1) and (2) of the *Workplace Injury Rehabilitation and Compensation Act 2013,* you are required to disclose to SHDH any pre-existing injury or disease that you have suffered of which you are aware, and could reasonably be expected to foresee, could be affected by the nature of this proposed employment.

Failure to make a disclosure, or the making of a false or misleading disclosure, would disentitle you to compensation pursuant to the *Workplace Injury Rehabilitation and Compensation Act 2013* should you suffer any reoccurrence, aggravation, acceleration, exacerbation or deterioration of your pre-existing injury or disease arising out of, or in the course of, or due to the nature of with SHDH. SHDH will rely upon any failure to disclose in accordance with the provisions of the *Workplace Injury Rehabilitation and Compensation Act 2013* as grounds for denying compensation in accordance with S.41 (1) and (2).

Should any alteration, change or rearrangement be necessary to enable you to carry out the inherent requirements of the position, we also request that you disclose these requirements. SHDH is an equal opportunity employer and will arrange any reasonable adjustment to enable a person with a disability to perform the inherent requirements of the position and therefore compete equally with other applicants for this position. Please disclose in the place below any pre-existing injury or diseases that you suffer from, or have suffered from, which could be affected by the nature of your proposed employment with Swan Hill District Health.

Disclosure advice: - (to be completed by the applicant)

I confirm that I have read and understood the contents of the above information and state that I have disclosed all relevant information in relation to my health and physical ability to carry out the inherent requirements of this position.

Signature of applicant: _____ **Date:**

NOTE: If providing this form electronically, you accept that the information is true and correct by the action of submitting the form. You will be requested to sign the printed version at your interview if you are selected.

Enquiries:
Email address: employment@shdh.org.au
Phone: 03 50339315
Postal Address: PO Box 483 SWAN HILL VIC 3585