

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 Community Hospital
- 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
- Mernda Community Hospital

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.

Essential:

- 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.



POSITION DESCRIPTION

Position Title:	Surgical HMO
Business Unit/Division:	Office of CMO
Award Agreement:	In accordance with the AMA Victoria – Doctors in Training (Victorian Public Health Sector) (AMA Victoria/ASMOF) (Single Interest Employers) Enterprise Agreement 2022-2026
Classification:	HM13-15
Employment Type:	Full Time; Fixed Term
Reports to:	Unit Consultants, Divisional Director of Surgery, Chief Medical Officer through Junior Medical Workforce
Date Prepared/Updated:	April 2026

ROLE STATEMENT

The role of the Surgical Stream HMO is to deliver appropriate care to inpatients and public outpatients within their designated surgical unit. Additionally, they provide consultative support for patients from other units or departments, working closely with the Unit Registrar(s) and Consultants.

Responsibilities may include ward cover, attendance at clinics, assistance in theatre, and other duties within the scope of practice as defined by the unit. The year is divided into four 13-week rotations. Subject to availability and overall interest from the cohort, there may be opportunities to undertake more than one rotation within the same subspecialty.

Available rotations within the Surgical Stream include:

- AGSU (Acute General Surgical Unit)
- AGSU - Registrar Term
- General Surgery
 - Colorectal,
 - Breast,
 - HPB,
 - UGI/Endo,
- Emergency
- ENT
- ICU
- Orthopaedic Surgery
- Paediatric Surgery
- Plastic & Reconstructive Surgery
- Relieving/Surgery Cover
- Urology
- Vascular Surgery

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

Regular Attendance and Participation

- Regular attendance both in-hours and out-of-hours according to manning charts or rosters.
- Must attend handovers.
- A daily ward round of all inpatients should be undertaken.
- Participation in unit meetings, multidisciplinary meetings etc. is essential.
- Participation in regular receiving duties as per duty roster.
- To regularly attend education and training sessions appropriate to the level of this role.

Provision of Appropriate Care to:

- All inpatients within Unit / Department
- Outpatient clinics
- Pre-admission clinics
- Patients for whom consultation is requested
- Relevant HITH patients
- Relevant patients in day surgery, medical imaging and endoscopy

Unit Support:

- Support the Unit / Department's Senior Medical Staff, Registrars, HMOs and Interns
- Provide Clinical Support for other team members where this may be required due to workload or other unforeseen circumstances

Support on request, of the following services to a limited extent:

- Inpatient Psychiatry
- CCU
- Surgical and Medical sub-specialties including paediatric surgery.

Quality

- Participate in the relevant divisional/unit quality activities program(s) as requested by the Unit/ Department Registrar and senior staff.
- To be responsive to patient and relative complaints, liaising with appropriate senior staff and the patient Advocate.

Communication

- At all times, facilitate excellent communication and liaison with patients and their families, other staff, general practitioners and others involved in the patient's care
- Ensure that patients/families are given adequate information about treatment decisions and follow-up.

Medical Records

- Ensure completion of appropriate documentation in the patient's hospital record.

- Entries should be legible, timely, regular and comprehensive to document patient status and issues, important changes or decisions, dated, designated and signed.
- Notes should include adequate information for coding and patient care purposes.

Education & Training

- Attendance at weekly Intern Education and training sessions is compulsory.
- Attendance at other training sessions appropriate to your level of training is actively encouraged.
- Unit specific activities are listed in the individual unit handbooks.

Patient Discharge

- Facilitation of the timely admission and discharge of all patients in accordance with hospital policy.
- Preparation of an accurate discharge summary and communication with relevant providers in the community is a key task

Administration

- Ensure that the Junior Medical Workforce Unit and the Chief Medical Officer is promptly informed of any relevant administrative issues.
- To ensure up to date contact information is available to the hospital.
- To provide notification of inability to attend clinical duties for any reason by notifying the Head of Unit; and, Junior Medical Workforce Unit (JMWU) or the person on call for JMWU via communication centre, at least 2 hours prior to commencement of a rostered shift.
- To notify Junior Medical Workforce Unit (JMWU) in writing of all roster swaps, as per policy.
- To appropriately complete and submit leave forms for approval.
- To ensure that Mandatory Training is completed upon commencement of employment.

SELECTION CRITERIA

Qualifications, Registrations and Qualities

Essential

- Medical registration with the Medical Board of Australia under the Australian Health Practitioner Regulation Agency (AHPRA).
- Must have satisfactorily completed at least two years of postgraduate hospital experience in Australia, New Zealand, or a recognised equivalent.
- Must be a holder of a relevant employment visa if not an Australian resident.

Employee Declaration

I have read, understood and accept the above Position Description.

(Please print name)

Signature:

Date: