

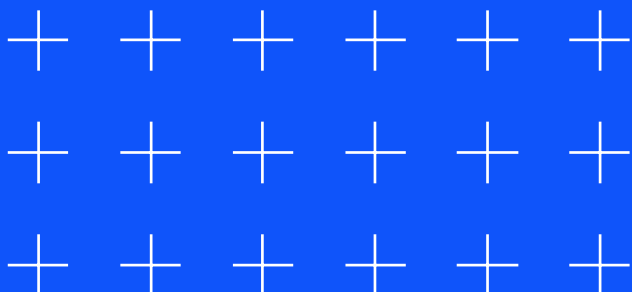


**The Royal
Melbourne
Hospital**

Advancing health for everyone, everyday.

Could this be you?

**Join The Royal
Melbourne
Hospital Team**



Position Description

**Hospital Medical Office (HMO) –
Intensive Care Pathway**



THE ROYAL MELBOURNE HOSPITAL

The Royal Melbourne Hospital (RMH) began in 1848 as Victoria’s first public hospital. And while we only had 10 beds to our name, we had the community of Melbourne behind us, and we were ready to provide the best possible care for those in need.

Since those early years, we’ve moved forward with purpose. Always at the forefront, leading the way on improving the quality of life for all.

Today the RMH is one of the largest health providers in the state, providing a comprehensive range of specialist medical, surgical, and mental health services; as well as rehabilitation, aged care, outpatient and community programs.

Our reputation for caring for all Melburnians is as essential to who we are as any scientific breakthrough we make. We’re here when it matters most, and we’ll continue to be the first to speak out for our diverse community’s wellbeing.

OUR VISION

Advancing health for everyone, every day.

THE MELBOURNE WAY

At The RMH we’re inspired by our vision of Advancing health for everyone, every day. While we’re each going about our different roles, we’re united by a shared understanding of the way we do things around here. We call it The Melbourne Way. We put people first — leading with kindness and working together, we excel as one Royal Melbourne Hospital.

People First



People are at the heart of everything we do. We take the time to understand how we can make the most positive difference for them.

Lead with Kindness



Our care and compassion sets us apart. We lead the way with a respectful, inclusive spirit — embracing the things that make us all unique.

Excellence Together



True excellence is only possible when we work as one Royal Melbourne Hospital community. Through collaboration, we set the highest of standards and achieve our goals.

OUR PRIORITIES

The RMH Strategic Plan: Towards 2025. Advancing health for everyone, every day is our plan for the future — one which we are committed to achieving together. This position contributes to the achievement of the five Strategic Goals, articulated in the plan:

1. Be a great place to work and a great place to receive care
2. Grow our Home First approach
3. Realise the potential of the Melbourne Biomedical Precinct
4. Become a digital health service
5. Strive for sustainability



Position Description

Position Title:	Hospital Medical Office (HMO) – Intensive Care Pathway
Service:	Access, Critical Care & Investigative Services
Location:	The Royal Melbourne, City Campus and rotating sites
Reports To:	Director of Intensive Care Unit & Medical Workforce Unit; ICU HMO Supervisors
Enterprise Agreement:	AMA Victoria - Victorian Public Health Sector – Doctors in Training Enterprise Agreement 2022–2026
Classification:	PGY3+ - HM13-14 - As per EBA
Employment Status:	Full Time / Fixed Term
Immunisation Risk Category:	Category A
Date of Review:	February 2026

ABOUT THE ROYAL MELBOURNE HOSPITAL

The Royal Melbourne Hospital is a world-renowned institution that provides tertiary health services and improves the health outcomes of patients through excellent health professional education and outstanding research. It provides comprehensive health care across the Parkville precinct. The Royal Melbourne Hospital serves as a major Victorian referral service for specialist and complex care being a designated state-wide provider for services including trauma. It also contains centres of excellence for tertiary services in several key specialties including neurosciences, nephrology, oncology, cardiology and genomics.

We are looking for dedicated and enthusiastic Hospital Medical Officers (PGY3+) with an interest in pursuing a career in **Intensive Care Medicine** to join our hospital team in **2027**.

DEPARTMENT DESCRIPTION

The RMH Intensive Care Unit is a recognized leader in tertiary and quaternary critical care. As one of Australia's largest and most active ICUs, our state-of-the-art 42-bed facility admits over 3,000 patients annually. As a tier 2 ECMO centre and ICU for our precinct partners (Royal Women's Hospital and the Victorian Comprehensive Cancer Centre) we manage a diverse caseload includes major trauma, cardiac and neurosurgery, stroke, oncology, complex obstetrics, and infectious diseases. Beyond the unit, our staff lead the Medical Emergency Response team, attending more than 3,000 MET and Code Blue calls each year.



Accredited by the **College of Intensive Care Medicine (CICM)** for 24 months of core training, we offer specialized exposure to cardiothoracic, neurological, and trauma intensive care.

The unit is organized into four pods (A, B, C, and D), each staffed by a dedicated medical team comprising a consultant, registrar, and resident. Senior Registrars are rostered 24/7 to supervise and support general registrars. On-site Consultant cover is provided until 22:00 on weekdays and 19:00 on weekends, with on-call support available at all times.

We pride ourselves on a highly successful training program that includes **five hours of protected, paid teaching time** per week. Our consultant-led curriculum supports professional development at all stages, including dedicated CICM exam preparation. Our consultant group include both Primary and Second Part CICM Examiners. Trainees also have access to RMH delivered courses such as BASIC, MCEC, REACT, EMICC, and the Critical Care Echocardiography Course.

As a leading academic hub, our research department—led by **Professor Adam Deane**—conducts influential national and international projects. We actively encourage registrar participation in research and maintain close ties with the University of Melbourne, offering extensive opportunities for academic and clinical teaching.

POSITION SUMMARY

Critical Care (Intensive Care) Hospital Medical Officers will experience the breadth of learning opportunities of a major quaternary intensive care unit. This position will provide Foundation Training for a doctor considering CICM training and a career in Intensive Care Medicine. Doctors will rotate through 6 months of Intensive Care at RMH, 3 months of Emergency Medicine (Wimmera), and a 3-month rotation chosen by preferences from a range of acute medical specialities.

Residents will gain experience in the assessment and management of critically unwell patients, an understanding of acute physiology and organ supports, procedural skills including ultrasound guided arterial and central venous cannulation. The RMH ICU offers strong support and education for HMOs including consultant led, protected teaching time twice a week, and opportunity to participate in other educational activities including courses at RMH. HMOs will be provided support and mentorship by an ICU consultant supervisor.

In addition, the Royal Melbourne Hospital provides multiple critical care courses which are available to ICU trainees, including BASIC, REACT, CALS and the Critical Care Echocardiography Course. These courses attract participants from Australia, New Zealand and Hong Kong. The ICU has many active clinician-researchers and has close links to the University of Melbourne with the potential for research and teaching opportunities.

In other rotations HMOs will gain experience in other areas of acute medicine relevant to intensive care.

While in ICU, the HMO is responsible for:

- Providing care for patients in the ICU under the supervision of ICU registrars and consultants. This care includes the assessment of patients, formulation of management plans, co-ordination of patient management, and performance of ICU procedures under appropriate supervision.
- Participation in the ICU ward rounds and clinical meetings.
- Assessment and management of patients referred by the Emergency Department and other hospital units.
- Communication with patients, families and other treating teams, as part of the broader ICU medical team.
- Ensuring all clinical documentation in both electronic and/or paper formats is maintained.



KEY ACCOUNTABILITIES

- Take reasonable care for your safety and wellbeing and that of others.
- Work in your scope of practice and seek help where required.
- Work in partnership with consumers, patients and where applicable carers and families.
- Work collaboratively with colleagues across all RMH teams.
- Continue to learn through mandatory training and other learning activities.
- Seek feedback on your work including participation in annual performance discussion.
- Speak up for safety, our values and wellbeing.
- Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.
- Respect that the RMH is a smoke-free environment.
- Provide high quality standards of patient care in the ICU. This includes the assessment, planning, implementation and evaluation for care in collaboration with multidisciplinary team.
- Perform medical interventions and procedures in accordance with Melbourne Health policy and procedures
- Support integration of undergraduate, graduate and postgraduate medical students within the unit
- Demonstrate a commitment to ongoing professional development and achievement of the unit and organisational performance indicators
- Actively participate in performance reviews on a rotational basis
- Contribute to organisation-wide and service/division initiatives and planning activities.
- Ensure training needs of direct reports are identified and undertaken.
- Ensure risk management activities are completed, effective controls are in place and incidents are recorded, investigated and corrective actions implemented as far as is reasonably practical.
- Create a psychologically safe work environment where everyone feels safe to speak up.
- Monitor and achieve relevant KPIs and targets and operate within their allocated budget.
- Provide effective leadership as part of the clinical team
- Liaise with the multi-disciplinary health care team to achieve the desired patient outcomes
- Develop and implement policies and procedures in collaboration with key stakeholders applicable to the strategic direction of Melbourne Health
- Deliver evidence-based medical care
- Be aware of the financial requirements of the unit & demonstrate an awareness of cost-effective medical practice
- Participate in and/or facilitate continuing education sessions, committees, special projects and relevant professional groups
- Participate in staff meetings and forums
- Initiate, participate in and facilitate research

