

Position Description

Position Title	Deputy Clinical Unit Head of Anaesthetics
Position Number	30013337
Division	Clinical Operations
Department	Anaesthetics
Enterprise Agreement	Medical Specialists (Victorian Public Health Sector) (AMA Victoria/ASMOF) (Single Interest Employers) Enterprise Agreement 2022-2026
Classification Description	Specialist Year 1 – Specialist Year 9
Classification Code	HN16 – HN59 or HM33 – HM41
Reports to	Clinical Unit Head - Anaesthetics
Management Level	Tier 4 - Shift Managers, Team Leaders & Supervisors
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	• National Police Record Check • Working with Children Check • Registration with Professional Regulatory Body or relevant Professional Association • Immunisation Requirements

Bendigo Health

Bendigo Health is a leading regional health service, learn more about us by visiting our website: [Bendigo Health Website - About Bendigo Health](#)

As an organisation we are committed to delivering safe, inclusive and high-quality care to our diverse communities across the Loddon Mallee Region. We value and respect the unique backgrounds, cultures and experiences of the people we serve and those who work with us.

We are a proud child safe organisation, dedicated to the safety, wellbeing and voice of all children and young people. We are committed to creating a culturally safe and welcoming environment where Aboriginal and Torres Strait Islander peoples—adults, children and families—are respected, supported and empowered to express and celebrate their culture.

Our Vision

To be a trusted regional healthcare service recognised for delivering exceptional care, being a great place to work, and being deeply connected to our community.

Our Values

PASSIONATE – We are passionate about doing our best – for our patients, our colleagues and our community.

ACCOUNTABLE – We take ownership of our actions and outcomes, always striving for integrity and improvement.

CARING – We care deeply for our community – and our community cares for us. Compassion is at the heart of everything we do.

TRUSTWORTHY - We are open, honest and respectful in all that we do – earning the trust placed in us every day.

The Position

Reporting to the Director of Anaesthetics, the Deputy Director will play a key leadership role in supporting the delivery of safe, high-quality, and patient-centred perioperative care. The position provides leadership across clinical service delivery, workforce management, education, quality improvement, and clinical governance, while contributing to the strategic development of anaesthetic and perioperative services across Bendigo Health.

Responsibilities and Accountabilities

Key Responsibilities

Operational and Clinical Leadership

- Provide specialist anaesthetic services across a broad range of surgical and procedural specialties.
- Promote excellence in perioperative care, patient outcomes, and evidence-based clinical practice.
- Support workforce planning, rostering, leave management, recruitment, and staff wellbeing initiatives.
- Contribute to efficient theatre utilisation, perioperative patient flow, and service performance.
- Assist in identifying and addressing operational challenges impacting anaesthetic and perioperative services.

Clinical Governance and Quality Improvement

- Provide leadership in clinical governance, professional standards, and patient safety initiatives.
- Oversee and support:
 - Morbidity and Mortality (M&M)/SCIRT meetings
 - Clinical audits and benchmarking activities
 - Incident and adverse event reviews
 - Accreditation and compliance processes
 - Quality improvement programs
- Drive initiatives that strengthen safety, quality, and clinical outcomes across the department.
- Lead the development and implementation of perioperative pathways and service improvement projects.

Education and Workforce Development

- Foster a strong culture of education, mentorship, and professional development.

- Support the supervision and training of anaesthetic trainees, junior medical staff, and other members of the multidisciplinary team.
- Promote a positive, inclusive, and collaborative departmental culture.

Leadership Responsibilities/Perioperative services.

- Act on behalf of the Director of Anaesthetics and Clinical Unit Head when required.
- Contribute to strategic planning, departmental policy development including pre-Anaesthetic clinic and perioperative clinic.
- Build strong relationships with surgical, nursing, critical care, and executive stakeholders to advance perioperative services across the organisation.

Key Selection Criteria

Essential

- FANZCA or an equivalent specialist anaesthetic qualification.
- Specialist registration with AHPRA, or eligibility for specialist registration.
- Demonstrated excellence in clinical anaesthetic practice.
- Proven leadership, management, and team-building skills.
- A strong understanding of clinical governance, patient safety, quality improvement, and medical workforce management.
- Experience in medical education, supervision, and mentoring.
- Excellent interpersonal, communication, and stakeholder engagement skills.

Generic Responsibilities

All Bendigo Health staff are required to:

- Adhere to the **Victorian Government's Code of Conduct**
- Uphold **Occupational Health and Safety** responsibilities, including self-care, safeguarding others, and participating in safety initiatives and reporting.
- Comply with all **Bendigo Health policies and procedures**, including those related to clinical, managerial, and standard work practices.
- Follow **Infection Control** procedures to prevent cross-contamination and ensure the health and safety of all.
- Maintain **strict confidentiality** regarding all organisational, patient, and staff information.
- Engage in **continuous quality improvement** activities aligned with the National Safety and Quality Health Service Standards (NSQHSS).
- Recognise and respect **diversity**, fostering inclusive practices in the workplace and service delivery.
- Support research activities in alignment with the National Clinical Trials Governance Framework to ensure high-quality, safe, and ethical clinical trials and research practices across Bendigo Health
- Staff must carry out all lawful and reasonable directions and comply with relevant professional standards and ethical codes.
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Bendigo Health.

- Maintain ability to perform the inherent requirements of this role. Inherent requirements are the essential tasks necessary to perform this role, including reasonable adjustments. Bendigo Health is committed to a safe workplace that supports all employees. The role may require specific physical and cognitive abilities, which can be discussed with the manager during recruitment or at any time. We understand that personal circumstances can change and impact your ability to meet these requirements; additional policies are available to guide you through this process. Please request the relevant procedures for more information.

All Bendigo Health sites, workplaces and vehicles are smoke free.

This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.