

Position Description

Critical Care HMO 3+ Anaesthesia OR Intensive Care Streams

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| Classification: | As per contract |
| Business unit/department: | Department of Anaesthesia |
| Work location: | Austin Hospital <input checked="" type="checkbox"/> Heidelberg Repatriation Hospital <input checked="" type="checkbox"/> Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input type="checkbox"/> |
| Agreement: | AMA Victoria - Victorian Public Health Sector - Doctors in Training Enterprise Agreement 2022-2026 |
| Employment type: | Fixed-Term Full-Time |
| Hours per week: | 38 hours + overtime |
| Reports to: | Unit Heads and Consultants, and Chief Medical Officer through the MWU |
| Direct reports: | Nil |
| Financial management: | Budget: Nil |
| Date: | Feb 2026 |

Austin Health acknowledges the Traditional Custodians of the land on which we operate, the Wurundjeri Woi Wurrung People of the Kulin Nation. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.

Position purpose

To provide anaesthesia services under appropriate supervision by Specialist Anaesthetists as arranged by the Director or delegated Anaesthetist responsible for rosters.

Note: Applicants are required to clearly indicate in their application a preference for either the Anaesthesia or ICU stream. Applicants interested in both streams must state a clear preference for one stream to be considered. Applications that do not contain a clear statement of preference will not be considered.

All applications or enquiries to work as an Emergency Medicine HMO should be directed to the Emergency Department via the Medical Workforce Unit.

About the Directorate/Division/Department of Anaesthesia

Austin Health operates across three campuses: the Austin Campus, the Repatriation Campus, and the Royal Talbot Rehabilitation Centre. Anaesthesia services are provided by the Department of Anaesthesia at both the Austin and Repat sites, with the department based on Level 2 of the Austin Tower. The department includes a diverse team of medical, nursing, and administrative staff, and supports anaesthesia across 11 theatres, 2 endoscopy suites, and 2 procedure rooms in the Harold Stokes building, as well as in Radiology and the Cardiology Cath Lab. The Repatriation Campus houses the Surgery Centre, an elective surgery facility with 8 theatres and independent anaesthesia leadership, although administrative support comes from the Austin Campus.

Surgical services at Austin encompass most specialties except Obstetrics, Complex Paediatric Surgery, and heart/lung transplantation with the hospital recognised as a statewide referral centre for liver transplantation and spinal injuries. The department also manages a comprehensive Pain Service and maintains a strong research program led by a Head of Research and supported by dedicated research staff. Despite separate anaesthesia departments, the Austin and the adjacent Mercy Hospital for Women maintain close ties. Recognising the complexity of modern anaesthesia, the department values a wide range of specialist skills, encouraging individual anaesthetists to contribute their unique expertise to ensure high-quality, well-rounded care.

Position responsibilities

- To be available to undertake duties at all campuses of Austin Health, including Austin Hospital, Heidelberg Repatriation Hospital, and Royal Talbot Hospital.
- To be available to undertake rotational appointments to Intensive Care, Anaesthesia and Emergency Departments at Austin Hospital as part of the Critical Care HMO3 position.
- To assist with the provision of anaesthesia services within and outside the operating suite, before, during and after procedural lists.
- To carry out preoperative assessments for patients scheduled for elective surgery and to discuss these assessments directly with the supervising anaesthetist.
- To carry out preoperative assessments for patients scheduled for emergent surgery, to discuss these assessments directly with the supervising anaesthetist.
- To undertake directly supervised clinical anaesthesia in the range of specialties including general, colorectal, plastics, ENT, gynaecology, urology, orthopaedic, ophthalmic, vascular, renal access and if rostered other surgery according to agreed roster allocations.
- To assist in postoperative care including acute pain management according to agreed rosters.
- To take part in the after-hours Critical Care HMO service according to agreed weekly, monthly, and annual rosters.
- To manage resuscitation efforts including Basic Life Support and Advanced Cardiac Life Support at emergency calls for Cardiac Arrest and resuscitation.
- To manage patient transfers to the Austin Campus as required.
- To provide patient care under appropriate levels of supervision whilst on rotation the Department of Intensive Care and Department of Emergency Medicine. To read and become familiar with the contents of the Clinical Practice Guidelines and Anaesthesia Administration Handbook for the Department of Anaesthesia.
- To read and become familiar with the contents of the ICU Orientation handbooks and become familiar with the ICU Clinical Information System to document care in the RHD.
- To attend the Organisation and Departmental orientation program.
- To attend and contribute to Departmental clinical meetings, grand rounds, and journal review.
- To contribute to Department audit by completion of satisfactory anaesthesia records as well as attendance and contribution to audit meetings.
- To strive to maintain satisfactory clinical and academic performance and to participate in regular (end-of-rotation or 6-monthly) performance review.
- From time to time and with the agreement of the Director of Anaesthesia other duties may be undertaken in the hospital as required.

Selection criteria

Essential skills and experience:

- A commitment to Austin Health values.
- Completed a minimum 24 months full-time (or equivalent) employment as Hospital Medical Officer (or equivalent) since graduation.
- To be eligible for the anaesthesia stream, candidates should not have undertaken or have planned a term in anaesthesia of 3 months or greater duration at HMO3 level or above.
- Dedication to delivering excellent service – to patients, all colleagues (nursing, medical, managerial, support staff), GPs and other contact points.

Desirable but not essential:

- Evidence of participation in research, audit, clinical governance and/or teaching.
- Evidence of Continuing Professional Development e.g. attending appropriate meetings and courses.
- Evidence of contributions to the broader community.
- A sound understanding of information technology including clinical systems.



Our actions
show we care



We bring
our best



Together
we achieve



We shape
the future

Professional qualifications and registration requirements

- Hold MBBS or equivalent qualification.
- Registered Medical Practitioner in Australia with the Australian Health Practitioner Regulation Agency (AHPRA).

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.

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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