

Position Description

Position Title: Medical Lead – Psychological Safety Simulation Program

Classification:	Medical Specialist
Business unit/department:	Clinical Education Unit
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 Medical Specialists Enterprise Agreement 2022-2026
Employment type:	Fixed-Term Part-Time
Hours per week:	4.0
Reports to:	Director – Clinical Education Unit
Direct reports:	N/A
Financial management:	Budget: Nil
Date:	July 2025

Position purpose

The Medical Lead – Psychological Safety Simulation Program is responsible for the development and delivery of high-quality education and training, pertaining to the psychological safety of interdisciplinary health professionals, particularly those in early career. The program requires evaluation and review to ensure targets are met as set by the Clinical Education Unit in line with organisational governance and National Standards. The main aim of the program is to build confidence and practice for clinicians to speak up in advocacy for themselves and their consumers in a respectful, professional and safe manner, within the Best Practice Clinical Learning Environments as endorsed and supported by Clinical Education.

About the Simulation Centre

The Clinical Education Unit (CEU) is responsible for clinical education governance at Austin Health within a Best Practice Clinical Learning Environment. The CEU is responsible for day to day education as well as ensuring the workforce is well positioned to meet the National Safety and Quality in Health Service Standards. This integrated approach to education and training aims to ensure that Austin Health has knowledgeable, skilled staff which is reflected in the quality of care to our patients. The CEU has a dedicated education precinct based on Level 4 of the tower complex as well as a Simulation Centre on Level 7 of the Harold Stokes Building.

The Simulation Centre located on level 7 of the Harold Stokes Building consists of two simulation rooms, a dry lab, wet lab, single bedroom, and computer lab. Combined with a wide range of simulation equipment the centre is able to provide the opportunity to develop expertise in the provision of multidisciplinary health care skills in a non-patient environment.

Simulation education is governed at Austin Health through the Simulation Community of Practice which provides a multidisciplinary forum to promote simulation education, training, and research to enhance the safety and quality of healthcare at Austin Health. The vision of Austin Health Simulation is for simulation to be accessed Anytime, Anywhere, with Anyone. The Simulation Centre's mission is to facilitate accessible, quality simulation education in a safe learning environment.

Position responsibilities

- Develop and implement a specific psychological safety simulation program that is interdisciplinary and builds on existing structures
- Support the psychological safety simulation program with an interdisciplinary focus through curriculum, evaluation, promotion, research and revenue opportunities
- Provide visible expertise and guidance, supervision and leadership to staff working within the relevant associated portfolios and with the support of the Clinical Education Unit.
- Collect and report the BPCLE indicators, in conjunction with key CEU, interdepartmental and external stakeholders
- Monitor the congruence between educational inputs and the attainment of patient care standards and the National Safety and Quality Health Service Standards (NSQHSS).
- Participate in the coordination and delivery of education programs and provide direct clinical instruction and supervision to develop high quality clinical care skills across professional development frameworks
- Monitor and evaluate the effectiveness of educational programs and suggest and implement improvements, in collaboration with the CEU stakeholders.
- Participate in the planning, delivery, and evaluation of a learning framework within the portfolio, in consultation with the key stakeholders and consistent with the teaching and learning principles of the Clinical Education Unit.
- Participate in and support the process of educational research and quality projects that ultimately translate to benefit care of patients at Austin Health.
- Collaboration with cross campus teams and specialty areas to support the needs of the workforce
- Collaboration with other disciplines to deliver a robust simulation program that meets the targets set out by associated business case, CEU business plan and education strategy.
- Provide leadership and support to participants of simulation education program to ensure BPCLE domains are met and program is outcome focused with appropriate educational impact



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Selection criteria

Essential Knowledge and skills:

- A commitment to Austin Health values
- Specialist Medical Practitioner registered in Victoria with postgraduate experience
- Relevant previous experience in the development and delivery of simulation-based learning
- Demonstrated experience working with and supporting junior doctors
- Excellent organisational skills
- Advanced interpersonal, liaison and negotiating skills with the ability to network effectively in the design and delivery of clinical training initiatives
- Demonstrated problem solving ability with capacity to identify clinical education needs and trends and develop innovative programs and approaches
- Well-developed written and verbal communication skills with proven ability to work collaboratively with a wide range of professional and cultural groups
- Excellent time management skills and ability to meet agreed timelines
- Ability to work independently and as a member of a multidisciplinary team
- Demonstrated commitment to quality education outcomes

Desirable but not essential:

- Qualification in medical education and/or simulation
- Mentorship and/or Peer Support Experience
- Experience with research and/or simulation
- A current clinical appointment with Austin Health

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.



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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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