



Clinical Lead, Emergency Medicine

Position Description

The Clinical Lead, Emergency Medicine will drive a culture of clinical excellence by supporting the development of a skilled Rural Generalist Emergency Medicine workforce.

The Clinical Lead, Emergency Medicine will lead the delivery of emergency training for Rural Generalists in rural and regional Victoria. The Clinical Lead, Emergency Medicine will also provide mentorship and on-going support to Rural Generalist trainees who are undertaking the Rural Generalist Emergency Medicine training as part of the Victorian Rural Generalist Training Program (VRGP).

The Clinical Lead, Emergency Medicine will be part of a team of five Clinical Leads appointed within the VRGP. This includes a Statewide Clinical Lead and four Clinical Leads for each of the key advanced skills areas (Anaesthetics, Obstetrics, Emergency Medicine and Paediatrics).

Classification	Medical Specialist
Engagement model	This position is funded by the Department of Health, Victoria. Employment arrangements between the department, the successful applicant and the health service will be finalised as part of the recruitment process.
Title	Clinical Lead, Emergency Medicine
Team, unit	Victorian Rural Generalist Program
Locality	Negotiable
Registration	Medical Board of Australia Specialist general practitioner
Qualification	GP Fellowship plus advanced skill qualification in Emergency Medicine
Employment type	0.2 FTE, up to two years fixed term contract
Position reports to	Statewide Clinical Lead, Victorian Rural Generalist Program
Further information	Name: Kate Carlile Position: VRGP Statewide Administrator Telephone: 0408131593 Email: admin@vicruralgeneralist.com.au
Closing date for submissions	Please email your resume and cover letter to Kate Carlile at admin@vicruralgeneralist.com.au by Friday 13 th August 2021



Victorian health service system

The Department of Health (the department) has been established to advance the government's policy priorities in improving patient outcomes and experience for all Victorians. The department is responsible for the Health and Ambulance Services, Mental Health and Ageing portfolios. It also leads the Victorian Government's public health response and recovery of the COVID-19 pandemic.

Victoria's health service system delivers services across six health regions: Barwon Southwest, Gippsland, Grampians, Hume, Loddon Mallee and the Metropolitan region.

The department offers a range of programs to support the education and training of rural medical practitioners with the aim of encouraging rural recruitment and retention to meet rural community need. In 2019, the department has developed a *Strengthening Rural Generalist Training plan* (the plan) for Victoria. The Plan builds on existing department funded rural medical workforce programs and investment in rural medical workforce training to develop a statewide coordinated Victorian Rural Generalist Program (VRGP). The long-term objective of the VRGP is to increase the available number of Rural Generalists employed in rural health services.

The general practitioner (GP) workforce in rural and regional Victoria is the primary medical workforce in local health services and small rural health services. Rural Generalists are GPs with advanced skills in areas such as obstetrics, anaesthetics, emergency medicine, paediatrics, Indigenous health and mental health.

Purpose

Clinical Leads are critical to the success of the VRGP. They will lead the VRGP by:

1. Improving training outcomes and experiences of trainees across Victoria;
2. Increasing access to Rural Generalist Emergency Medicine services in rural and regional Victoria; and
3. Providing advice to the department and Victorian health services on Rural Generalist workforce requirements to facilitate the delivery of emergency medicine services in rural health services.

Roles and responsibilities

1. Provide authoritative advice to inform the implementation of the VRGP with a particular focus on improving access to Emergency Medicine services to meet the health needs to communities in rural Victoria.
2. Facilitate the expansion of Rural Generalist Emergency Medicine training by supporting to health services meet accreditation requirements.
3. Provide individualised and consistent training advice to support trainees progress in accordance with curriculum requirements, and College and contractual standards. This requires an understanding of the architecture of training and the extent to which the interest of stakeholders is recognised and reconciled with the needs of trainees and supervisors.
4. Manage and administer the delivery of support and case management to trainees and supervisors.
5. Analyse areas of strengths and weaknesses and contribute to professional development and learning plans for individual trainees, including quarterly review of learning plans and log books, as required.



6. Evaluate the effectiveness of education and training activities.
7. Coordinate, facilitate and promote the educational and training activities of the VRGP.
8. Advocate for Rural Generalism and support succession planning for Rural Generalist Emergency Medicine workforce in health services.
9. Establish and maintain working relationships with hospital directors, Registered Training Organisation (RTO) Medical Educators, GP Colleges, other specialist medical colleges/Joint Consultative Committees, supervisors, regional and rural health services and other stakeholders.
10. Participate in the selection and interview process of potential trainees, as required.
11. Work collaboratively with departmental staff to ensure linkages and synergies of work.
12. Participate in VRGP Clinical Lead meetings as required.
13. Other duties as directed.

Personal skills and qualities

We are seeking a Clinical Lead, Emergency Medicine who can demonstrate the following personal skills and qualities:

- Good with people: Can quickly establish a natural rapport with a range of people.
- Integrity: Is consistently honest, fair, and ethical in words and in conduct; takes responsibility for own actions.
- Respect: Treats others fairly and objectively, ensuring freedom from discrimination, harassment and bullying, and using the views of others to improve outcomes on an ongoing basis.
- Active listening skills: Able to receive information and insights conveyed verbally; takes steps to confirm a shared understanding about the meaning of the information and insights provided.
- Coaching and mentoring skills: Able to help others improve their knowledge or skills by providing encouragement, feedback and insights into alternative ways of approaching particular situations.
- Conflict resolution skills: Able to work with people to overcome differences of opinion or communication difficulties.
- Giving feedback: Able to provide insights to others about the performance of an action or the outcome of a decision impacting them.
- Influencing skills: Able to affect the beliefs, behaviours or actions of other people.

VICTORIAN RURAL GENERALIST PROGRAM



Qualifications

To be eligible for this position you are expected to have:

- Fellowship of the Australian College of Rural and Remote Medicine (ACRRM)
OR
- Fellowship of the Royal Australian College of General Practitioners (RACGP) and the Fellowship in Advanced Rural General Practice (FARGP) or equivalent.
- With advanced training in Emergency Medicine.

It is also essential that you have the following:

- Full unconditional medical registration with the Medical Board of Australia
- Vocational Registration and currency of clinical practice in General Practice and Rural Generalist Emergency Medicine
- Understand the requirements of Rural Generalist Advanced Skills training in Emergency Medicine
- Excellent organisational and planning skills in managing competing priorities in a busy environment
- Proven experience in building strong, positive relationships
- Proficient computer literacy skills including the capacity to effectively use the Microsoft Office suite and database software
- Current driver's licence with the ability to travel to regional and rural parts of Victoria.

Operating conditions and resources

The Clinical Lead will be accountable to the Medical Workforce unit, Policy and Planning Branch, Department of Health and Human Services for achieving a set of performance targets as well as contributing to the objectives of the VRGP.