

**Position Title:** 2026 Pain Medicine Fellow - Accredited

**Campus:** Ballarat

**Directorate:** Operations

**Department:** Clinical Anaesthesia and Pain

**Reporting to:** Director of Anaesthesia, Pain & Perioperative Services

**Direct Reports:** General Manager Medical Services  
Executive Director, Acute Operations

### Appointment Terms/Conditions:

**Classification and Code:** HM25 - HM30

**Enterprise Agreement:** Doctors in Training Agreement

### ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021, bringing together Edenhope and District Memorial Hospital, Stawell Regional Health, Wimmera Health Care Group and Ballarat Health Services as one united health service. More information can be found at [www.grampianshealth.org.au](http://www.grampianshealth.org.au)

Our purpose is to provide high quality and accessible health care services in each of the communities we serve. We currently service the healthcare needs of more than 250,000 Victorians and we employ more than 6,300 people across 21 campuses and sites with an annual operating revenue of over \$700m.

<b>Collaboration</b>	<b>Compassion</b>	<b>Accountability</b>	<b>Respect</b>	<b>Innovation</b>
<i>We are stronger together.</i>	<i>We show that we care.</i>	<i>We do what we say and say what we do.</i>	<i>We appreciate and value all people.</i>	<i>We adapt and innovate to achieve best outcomes.</i>
Recognising and utilising strengths to share knowledge, solve problems, build relationships and deliver the best outcomes possible.	All people deserve to be treated with compassion, kindness and empathy.	Openness, honesty and transparency support us to be courageous, take responsibility for our actions and follow through on our commitments	Our actions and words reflect our commitment to a safe and fair health service for all.	Every day, we apply expertise and integrity to make responsible choices, always striving for continuous improvement.

## **POSITION PURPOSE**

You will be part of the integrated pain medicine service for acute inpatients at Grampians Health, attend our Pain Medicine Clinic in Ballarat and participate in the multidisciplinary outpatient clinic and pain management program.

Our team includes Specialist Pain Medicine Physicians, Clinical Nurse Consultants and a committed allied health team. You will have the opportunity to learn theatre-based interventional pain procedures – with regular interventional pain procedure lists

Contribute to Acute Pain Services ward rounds managing post-operative & trauma patients

Undergo training within the Rehabilitation Medicine, Palliative Care, Addiction Medicine and Psychiatry units.

Contribute to a telehealth service for patients in rural areas of Western Victoria The position also involves regular teaching with tutorials, Grand Rounds, radiology meetings and clinical audit meetings.

There is an opportunity to participate in teaching medical students, perform and present audits and undertake research.

Performance is supervised and monitored by an accredited Supervisor of Training to ensure education and training needs are met. There is no on-call or out-of-hours commitments associated with this position.

## **KEY ACCOUNTABILITIES**

- Under direction, provide appropriate medical care to patients.
- Participate in multidisciplinary interdisciplinary provision of care in pain medicine, collaborate with patients, their families and the general practitioners in the community.
- Participate in Acute Pain Services ward rounds, attend interventional theatre lists under supervision, attending case conferences.
- Attending ward consults for persistent pain referrals.
- Attending outpatient Clinics.
- Build and expand personal skill levels to ensure that patients receive the best possible service reflecting up to date evidence based professional practice
- Be aware of and work in accordance with organisational policies and procedures including occupational health and safety and relevant legislative requirements.
- Demonstrate positive workplace behaviours and relationships at all times
- Participate in and contribute to education relevant to pain medicine-this includes attending tutorials, journal clubs, Grand Rounds, radiology meetings and clinical audit meetings as well as other training within Rehabilitation Medicine, Palliative Care and Addiction Medicine and Psychiatry
- There is an opportunity to participate in teaching medical students and registrars.
- Engage in audits and outcome data collection in pain medicine.

### **Human Resources Management**

- Assist in the orientation and training of junior staff.
- Act as a mentor and role model to junior staff.

### **Safe Practice and Environment**

- Carry out work duties in a safe manner by adhering to Grampians Health occupational health and safety policies, regulations and agreed safe work procedures, and report immediately any potential hazards and / or incident arising in the workplace.
- Assist in the planning, implementation and evaluation of the delivery of anaesthetic services and appropriate quality and risk management initiatives, including recommendations where appropriate to the Director.

