

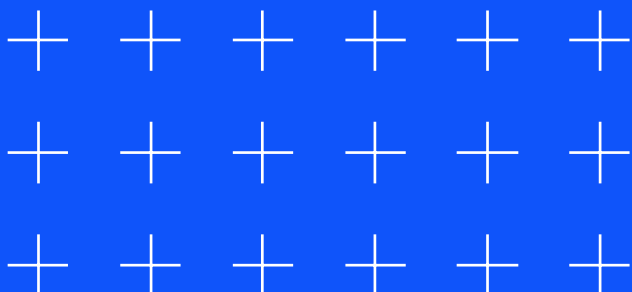
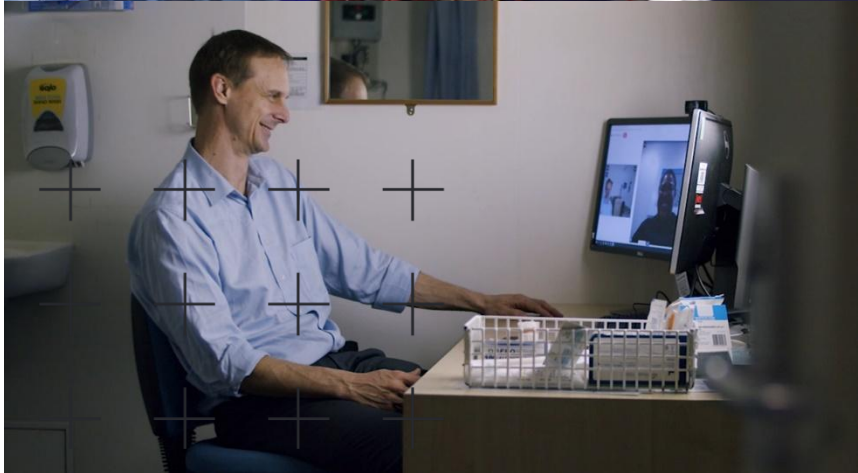


**The Royal
Melbourne
Hospital**

Advancing health for everyone, everyday.

Could this be you?

**Join The Royal
Melbourne
Hospital Team**



Position Description

**Emergency General & Trauma Surgery
Fellow**



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:	Emergency General & Trauma Surgery Fellow
Service:	Division of Surgery, Perioperative, Trauma and Surgical Oncology Services
Location:	The Royal Melbourne Hospital - City Campus
Reports To:	Head of Department, General Surgical Specialties
Enterprise Agreement:	AMA Victoria - Victorian Public Health Sector – Doctors in Training Enterprise Agreement 2022–2026
Classification:	HM25+ - As per EBA
Employment Status:	Full Time – Fixed Term
Immunisation Risk Category:	Category A
Date of Review:	March 2026

POSITION SUMMARY

The Department of General Surgical Specialties & Trauma Service at The Royal Melbourne Hospital consists of all general surgical specialty services in a tertiary referral setting providing general, specialty and complex Surgical Services in one of the largest hospitals in Australia.

The purpose of this role is:

- Work as a member of the Emergency General Surgical service and Trauma Service within the Department of General Surgical Specialties and participate in patient care, teaching, education and clinical research.
- Participate in a range of Specialist General Surgery commensurate with a Tertiary Referral Centre and level one Trauma Service.
- Ensure surgical outcomes in line with national and international benchmarks.
- Comply with Quality Management policies and procedures and participate in Quality Management activities for the Department of General Surgical Specialties. Support and participate in the Health Service OH&S Procedures and implement (where appropriate) at unit/service area level.
- Assist in maintaining a safe work environment by reporting any incidents of unsafe work practices, sites/areas or equipment.
- Responsible for observing and practicing the principles and obligations of Equal Employment Opportunity, which include:
 - A workplace which is free from harassment.
 - Ensuring that activities and practices will prevent and eliminate unlawful discrimination.
 - Promote Melbourne Health values and fairness in the workplace.
 - Contribute to the successful management of diversity in the workplace.



- Comply with Health Service and Divisional specific Regulations, Melbourne Health Policy and Procedures and the By-laws and Policies as apply from time to time.