KEY RELATIONSHIPS

Internal

- ICU Clinical and Administrative Staff
- ICU Director and HMO Supervisors of Training
- Medical Workforce and Education Unit
- RWH and VCCC Clinicians

External

- Secondment health services
- Referring clinicians outside of VCCC
- Community Health Care Providers/Partners
- Health Care Consumers/Consumer Representative Groups



KEY SELECTION CRITERIA

- Current General Registration the Medical Board of Australia (AHPRA).
- Appropriate tertiary health qualifications – MBBS or equivalent

Essential:

- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.
- Completion of 24 months clinical experience by time of commencement, of which 12 months is within the Australian healthcare system or from a country recognised under the AHPRA competent authority pathway.
- Demonstrated interest in College of Intensive Care Medicine (CICM) training

Desirable:

- High motivation and willingness to learn
- Proficiency in communication, negotiation and presentation skills
- Strong leadership, organisational skills and strategic thinking
- Participation in quality improvement and/or research

Applicants who already have 6 months or more ICU experience should consider applying for ICU registrar positions.

KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Demonstration of RMH values
 - Achievement of portfolio specific KPI targets
 - Participation in and satisfactory feedback through the annual performance review process
 - Ability to maintain a safe working environment and ensure compliance with legislative requirements
-



AT THE RMH WE:

- Aim to provide a working environment that is safe and without risk to the health, safety and wellbeing of all employees, patients and consumers, and visitors.
- Speak up for patient, consumer, colleague and visitor safety, escalating issues if required.
- Deliver Safe, Timely, Equitable, Person-centred Care (STEP) in line with our clinical governance framework.
- Work in accordance with relevant policies, procedures, standards and legislation including those related to clinical or competency requirements, risk management, discrimination, equal opportunity and health safety and wellbeing.

OUR COMMITMENT:

- **Equity, Inclusion, Belonging and Safety**
 - As a leader in healthcare, we recognise the need to foster a culture of equity, inclusion, and belonging — safe spaces where every individual is empowered to be their authentic self, contributing meaningfully to the collective well-being of our community.
- **First Nations Commitment**
 - We acknowledge and pay our respects to the Traditional Owners of the lands on which we work and stand in solidarity with Aboriginal and Torres Strait Islander peoples. We are committed to creating a culturally safe environment that honours First Nations voices, knowledge, and self-determination through inclusive governance, respectful policies, and a steadfast commitment to anti-racism. The Royal Melbourne aspires to lead by example in addressing the injustices of colonisation and its ongoing impacts.
- **Child Safe Standards**
 - RMH is a child safe organisation. We are dedicated to fostering an environment that respects and upholds the rights of children and young people, in line with the Child Safe Standards. We actively embed these standards in our culture, policies, and practices, ensuring that the safety and wellbeing of children and young people is a central priority.
- **Equal Opportunity and Accessibility**
 - We are proud to be an equal opportunity employer that champions diversity in all its forms. We value the strengths and perspectives that come from people of all backgrounds, identities, abilities, and lived experiences. We encourage applicants from all communities, and we will provide reasonable adjustments to support equitable participation.
- **Thriving Together**
 - Together, we are committed to fostering an environment where everyone feels respected, safe, and empowered to thrive.

ACCEPTANCE

I acknowledge and accept that this position description represents the duties, responsibilities and accountabilities that are expected of me in my employment in the position. I understand that The RMH reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

Employee Signature

Employee Name (please print)

Date
