

POSITION DESCRIPTION

Position Title:	Consultant Gastroenterologist (IBD/luminal)
Business Unit/Division:	Gastroenterology / Division of Medicine
Award Agreement:	Medical Specialists Enterprise Agreement 2022-2026
Classification:	To be determined
Employment Type:	Part-time fixed term (long service leave cover) – 2/2/26 to 31/5/26 (inclusive)
Reports to:	Director of Gastroenterology
Date Prepared/Updated:	August 2025

General Role Statement:

The Consultant Gastroenterologist at Northern Health will have an exciting opportunity to participate in clinical and academic gastroenterology services at Northern Health, as part of a strategy to create an Australian centre of excellence in gastroenterology, especially inflammatory bowel disease. The Consultant Gastroenterologist will assist with outpatient care, intestinal ultrasound and endoscopy as long-service leave cover, and have the opportunity to undertake research and QA activities, and supervise junior medical staff.

ORGANISATIONAL OVERVIEW

Introduction

Northern Health is a vibrant, fast-paced workplace located in the rapidly growing northern suburbs. This is driving us to think innovatively about the needs of the population and what the health system of the future might need to look like to meet those needs. We take care of our community by providing a wide range of health services at multiple locations including:

- Northern Hospital Epping
- Broadmeadows Hospital
- Craigieburn Centre
- Bundoora Centre
- Merri-bek Community Team
- Broadmeadows Community Care Unit
- Broadmeadows Prevention and Recovery Care
- Hotham Street Community Mental Health Clinic
- Northern Prevention and Recovery Care
- Northern Community Care Unit and,
- Noogal Clinic
- Kilmore District Health
- Women's Health Hub

We also collaborate with our partners to help expand the range of health care services offered to our culturally rich and diverse community.

As an organisation, we are shifting our focus from illness to putting a spotlight on supporting our community in 'staying well'. In order to achieve this, we are developing strong relationships with other health service providers and the community across the region, to help us think differently about the future.

Northern Health provides a dynamic working environment, with a strong culture of teamwork, safety and respect. Northern Health is proud to be an inclusive employer and aims to ensure our workforce is representative of the community.

Our Vision:

Creating a healthier future by working together, innovating and delivering great care.

Our Values:

- Safe – We provide safe, trusted care for our patients. We are inclusive, culturally safe, celebrating the diversity of our staff and community.
- Kind – We treat everyone with kindness, respect and empathy. We provide patient-centred and compassionate care.
- Together – We work together with our staff, patients, consumers and health system partners.

Our Priorities:

Northern Health has determined six strategic directions. The directions are focused on addressing priorities for safety, sustainability, growth and innovation. They reflect our best assessment of opportunities and challenges in our current and future environment.

- Collaborate to deliver safe, efficient, effective and sustainable care in all our services
- Demonstrate our commitment to the wellbeing of our valued workforce
- Renew and strengthen our infrastructure, systems, tools and processes for financial sustainability and growth
- Innovate to shape the future of health care in Victoria
- Partner to keep people well and deliver the best possible care locally
- Drive research and education to deliver excellent care and develop the next generation of clinicians and health care leaders

These priorities are inter-related in that success in one area is dependent on success in another. Detailed plans have been developed to support each of the priority areas.

All Northern Health employees will contribute to improving patient safety by being familiar with, and applying the National Safety and Quality Standards and criteria.

Safety, Quality and Clinical Governance at Northern Health

Northern Health is dedicated to providing the highest quality of care in the safest possible environment for every patient every time. We are focused on strengthening the safety and quality of care across the continuum, with a focus on saving lives, reducing harm and improving the patient experience.

Northern Health's safety and quality improvement activities focus on delivering the Strategic Plan and Operational Business Plans, and are supported by the Northern Health Clinical Governance and Risk Frameworks, and the Northern Health Quality Improvement Methodology.

The Northern Health Quality Management System brings together the core elements that underpin how:

- Quality and Clinical Governance is determined.
- Quality services are delivered.
- Risk is managed.
- Audit – what matters is monitored.
- Our committees monitor performance of controls put in place to ensure safe patient care.

Commitment to Child Safety at Northern Health

- We are committed to the safety, participation and empowerment of all children
- We are committed to the cultural safety of Aboriginal children, the cultural safety of children from a culturally and /or linguistically diverse backgrounds and to providing a safe environment for children with a disability.
- We have zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our robust policies and procedures
- We have legal and moral obligations to contact authorities when we are worried about a child's safety, which we follow vigorously

Family Violence and Child Safety Statement:

Northern Health is a child safe environment and is committed to protecting children from harm and abuse, in accordance with our legal obligations and the Child Safe Standards. Northern Health aims to identify and respond individuals who are at risk of child abuse and family violence and we encourage victim survivors to disclose to their health professional to seek support and safety. Northern Health has zero tolerance of child abuse and family violence, and all disclosures and safety concerns will be treated sensitively in accordance with our policies and procedures.

Northern Health actively promotes the safety and wellbeing of all individuals. We recognize and respect individual rights, identities, relationships and cultures. Our aim is to foster a trauma-informed, culturally safe and child safe environment.

Northern Health is an Information Sharing Entity (ISE) and is prescribed to the Family Violence Multi-Agency Risk Assessment & Management (MARAM) Framework and the Information Sharing Schemes. Family violence and child safety training is mandatory for our staff members and volunteers.

ROLE STATEMENT

The Northern Health Department of Gastroenterology was established 14 years ago, coalescing 4 general physicians/gastroenterologists into a dedicated inpatient and outpatient Gastroenterology/Hepatology service. The Department of Gastroenterology has grown rapidly over the past few years, and in 2025 comprises 28 consultant gastroenterologists, three advanced trainee registrars, two IBD fellows, one hepatology fellow, one endoscopy fellow, three senior residents, 2.4 EFT Hepatology CNCs, 2.4 EFT IBD CNCs, 2 nurse endoscopists, an IBD pharmacist, IBD pharmacy technician, two Gastroenterology Clinical Trials Coordinators, Gastroenterology Research Nurse, Gastroenterology Clinics Coordinator, 3 specialist gastrointestinal dietitians, a gastrointestinal physiotherapist, gastrointestinal psychologist and a shared secretary. The inpatient Gastroenterology service usually has 10-25 inpatients with a similar number of active consultation requests. Gastroenterologists make up the majority of the NH Endoscopy Service (80 sessions/month) and all the Emergency Endoscopy service at NH.

The Consultant Gastroenterologist will have an exciting opportunity to participate in clinical and academic gastroenterology services at Northern Health, as part of a strategy to create an Australian centre of excellence in gastroenterology, especially inflammatory bowel disease. The Consultant Gastroenterologist will assist with outpatient care and endoscopy as long-service leave cover, and have the opportunity to undertake research and QA activities, and supervise junior medical staff. The role involves attending a weekly IBD outpatient clinic, general gastroenterology outpatient clinic, intestinal ultrasound list and an endoscopy list (0.4 EFT + appropriate non-clinical support time).

This Consultant Gastroenterologist (IBD/luminal) will work collaboratively with multidisciplinary team members - including allied health clinicians, nursing and medical staff - to deliver high-quality services. The role is based at both Northern Health's Epping campus and Broadmeadows campus.

The appointee will be expected to:

- Provide high quality medical services at Northern Health, consistent with Northern Health values.
- Provide clinical leadership through active involvement in patient care.
- Provide inpatient service for Gastroenterology and Hepatology patients including referrals to both in and out of hours according to an agreed roster.
- Participate in the outpatient clinics, providing a consultative service in Gastroenterology.
- Participate in endoscopy lists as specified and discussed with the Director of Gastroenterology and Head of Endoscopy, and assist with during hours emergency endoscopy.
- Undertake and lead research and QA activities related to gastroenterology and IBD, and the delivery of health services.
- Attend Unit meetings/educational activities.
- Participate in audit and other quality activities and committees, in particular, involvement and participation in Morbidity, Mortality and Adverse event audits.
- Contribute to the professional and corporate life of Northern Health by participation in appropriate committees and forums, if requested.
- Contribute to ongoing service improvement and clinical and workforce innovation to ensure Northern Health provides high quality accessible Gastroenterology Services within allocated resources and meets the needs of Northern Health patients.
- Support academic, research, education, training & supervision (for medical and nursing undergraduates and postgraduates) roles in the Department of Gastroenterology
- Participate in the Department of Gastroenterology on-call roster, if requested and agreed.
- Be available to medical colleagues for consultation and liaison as appropriate regarding patient care.
- Other activities as discussed with and agreed to by the Director of Gastroenterology.

All employees:

Quality, Safety, Risk and Continuous Improvement

- Maintain an understanding of individual responsibility for patient safety, quality & risk and contribute to organisational quality and safety initiatives.
- Follow organisational safety, quality & risk policies and procedures
- Maintain a safe working environment for yourself, your colleagues and members of the public.
- Maintain an understanding of individual responsibility for patient safety, quality & risk as outlined in Northern Health [Clinical Governance & Patient Experience - Trusted Care](#).
- Contribute to organisational quality and safety initiatives.
- Escalate concerns regarding safety, quality & risk to appropriate staff members, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with principles of Patient Centred Care.
- Comply with Northern Health's commitment to Child Safety
- Comply with Northern Health mandatory continuing professional development requirements.
- Comply with requirement of National Safety & Quality Health Service Standards and other relevant regulatory requirements.
- All employees of Northern Health must comply with the health service's Staff Health / Workforce Immunisation procedure (as amended from time to time) together with any relevant State Government and Departmental directives. This requires all employees to be vaccinated for various diseases such as, but not limited to influenza.

KEY RESULT AREAS AND MAJOR RESPONSIBILITIES

Leadership

- Demonstrates clinical Leadership with proven ability to exercise sound judgment and provide leadership in professional standards, ethics and a commitment to research and innovation.
- Understands current and relevant medical workforce issues.

Strategic and Project Management Leadership

- The appointee will undertake the role in a manner that demonstrates commitment to the positive leadership behaviours of Northern Health, to the principles of working together and to Northern Health's Vision, Mission, Values and Priorities.

Organisation-Wide Contribution

- Be involved in Morbidity, Mortality and Adverse event audits, and participate in other quality improvement committees as required.
- Assist in hospital accreditation related activities

Diversity and Inclusion

- To recognise and appreciate individual differences and actively promotes respect and inclusion within the workplace.
- Be culturally sensitive when working within a diversified community.

Innovation and Culture Change

- To promote communication and collaboration between staff from different sectors within the Division of Medicine e.g. medical, nursing, pharmacists and allied health to achieve the best care outcomes for our patients.
- Enhance cooperation and collaboration between various medical units within the hospital

SELECTION CRITERIA

Qualifications, Registrations and Qualities

Essential

- Medical registration with the Medical Board of Australia under the Australian Health Practitioner Regulation Agency (AHPRA).
- Undergraduate medical qualification as a first degree is essential – MBBS, MD, or equivalent
- Appropriate specialty qualifications such as Fellowship of the Royal Australasian College of Physicians (FRACP) or equivalent is essential
- Research higher degree (PhD or MD), preferably within the field of IBD, or currently enrolled in a higher degree
- A current Aged Care Criminal History Check
- Current National Police and Working with Children History Check
- The Staff Immunisation Questionnaire must be completed by all new employees as part of the mandatory on-boarding process. New employees are not permitted to undertake any activity that requires patient contact prior to clearance by the Staff Immunisation Nurses; this also includes evidence of having the Flu vaccination on a yearly basis. New employees with contra-indications to vaccinations or who decline vaccination are required to attend a face-to-face consultation with the Immunisation Nurses for appropriate documentation of their contraindications or declination. This must be completed PRIOR to commencing any work with Northern Health.

- For endoscopy lists:
 - Conjoint Committee for Recognition of Training in Gastrointestinal Endoscopy (CCRTGE) in gastroscopy and colonoscopy +/- other advanced endoscopy procedures
 - Experience in treating non-variceal and variceal upper gastrointestinal bleeding
 - CCRTGE re-certification in colonoscopy if > 3 years from initial recognition
- For intestinal ultrasound list:
 - Completion of training and valid registration with an accredited training body (e.g. GENIUS, IBUS).

Experience

- Must have a proven track record of excellence in gastroenterology with a demonstrated commitment to continued improvement, teamwork and research
- Must have a demonstrated and ongoing commitment to education of themselves, their colleagues, junior staff, other team members, and medical students.
- Must have a demonstrated commitment to organisational quality processes and other activities that improve patient care

Knowledge, Skills and Behaviours

- Solid knowledge of gastroenterology and hepatology, with skills to manage complex inpatients.
- Show initiative and enthusiasm, and be ready to lend support to other team members
- Strive to maintain a harmonious, academically stimulating work environment by being friendly, open and communicative
- Diligent, reliable, and punctual work ethic

Not essential but highly recommended (one or more of):

- Accreditation in the performance of Gastrointestinal Ultrasound and/or Gastrointestinal physiology (especially oesophageal manometry / pH testing)
- Research interest, as indicated by active participation in clinical and/or basic science research pertaining to IBD

Employee Declaration

I have read, understood and accept the above Position Description.
(Please print name)

Signature:

Date: