

Intensive Care Transition Year Fellow

Position description

Classification:	As per award
Reports to:	Dr Stuart Wilson (MMC) Dr Brendan Murfin (VHH)
Department:	Monash Medical Centre ICU, Level 3, 246 Clayton Road, Clayton 3168 Victorian Heart Hospital ICU, Level 5, 631 Blackburn Road, Clayton 3168

About Monash Health

Monash Health exists to reimagine care so that people can live their best lives. We provide safe and equitable care for every stage of life, delivered with world-leading expertise and over 175 years of experience.

As a leading academic health service, we're committed to providing tomorrow's care today by integrating research, teaching and training into everyday practice.

Every day, our team of 24,000 people provides more than 250 integrated services at over 50 locations and in the community for 1.2 million residents in south-east Melbourne, Australia. Annually, we provide 4.5 million episodes of care, admit more than 318,000 people to our hospitals, and deliver over 11,000 babies.

Visit our website to learn more [about Monash Health](#) and explore our [Strategy 2026–2031](#).

Our values



Full hearted

We're kind, compassionate and brave.



Open minded

We're optimistic, curious and innovative.



All in

We're committed, empowered and proactive.

Victorian Heart Hospital

The Victorian Heart Hospital (VHH) is an Australian-first heart hospital, bringing together the world's best in cardiovascular care, research and training to deliver better patient-centred care and outcomes for Victorians with - or at risk of - heart disease. The VHH will support integration of world-class research, training and education with clinical care, translating advanced developments into new and innovative models of cardiac care to address the priorities of better patient access, experience and outcomes, a coordinated system, and effective and innovative cardiac services.

Job summary

Purpose

Transition Year fellow position at Monash Medical Centre/ Victorian Heart Hospital has been developed in accordance with the college requirement to facilitate the completion of training and admission to the College of Intensive Care Medicine for trainees registering after 2014. The role aims to:

- Introduce consultant activities into the trainee's experience in a structured manner, progressing from supervised practice to minimal and as-needed supervision, as would be seen for junior consultants.
- Develop leadership skills and an understanding of team management in daily unit activities and emergency situations
- Enhance skills and proficiency in unit management and resource utilisation
- Advance skills in Critical Care Ultrasound (US) and Echocardiography (ECHO)

Key result areas

As Fellow of the Unit, you will have significant responsibility and a complex role. You will be required to undertake:

- Patient assessment and management in consultation with the treating consultant
- The role of the Team Leader in the Medical Emergency Response team
- Patient care coordination
- Intern/ JMS support, supervision, feedback and teaching
- Student interaction and teaching
- Family member communication, feedback and liaison
- Extensive interaction with the other health professionals, especially the ICU nursing and allied health staff, as well as clinical teams from other medical/surgical disciplines.
- Self-management (including time management, maintenance of skills and learning, accessing education and training and completing college requirements)
- To provide clinical leadership to the multidisciplinary treating team
- To demonstrate commitment towards key organisational initiatives

- To demonstrate compliance with all relevant Monash Health Policies and Procedures

Monash Medical Centre ICU Environment:

- 27 beds unit operating as two pods run by two teams of multidisciplinary staff including:
 - Consultant
 - Senior registrar
 - Junior Registrar
 - Resident
 - Physiotherapist
 - Nurse team leader
 - Pharmacist
 - Dietitian
- Dedicated Outreach Consultant role
- Clinical Support Consultant role
- Weekends: 2 consultants, one for each pod with outreach support alternating daily for the 2 days.

Victorian Heart Hospital ICU Environment:

- 16 beds unit run by teams of multidisciplinary staff including:
 - Consultant
 - Senior registrar
 - Junior Registrar
 - Resident
 - Physiotherapist
 - Nurse team leader
 - Pharmacist
 - Dietitian
- Dedicated Outreach Consultant 7 days per week in and after hours
- Clinical Support Consultant role
- 24 Consultants working across 2 sites

Subspecialty programs include:

- Ultrasound and echocardiography
 - Provision of Critical Care US and ECHO within the unit
 - Combined training program with Sonographers and Intensive Care Specialist with special interest and further qualifications in Critical Care US & ECHO
- Research
- ECMO
- Education – active JMS programs and 1st and 2nd Part CICM Exam preparation
- Organ Donation

- Infection prevention
- Specialty liaison portfolios for Cardiothoracic surgery, Neurosurgery, Infectious diseases, Anaesthesia, Emergency, and Obstetrics

Patient Exposure:

Monash Medical Centre (Clayton Campus)

- 640-bed acute adult hospital
- Over 1600 ICU admissions a year
- Over 4500 external emergency responses per year
- Neurology / Neurosurgery
 - Non trauma centre
 - Clot retrieval centre
- Obstetric ICU
 - Complex high risk obstetric centre

Victorian Heart Hospital

- Up to 206 bed capacity, specialist adult cardiac hospital
- Around 1000 ICU admissions per year
- Around 1500 external emergency responses per year
- ECMO
 - Tier 3 centre in the Victorian ECMO service
 - Average 20 ECMO cases / year

Scope

Budget

This position does not manage a budget.

Direct reports and equivalent full-time employees

Resident Medical Staff of the Unit.

Key internal relationships

- Patients, their carers and families
- Unit Head
- Senior Medical Staff
- Other Registrars and HMOs
- Nurse Unit Manager and Nursing staff
- Allied Health Staff
- Monash Doctors Workforce
- Monash Doctors Education
- Directors of Vocational Training
- Monash Innovation and Quality
- Director Medical Services
- Junior Medical Staff Advisory Committee
- ICU Research Team

Key external relationships

- Relevant Medical College
- Australian Health Practitioner Regulation Agency (AHPRA)
- Other public health services

Responsibilities

Quality and safety

The following responsibilities and accountabilities are in place to ensure compliance with the National Safety and Quality Health Service (NSQHS) Standards. Refer to Monash Health's Clinical Governance Framework for more information.

Roster:

- Leave entitlement filled as per EBA
- 1st - 3rd months:
 - Full time senior registrar roster including 3 days and 3 nights per fortnight of 12.5 h / shift.
 - 5 hours of teaching time per week.
 - One on call from home per for night shift.
- 3d – 12th months
 - 70 % clinical time includes conducting independent ward round and clinical care under consultant supervision. Clinical week includes 4 x 9.5 h shifts (Monday – Thursday or Thursday – Sunday) and includes outreach duties and “on call” nights.
 - 30 % non-clinical time dedicated mainly (but not exclusively) to Critical Care US/ECHO skills development, safety and quality improvement projects and research development. Dedicated workspace to undertake the non-clinical activities will be provided in the ICU consultant office.
 - The clinical / non-clinical time split is indicative and dependant on the specific non-clinical aims and objectives decided upon the time of employment

Review:

- 3 Monthly SOT feedback to TYF including ITERs.
- Individual feedback from consultants after weekly interaction.
- Regular feedback and mentoring with Director and Deputy Director.
- Regular Feedback from Critical Care US/ECHO ICU Leads

The final distribution of hours across MMC and VHH will be determined in alignment with overall training objectives.

Outcome of feedback and degree of autonomy will be assessed by the consultant group and based on feedback and consensus. Autonomy will be discussed with the TYF regularly and will vary over time.

Clinical Roles:

- Lead and receive morning handover
- Lead the morning and evening MDT ward round
- MDT supervision including evidenced based approaches and relevant guidelines
- Review and feedback of junior staff's plans and responses to patient care.
- Consultant handover
- Attend emergency calls and manage referrals on request while on outreach duty
- Maintenance of continuity through handover and rostering contribution
- Review patients with consultant on call as required in person or by phone
- Manage bed access and flow with the nurse in charge

On call

- From 17:30 to 08:00
- Supported by second on call Consultant
 - Discussion of any issues that arise by phone and in person on request
- The TYF will be expected to call the night junior medical team after the JMS handover to support continuity.
- The TYF will hand over to the consultant prior to departure in the evening

Non-clinical roles may include:

Critical Care US/Echocardiography

- Obtain advanced personal skills in Critical Care Ultrasound & ECHO.
- Work towards a formal qualification in echocardiography and critical care ultrasound, including CCPU, DDU, Diploma / master's degree in clinical US, EDEC, etc.
- Participate in regular one-on-one teaching sessions with echo sonographers and ICU clinicians.
- Participate in regular one-on-one teaching sessions with general sonographers and ICU clinicians to meet US DDU requirements.

- “Introduction to basic TOE” training
- Lead ICU registrars and residents in learning critical care echocardiography.
- Promote safe and effective ultrasound use within the ICU.
- Collaborate with other echocardiography providers within the hospital.
- Join weekly Cardiology ECHO teaching sessions.
- Join Cardiology fellows TOE sessions.
- Participate in quality assurance and research related to critical care echocardiography.
- Provide clinical support with ultrasound and TTE services to critical care areas in acute need
- Gain experience in US/ECHO – supported ECMO management
- Assist in developing and providing Monash University US & ECHO courses
- Establish and coordinate monthly Critical Care US/ECHO meetings.

Education support and coordination

- Overseen by the education and simulation leads
- Registrar and resident teaching
- Rostering for education
- ICU Simulation Core Curriculum
- Critical Care US/ECHO Program development and implementation
- Part 1 and 2 examination preparation teaching and organisation
- Teaching Logistics and organisation of teaching sessions
- Direct education of JMS and nursing staff sessions
- Part 1 and part 2 exam preparation organisation and teaching
- Resident teaching program coordination
- POCUS, BASIC, ALS and CALS course teaching
- Critical Care US /ECHO registrar training supervision
- Medical student education program teaching

Research

- Undertake audit and research projects
- Presentation of audit / research projects
- Completion of a formal project, and contribution to the development of others

Quality assurance

- Audit and review with change improvement strategies
- Hospital standards committee attendance
- Development and support of special interest groups
- M&M logistics and presentation

Administration

- Rostering: JMS and residents
 - Development and maintenance
 - Work closely with unit administration
- Consultant meeting attendance and contribution
- Recruitment of JMS: process administration and participation in panel interviews and decisions.

Mentoring

- Participation as a mentor in the Monash ICU program

CICM

- SIG applications and participation
- CICM activities attendance including ASM, Exams and regional events
- CICM inspections participation

Monash Health is committed to fostering a supportive learning environment and providing opportunities for professional growth. We invite interested candidates to apply and join our team in advancing the field of critical care.

Person specification

Essential Requirements

1. AHPRA registration as a Medical Practitioner
2. MMBS or equivalent
3. Completion of all the requirements outlined by the College of Intensive Care Medicine in the “Objectives of Training: Transition Year” including:
 - Training time
 - Assessments for core intensive care training
 - Anaesthesia training
 - Medical training
 - Second part exam
 - Prescribed courses, learning packages and work-based assessments
 - Formal project
 - Satisfactory exposure to two of the three sub-specialities in Cardiothoracic surgery, Neurology/Neurosurgery intensive care and or Trauma intensive care

Expected Requirements

1. Excellent communication and teamwork skills
2. Ability to supervise and teach junior medical staff and multidisciplinary audiences

3. Crisis management skills enabling autonomous practice
4. Structured and accurate assessment of a comprehensive range of tertiary critical illness paradigms
5. Expertise in applying life supporting therapies
6. Basic knowledge in Critical Care US & ECHO

Communication

Communication is the essence of the successful Fellow's role. It is the responsibility of the Fellow to communicate with other members of the hospital in matters touching on patient welfare and the proper conduct of medical care. Particularly;

- With the ICU duty Consultant on the 0800 and 1600 daily ward rounds in matters relating to the assessment, therapy and progress of the patients and any other matters.
- With the ICU duty Consultant in relation to admission, discharge, death, sudden change in condition, significant changes in therapy of his/her patient and at other times in accordance with the Unit policy for consultant escalation.
- With the patient's referring practitioner(s)/teams in matters of admission, discharge, death, sudden change in condition, significant changes in therapy and at other times as may be prudent. Daily communication with the referring practitioner or his/her delegate should be the minimum aim.
- The Fellow should attend at the daily visits of the patient's primary specialist/team with the purpose of communication, progress and planning care.
- With ICU Nursing Staff in matters relating to the nursing care of the patient and the ongoing welfare of patients and their relatives.
- With other members of the ICU team e.g. physiotherapists, speech pathologists etc.
- With the ICU Consultants, Supervisor of Training and Unit Director in relation to the Registrar's professional performance, clinical training, education and research.\

The Fellow must:

- Be able to communicate effectively with team members and colleagues
- Be able to communicate effectively and appropriately with patients and families, including those of diverse cultural backgrounds
- Maintain clinical and administrative documents accurately
- Facilitate continuity of patient care through effective communication and handover of relevant information.

Documentation

- The Fellow is responsible for proper documentation of history, examination findings and conclusions, interpretation of investigations, therapeutic decisions and orders, etc.
- The Registrar is responsible to ensure that by his/her personal effort or supervision of the resident staff, proper documentation of history, examination findings and

investigations together with the diagnostic conclusions and therapeutic decisions occur.

- The Registrar is further responsible for liaising with the ICU Data Manager to ensure that patient scoring systems are properly maintained.

Additional position requirements

- Provide valid proof of your current right to work in Australia.
- Complete and maintain required employment screening, including a National Police Check, employee Working with Children Check (WWCC) and, where relevant, Aged Care Worker Screening and National Disability Insurance Scheme (NDIS) Worker Screening.
- Consent to ongoing Australian Health Practitioner Regulation Agency (Ahpra) registration checks via Monash Health's electronic credentialing systems (registered health practitioners only).
- Provide evidence of required immunisation prior to the extension of an offer of employment at Monash Health.
- Enter into an Employment Agreement before commencement (applicants new to Monash Health only).
- Comply with Monash Health's policies and procedures, including the [Code of Conduct](#), on an ongoing basis.
- Demonstrate an understanding of computer systems and other technologies relevant to your role, as Monash Health uses a range of technologies and systems to support service delivery.
- May be required to travel between Monash Health sites
- May be required to cover relevant and appropriate positions at other sites
- It is the responsibility of the individual to organise their own transport to and from their rostered sites (and between sites where applicable).

Diversity, equity, inclusion and belonging

At Monash Health, we proudly embrace all backgrounds, cultures, sexualities, genders and abilities. As an equal opportunity employer, we are committed to a fair, non-discriminatory workplace that maximises the talent, potential and contribution of all.

Monash Health is committed to the safety and wellbeing of all children, including those under the care and supervision of its services. Monash Health recognises the importance of, and its responsibility for, ensuring a safe and supportive environment which respects the rights of children and fosters their enrichment and wellbeing. Monash Health's approach to creating and maintaining a child-safe environment is guided by the core belief that every child has

access to world-class care and support. Employees must familiarise themselves with our [Child Safe Policy](#).

Document approval

Approved by: Clinical Unit Head

Department: Intensive Care Unit, Clayton

Date: April 2026