### **Improving Performance**

- Ensure that the affairs of Grampians Health, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of Grampians Health.

- Participate in and coordinate quality improvement activities and projects, including development of audit tools, collection of data and statistics and presentation of final reports.
- Participate in continuing professional development.

## **Information Management**

- Maintain manual and electronic systems as required for the effective collection and management of clinical notes, policies and procedures, correspondence, documents and records, to ensure confidentiality, safety and security.
- Ensure that information is communicated effectively and efficiently and in an appropriate and timely manner.
- Compliance with all Grampians Health Policies and Procedures.
- Adherence to infection control policies and procedures as identified in the Grampians Health Infection Control Manuals.
- Participation in the Grampians Health integrated risk management and quality improvement systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleague.
- At Grampians Health we recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst Grampians Health employees.

## **KEY SELECTION CRITERIA**

### **Minimum Qualifications**

- MBBS or equivalent degree enabling registration with AHPRA.
- Registration or eligibility to register as a trainee with the FPM: (Training in pain medicine is a post-specialisation program that requires applicants to have either completed or be training towards a primary specialist medical qualification. To be eligible to register for FPM training, applicants must have completed at least three years full time equivalent training within that primary specialty).
- Be intending to complete Fellowship of the Faculty of Pain Medicine by Qualification, Training and Examination.
- International medical graduates on a pathway to a specialist qualification recognition in Australia will be considered

### **Experience**

- Clinical experience consistent with training level.
- Experience in self-management and organisation of work to achieve agreed outcomes.

### **Knowledge and Understanding**

- Demonstrated knowledge regarding delivery of pain medicine clinical services.
- Understanding of customer service for internal and external customers and a commitment to meeting their needs in a helpful and courteous manner
- Awareness of medico-legal issues, clinical risk management, clinical governance and relevant legislation.

### **Technical/Professional Knowledge and Skills**

- High level verbal and written communication and interpersonal skills
- Highly developed organizational skills
- Ability to work and contribute effectively in a team environment
- Ability to work in an environment of change and development

### **Work Environment**

- Provide high quality care according to objectives and policies of Grampians Health
- Employees are expected to demonstrate a commitment to ethical practices in the workplace and are not to divulge or discuss to any unauthorised person, any confidential data or information collected for the purposes of patient care or for administrative, statistical or other purposes

### **Personal attributes**

- Initiative, judgement, self-motivated
- Committed to personal and professional development, responsible, reliable, resourceful, energetic
- Able to meet the demands of a busy environment, flexible
- Able to adapt to roster change according to the needs of the department

## **ORGANISATIONAL REQUIREMENTS**

- Grampians Health is committed to a consumer centred approach in the provision of health care and services, consistent with our values, purpose and vision. It is expected that team members demonstrate the core values of consumer centred care in every interaction.
- All team members of Grampians Health are responsible for supporting the safety, participation, wellbeing and empowerment of children.
- Quality care is a strategic and operational priority at Grampians Health, achieved through our Governance Framework.
- Participation in the Grampians Health integrated quality improvement and risk management systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleague.
- You must ensure that the affairs of Grampians Health, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of Grampians Health.
- In accordance with current legislation and organisational policy, employees must be willing to undertake and maintain a police check, working with children check and where necessary an NDIS Worker screening check. Ongoing employment will be dependent on the provision of satisfactory checks.

## **OTHER RELEVANT INFORMATION**

- At Grampians Health we recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst Grampians Health employees.
- All Grampians Health employees are required to take reasonable care of their own health and safety in the workplace as well as take reasonable care for the health and safety of others who may be affected their acts or omissions. Persons with delegated management functions have an additional duty to provide and maintain a working environment that is safe and free of risks to health, so far as is reasonably practicable in areas where they have management or control. All employees have a duty to report issues they cannot rectify, follow all existing Grampians Health policies and protocols relating to health, safety, wellbeing and injury management and cooperate with any action taken by Grampians Health to comply with the OHS Act or Regulations.
- Statements included in this Position Description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all inclusive.
- Management may alter this Position Description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).
- An annual performance review will occur with your Manager. Your performance review is intended to be a positive discussion, outlining the key roles and responsibilities outlined in this Position

Description. The performance review discussion provides an opportunity to clarify your role, revise key performance activities and identify any objectives or goals for the year ahead.