

Position Description

Emergency Department Registrar

Classification:	As per DIT agreement
Business unit/department:	Emergency Department
Work location:	Austin Hospital <input checked="" type="checkbox"/> Heidelberg Repatriation Hospital <input type="checkbox"/> Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input type="checkbox"/> (please specify)
Agreement:	AMA Victoria - Victorian Public Health Sector - Doctors in Training Enterprise Agreement 2022-2026 Choose an item. Choose an item.
Employment type:	Fixed Term Full-Time or Part-Time
Hours per week:	Up to 43
Reports to:	Ruth Osborne
Direct reports:	N/A
Financial management:	Budget:
Date:	March 2026

Position purpose

Join a rapidly growing tertiary Emergency Department and shape your future in Emergency Medicine. The Austin ED combines high-volume, high-acuity clinical exposure with flexible training pathways, strong subspecialty support, and genuine opportunities for progression to FACEM roles.

- Provide first-line clinical assessment and management of patients presenting to the Emergency Department as part of a multidisciplinary team.
- Work collaboratively with nursing staff, allied health, senior medical staff and inpatient teams to assess patients, develop management plans and determine appropriate disposition.
- Develop advanced clinical skills through supervised practice, education and training, contributing to a culture of shared learning and clinical excellence within the department.
- Contribute to a supportive team environment by assisting colleagues, supervising junior staff and participating in team-based clinical decision-making.
- Advocate for patients and their families, ensuring care is coordinated, patient-centred and delivered in collaboration with the broader healthcare team.
- Participate in non-clinical registrar opportunities within the department, including portfolios in operations, education, research and quality and safety, supporting broader departmental improvement and leadership development.

- Support the effective functioning of the Emergency Department through respectful collaboration with Austin Health departments, community services and external stakeholders.

About the Directorate/Division/Department

The Austin ED is one of Melbourne's busiest tertiary Emergency Departments, managing approximately 90,000 presentations annually across adult and paediatric streams.

The department is currently undergoing significant expansion, with new clinical areas and models of care being developed—providing opportunities for trainees to contribute to service design and innovation.

As part of Austin Health, registrars gain exposure to the full spectrum of emergency medicine, supported by on-site specialty services and a collaborative multidisciplinary environment.

Training and Development Highlights:

- 24 months ACEM-accredited training
- Dedicated adult and paediatric streams (ACEM logbook supported)
- One of Melbourne's largest Short Stay Units with strong exposure to observation medicine and flow
- Point-of-care ultrasound program, including teaching from an in-house sonographer
- Weekly in-shift anaesthetics sessions providing hands-on airway and procedural experience
- Rotations in ICU, anaesthetics, and Special Skills terms
- Opportunities to undertake external rotations and tailor individual training pathways
- Strong access to specialty teams with a culture of bedside teaching and collaboration

Registrars work a rotating roster including day, evening and night shifts, with no on-call requirement while rostered in ED. Emergency Physicians are on site from 0800–2300 daily, with overnight consultant on-call support.

All registrars receive 5 hours of protected, paid education per week, including simulation, procedural workshops, patient safety and interdisciplinary training. Education is supported by dedicated Emergency Physician education shift and a structured workplace-based assessment (WBA) program, with coordinators providing oversight of individual learning needs, feedback, and progression.

Flexible rostering and part-time options are supported, alongside a strong focus on wellbeing, mentoring and peer support.

Austin ED has a positive team culture, with an emphasis on approachability, psychological safety and shared learning. Significant workforce growth over the next 3–5 years provides strong opportunities for progression to FACEM roles within the service.



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Special Skills Terms

Special Skills terms are 6-month rotations comprising:

- 0.5 FTE clinical work in the Emergency Department
- 0.5 FTE in the nominated Special Skills area

This equates to 3 months ED and 3 months Special Skills credited toward ACEM training requirements. Trainees continue a standard mix of ED shifts alongside their portfolio role.

Available streams include:

- Research
- Medical Education
- Quality & Safety
- Clinical Toxicology (paired full-time rotation, 6 months Toxicology, 6 months ED)

Please indicate your interest in these roles in your cover letter.

Research Registrar (0.5 FTE)

This role is embedded within Austin's Emergency Medicine Research Team, offering exposure to one of Australia's leading ED academic environments, with strong support from senior researchers, a dedicated research nurse, and links with the University of Melbourne.

Trainees lead or co-lead a research project suitable for ACEM requirements and/or peer-reviewed publication, while contributing to ongoing departmental studies across areas such as clinical trials, toxicology, digital health, simulation, and geriatric emergency care. The role includes involvement in study design, ethics and governance processes, data analysis, and manuscript preparation.

There is a strong focus on developing academic capability, including critical appraisal, statistics, and translating evidence into clinical practice, with opportunities to present work at departmental meetings and national conferences.

This term is ideal for trainees interested in building an academic profile, with clear pathways to publication, conference presentation, and future research or leadership roles.

Medical Education Registrar (0.5 FTE)

This role offers dedicated time to develop skills in medical education, with a balance of 0.5 EFT education and 0.5 EFT clinical work. It is best suited to advanced trainees (TS3/4) with an interest in teaching and future educational supervision and/or leadership roles.

Trainees are actively involved in undergraduate and postgraduate education, including small and large group teaching, curriculum development, simulation-based education, and feedback and debriefing skills. The role provides practical experience across multiple education domains, with opportunities to contribute to program design and delivery within the department.



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There is scope to undertake a medical education research project with supervision, with opportunities for presentation and publication. Trainees are also supported to pursue formal education training through short courses or certificate programs.

This term builds core teaching and leadership capabilities, with many previous trainees progressing to successful fellowship outcomes, postgraduate qualifications in medical education, and ongoing educational roles within the Emergency Department, hospital, and external organisations such as ACEM and APLS.

Quality & Safety Registrar (0.5 FTE)

This role embeds the registrar within Austin Health's Quality, Safety and Risk Management Unit, providing direct experience in the systems that underpin safe, high-quality patient care across the organisation.

Trainees lead a major quality improvement project using recognised methodologies (e.g. PDSA, HFMEA, SEIPS), and are actively involved in incident review, root cause analysis, morbidity and mortality meetings, and clinical outcome review processes. The role includes analysis of ED performance metrics (flow, access, time-critical care) and contribution to audit, guideline development, and service improvement initiatives.

There are opportunities to present work at departmental and hospital forums (e.g. Grand Rounds), with scope for research and publication.

This term offers strong exposure to organisational leadership, meaningful project outputs, and the non-clinical skills expected of a consultant—consistently rated highly by trainees and directly applicable to future practice.

Clinical Toxicology Registrar (Full-Time, 6 months)

This role is based with the Austin Toxicology Service, working alongside the Victorian Poisons Information Centre, and provides comprehensive training in clinical toxicology.

Trainees manage a wide range of toxicological presentations both at the bedside and via telephone consultation for hospitals across Victoria, with close supervision from consultant toxicologists. The role also includes involvement in inpatient consultative services, including drug and alcohol-related presentations.

There are opportunities to participate in an active research program, contribute to teaching, and engage in outreach education. The rotation supports development of the clinical and academic knowledge required for the toxicology component of the ACEM Fellowship Examination.

This is a full-time 6-month rotation paired with 6 months of full-time ED clinical work. A separate application and selection process is required through the Austin Toxicology Service.



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Austin Senior Registrar Development and Exam Preparation Program

This program is designed for senior registrars (TS3–4) with critical care experience who are preparing for the Fellowship Written and/or OSCE exams.

It supports development of in-charge capability, including overnight leadership and senior roles within SSU and clinical areas, aligning with ACEM TS4 requirements.

The program includes:

- 4 hours protected non-clinical time per week
- 34 clinical hours and 5 hours of education (FTE)
- Funding for courses, conferences and subscriptions
- Guaranteed leave for exam preparation courses

Non-clinical opportunities include supervised projects, operational experience, and participation in departmental and hospital-level activities.

Quality, safety and risk – all roles

All Austin Health employees are required to:

- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality and risk policies and guidelines.
- Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with the principles of person-centered care.
- Comply with requirements of National Safety and Quality Health Service Standards and other relevant regulatory requirements.



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Other conditions – all roles

All Austin Health employees are required to:

- Adhere to Austin Health's core values: *our actions show we care, we bring our best, together we achieve, and we shape the future.*
- Comply with the Austin Health's Code of Conduct policy, as well as all other policies and procedures (as amended from time to time).
- Comply with all Austin Health mandatory training and continuing professional development requirements.
- Provide proof of immunity to nominated vaccine preventable diseases in accordance with Austin Health's immunisation screening policy.
- Work across multiple sites as per work requirements and/or directed by management.

General information

Cultural safety

Austin Health is committed to cultural safety and health equity for Aboriginal and/or Torres Strait Islander People. We recognise cultural safety as the positive recognition and celebration of cultures. It is more than just the absence of racism or discrimination, and more than cultural awareness and cultural sensitivity. It empowers people and enables them to contribute and feel safe to be themselves.

Equal Opportunity Employer

We celebrate, value, and include people of all backgrounds, genders, identities, cultures, bodies, and abilities. We welcome and support applications from talented people identifying as Aboriginal and/or Torres Strait Islander, people with disability, neurodiverse people, LGBTQIA+ and people of all ages and cultures.

Austin Health is a child safe environment

We are committed to the safety and wellbeing of children and young people. We want children to be safe, happy and empowered. Austin Health has zero tolerance for any form of child abuse and commits to protect children. We take allegations of abuse and neglect seriously and will make every effort to mitigate and respond to risk in line with hospital policy and procedures.



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