

Position Description

Position Title:	Anaesthetist
Classification & Salary Range:	At the appropriate classification rate commensurate with level of experience in accordance with Medical Specialists (Victoria Public Health Sector) (AMA Victoria/ ASMOF) (Single Interest Employers) Enterprise Agreement 2022 – 2026 or its successor
Agreement Name:	Medical Specialists (Victoria Public Health Sector) (AMA Victoria/ ASMOF) (Single Interest Employers) Enterprise Agreement 2022 – 2026 or its successor
Position Reports to:	Clinical Service Director of Anaesthesia (and/or relevant Deputies)
Last updated:	08-10-2026

Position purpose

To provide excellent clinical care for his/her patients.

- To provide leadership for junior medical and other clinical staff.
- To support the Hospital's teaching, research and clinical governance programs.

Major duties and/or responsibilities

Provision of Clinical Services

- Consistent demonstration of clinical competence
- Assume clinical responsibility for patients under his/her care.
- Work within his/her clinical scope of practice
- Demonstrate capacity to work across different Eastern Health sites
- Demonstrate punctuality and reliability in attendance to work duties
- Adhere to Australian and New Zealand College of Anaesthetists standards in provision of clinical care.
- Adhere to relevant Eastern Health clinical practice guidelines, policies and procedures in the provision of clinical care.
- Demonstrate appropriate infection control standards
- Participate in setting standards for high quality, compassionate care within the Department.
- Actively support Department junior medical staff and provide appropriate clinical supervision.

- Provide advice/support to junior staff in the management of seriously ill patients when requested/required.
- Review existing practices and promote change based on best available evidence.
- Ensure adequate documentation, including documentation of perioperative assessments, anaesthesia consultations and interventions, discussions with patients/ relatives and the anaesthetic record.
- Participate in intra-hospital and inter-hospital transfer of critically ill patients when required.

Communication and behaviour

- Demonstrate high levels of professionalism and working relationships with all co-workers.
- Ensure effective and respectful communication with patients, relatives and co-workers.
- Ensure that patients/families are given adequate information upon which to base treatment decisions.
- Support multi-disciplinary teamwork.
- Provide respectful and appropriate advice to and liaison with staff from other units as required.
- Professional representation of the department and hospital both internally within Eastern Health and externally in the broader health system.

Quality and Clinical Review Activities

- Participate in the Anaesthetic Department quality activities program, including audit activities, review of deaths and analysis of relevant clinical and key performance indicators (KPIs).
- Attend Anaesthetic Department meetings where necessary.
- Assist in developing protocols and guidelines where required.
- Assist in resolving patient and relative complaints.
- Notify the Clinical Director of Anaesthesia and / or the Chief Medical Officer of any sentinel event or serious adverse incident within the Department.
- Participate, attend or assist as required with the Hospital Clinical Review Committee

Education, Research & Professional development

- Participate in undergraduate and postgraduate education.
- Maintain an active interest and participation in research and academic publication.
- Attend Anaesthetic Department educational activities.
- Comply with College requirements for ongoing professional education.

Efficiency

- Support the efficient utilisation of resources, including efficient use of theatre time and applying new techniques to increase day surgery as well as efficient bed utilisation
- Without compromising patient care, maximise revenue through benchmarking of productivity/ efficiency measures with comparable hospitals.



- Be aware of agreed WIES targets and other throughput targets where applicable
- Work within the budgetary provisions for the delivery of clinical services.

Performance Review

- Participate in Eastern Health and Anaesthetic Department performance review system.

Key Selection Criteria

Essential Selection criteria:

- Must be a registered medical practitioner in the State of Victoria.
- Must have significant clinical experience, with experience and training in Anaesthesia.
- Must hold a Fellowship of the Australian and New Zealand College of Anaesthetists (ANZCA) or hold equivalent qualifications to enable recognition as a specialist anaesthetist.
- Must participate in relevant college continuing education programs related to Anaesthesia.

Desirable Selection criteria:

- Demonstrated experience in teaching of medical students, HMOs and registrars.
- Teaching experience of other clinical staff – nursing and allied health.
- Exposure to research practices and principles.
- Familiarity with clinical information systems.

Qualifications

Fellowship of the Australian and New Zealand College of Anaesthetists (ANZCA) or hold equivalent qualifications to enable recognition as a Specialist Anaesthetist.

Eastern Health's promise

Our promise to our communities, patients, consumers and staff is that we will be HEALTHIER TOGETHER. Bolder than a vision for the future, our promise calls us to action. We know that working together is the only way we can achieve what is necessary for a healthier future.

Read more about Eastern Health's strategic goals [here](#).

Our commitment to Diversity, Equity & Inclusion

Eastern Health is committed to creating a diverse and inclusive environment that welcomes and values all people. We recognise that diversity is essential in ensuring Eastern Health provides the best service to its consumers.

Aboriginal and/or Torres Strait Islander peoples, people from the LGBTIQ+ community, people living with disability and those from a culturally and linguistically diverse background, are strongly encouraged to apply.

For more information, please click [here](#).



Aboriginal and Torres Strait Islander Candidates

Eastern Health's Aboriginal Workforce Plan 2026 - 2028 was released in July 2026. With a strong focus on cultural safety and belonging, actions included in the Workforce Plan provide practical supports for all Aboriginal and/or Torres Strait Islander staff.

An Aboriginal Employment Coordinator is available to ensure each person has culturally safe and positive employee experiences which foster belonging and access to diverse experiences and career pathways.

For support, please contact our Aboriginal Employment Coordinator, Aboriginal.Workforce@easternhealth.org.au

Important Information

All new and existing employees are committed to the following in order to uphold Eastern Health's Promise and Values

- To uphold confidentiality as per the Privacy Act 2000 and the Health Records Act 2001
- To comply with Eastern Health code of conduct and Policy and Procedures
- To comply with Eastern Health performance standards and industry professional standards
- Participate in continuous monitoring and improvement
- Comply with legislation and accreditation standards
- Ensure service and care is consistent with the Eastern Health approach to patient and family centred care
- Eastern Health is a child safe organisation, committed to promoting the wellbeing and cultural safety of Aboriginal children, children with disabilities and all children in their diversity. More information [here](#)

Occupational Health and Safety, Quality and Improvement

Eastern Health is committed to provide and maintain a working environment for all staff that is safe and without risk to health. All staff are to take care of their own health and safety and the health and safety of any other person who may be affected by your acts or omissions at the workplace. Understand responsibilities and accountabilities to yourself and others in accordance with OH&S legislation and Eastern Health policies and promote a working environment that is congruent with these guidelines. This includes staff reporting of all clinical and OHS incidents and near misses, particularly those related to Occupational Violence, Manual Handling and Slips, trips and falls.

Staff are required to comply with all state legislative requirements in respect to the Occupational Health and Safety Act 2004 and the Workplace Injury Rehabilitation and Compensation (WIRC) Act 2013.

Eastern Health employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety and Improvement by:

- Participating in and actively contributing to quality improvement programs
- Complying with the requirements of the National Safety & Quality Health Service Standards
- Complying with all relevant clinical and/or competency standards
- Complying with the principles of Patient and Family Centred Care that relate to this position

For more information about Quality and Safety please click [here](#) or for Staff Wellbeing please click [here](#).

Eastern Health is a child safe organisation, committed to promoting the wellbeing and cultural safety of Aboriginal children, children with disabilities and all children in their diversity. [Child Safety | Eastern Health](#)



Final note

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.

Prior to accepting any offer of employment, prospective employees will be required to read and commit to the Eastern Health Code of Conduct, including (but not limited to) issues of Occupational Health and Safety, Equal Opportunity and Confidentiality.

Appointment to this position is subject to a satisfactory National Police Check, compliance with mandatory vaccination requirements, including annual influenza vaccination, and evidence of immunity to vaccine-preventable diseases where required.

Application Support

If you require supports or adjustments with submitting your application or throughout the recruitment process, you are welcome to contact the hiring manager or the Talent Acquisition Team on (03) 9955 7555 option 1 (for current employees please select option 2).

Candidate statement:

I _____ have read, understood and accepted the above Position Description and associated Attachments.

Signed: _____ Date: _____

Role specific Attachments

- *More role specification information.*
- *Managers can add additional attachments with specific details about the team/role should they require*