RMH EMERGENCY GENERAL & TRAUMA SURGERY SERVICE

The Royal Melbourne Hospital (RMH) is one of two adult major trauma services in the state of Victoria. The Emergency General Surgery (EGS) Service was established in 2011 and is one of the busiest units at the RMH, with an annual admission of 4500 patients.

In 2019, the hospital was verified as a Level 1 trauma service for the second time by the Royal Australasian College of Surgeons Verification Committee, it's second following its initial recognition in 2012.

Additionally in 2019, the RMH became the first major trauma service in Australia to have its Trauma Fellowship training post formally approved by the General Surgeons Australia (GSA) Trauma Training committee, in conjunction with the Australian and New Zealand Association for the Surgery of Trauma (ANZAST). As such the Trauma Fellowship has been designated as an accredited post fellowship education and training (PFET) program in Trauma Surgery Training Post since 2020.

This fellowship position in Emergency General & Trauma Surgery will provide an excellent opportunity to gain experience in acute care surgery in a supportive and supervised environment.



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.
- Assist in maintaining a safe work environment by reporting any incidents of unsafe work practices, site/areas or equipment.
- Respect that the RMH is a smoke-free environment.
- Participate in the EGS workload, support EGS ward rounds, and assist with EGS cases on planned and emergency lists, etc.
- Participate in the Trauma service as required by staffing.
- Participate at least once per week in the on-call after hour's roster for EGS Service and Trauma Service of the Department of General Surgical Specialties.
- Provide supervision and performance management of junior medical staff (residents & registrars) throughout the inpatient and outpatient setting.
- Participate in quality monitoring activities and continual quality improvement
- Participate in Unit meetings, research, imaging and pathology
- Actively participate in research projects
- Participate in undergraduate and postgraduate teaching
- Support and participate in the Health Services OHS procedures and implement where appropriate at unit/service level
- Participate in inpatient duties, including operating theatre sessions, post-operative ward management, inpatient consultations and referrals, and general ward management of inpatients within the EGS Service & Trauma Service

KEY RELATIONSHIPS

Internal

- Head of Department, General Surgical Specialties
- Head of Unit, Emergency General Surgery
- Head of Trauma Service
- Trauma Program Manager
- Consultant staff of EGS and Trauma services
- General Surgical Registrars, HMO's and Interns

External

- Patients & Families
- Other Health Services



KEY SELECTION CRITERIA

Formal Qualifications:

- Registration with the Medical Board of Australia (AHPRA) or eligible for registration with the Medical Board of Australia (for international Medical Graduates).
- MBBS or equivalent tertiary qualifications.
- F.R.A.C.S. or equivalent in General Surgery

Essential:

- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.
- Possess required experience and knowledge of emergency general and trauma surgery.
- Early Management of Severe Trauma (EMST) course completion.

Desirable:

- Definitive Surgical Trauma Care (DSTC) course completion.
- Post Fellowship Education and Training (PFET) trainee in trauma or a plan to apply in 2026.

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
- Collaboration with and engagement of others to achieve outcomes – your demonstration of a team-based approach to your work.
- Successful completion of required training activities, including training related to the National Standards.
- Ensure quality surgical/medical assessment and treatment
- Involvement primarily in the clinical activities of the emergency general surgery and trauma services each morning with involvement in the activities of the HPB & UGI unit time permitting.
- Work to reduce waiting times
- Establish treatment protocols for emergency general surgical procedures
- Work towards reducing length of patient bed stay
- Work towards reducing surgical complication rates
- Respond to patient complaints/incidents
- Participate in unit quality monitoring activities and continual quality improvement efforts as detailed in the RMH Quality Plan
- Participate at Unit meetings, research, imaging and pathology
- Participate in training research within the unit in conjunction with the appropriate University appointee, Head of Unit, Clinical Dean and Directors of Surgical and Intern Training
- Encourage and participate in informal research activities within the available facilities at the RMH
- Actively participate in Department of General Surgical Specialties research projects
- Attend conferences/workshops held by recognised surgical associations.



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- Participate in undergraduate and postgraduate teaching
 - Maintain skills and abilities through professional training and development
 - Work cooperatively as a Departmental member.
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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
