

## 1. General Information

<b>Position Title:</b>	Clinical Lead – Antimicrobial Stewardship
<b>Division/Department:</b>	Epworth Corporate
<b>Position Reports to:</b>	Clinical Lead – Infection Prevention
<b>Enterprise/Individual Agreement:</b>	Individual Agreement
<b>Classification/Grade:</b>	NA
<b>Location:</b>	All Epworth HealthCare locations – Epworth Head Office –Richmond, Victoria
<b>Employment Status:</b>	Part Time, Fixed Term Contract
<b>Resource Management</b> (for Management positions only) <b>Number of Direct Reports:</b> <b>Budget under management:</b>	N/A
<b>Key Relationships - internal and external</b>	Chief Medical Officer Visiting Medical Officers (VMOs) Directors of Clinical Services Directors of Clinical Institutes Slade Pharmacy AMS lead Pharmacist Infection Prevention Manager

## 2. Overview of Epworth HealthCare

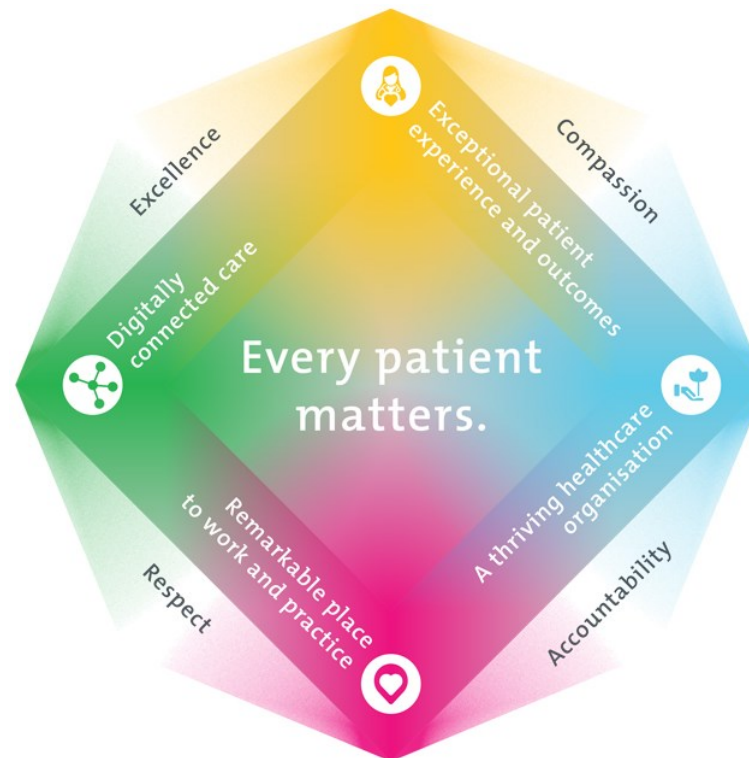
Epworth HealthCare is Victoria's largest not-for-profit private health care group, renowned for excellence in diagnosis, treatment, care and rehabilitation. Epworth is an innovator in Australia's health system, embracing the latest in evidence-based medicine to pioneer treatments and services for our patients.

Epworth's values define our approach and our delivery. We pride ourselves on communicating our values and delivering on them in a real and meaningful way. Our Values are Compassion, Accountability, Respect and Excellence. More information can be found on the [Epworth website](#).

Epworth's purpose is Every Patient Matters.

Our Vision is Delivering another 100 years of exceptional healthcare and innovation to the Victorian community.

### 3. Epworth HealthCare Strategy



All roles are linked to the Epworth strategy and are fundamental in achieving its vision and purpose.
<b>Exceptional patient experience and outcomes</b> - To empower our patients and deliver compassionate, expert and coordinated care.
<b>A thriving healthcare organisation</b> - To adapt and grow in a changing healthcare landscape by delivering a unique private not-for-profit healthcare organisation.
<b>Remarkable place to work and practice</b> - To ensure Epworth is an outstanding place to work and practice through a culture of care and investment in our people.
<b>Digitally connected care</b> - To innovate and improve the digital experience, interactions and outcomes for our patients, staff and doctors.

## 4. Purpose of the Position

The Clinical Lead for Antimicrobial Stewardship is an active member of the Epworth Antimicrobial Stewardship team whose role is to:

- Oversee the Antimicrobial Stewardship Program at Epworth HealthCare across all Epworth sites
- Design, establish and implement a new model of Antimicrobial Stewardship at Epworth Health using a fee for service model
- Provide clinical expertise and leadership to the Antimicrobial Stewardship pharmacists
- Provide expert advice and education to Epworth Medical employees, pharmacists and Nursing employees as relevant
- Drive change, innovation and improvement in antimicrobial use at Epworth HealthCare
- Lead and ensure compliance for Antimicrobial stewardship with Accreditation standards is achieved
- Ensure antimicrobials are prescribed in a patient focused manner
- Achieve cost-effective, high-quality use of antimicrobials and reduce the incidence of antimicrobial resistance
- Provide expert advice to Standard 3 and 4 committees on the Antimicrobial Stewardship activities

The appointee will ensure that the Epworth Antimicrobial Stewardship service develops along the lines of the new fee for service Stewardship model while maintaining effective working relationships with all clinical units within Epworth HealthCare

The appointee will ensure high quality patient care, be involved in teaching of Epworth HealthCare employees and students and participate in research related to Antimicrobial Stewardship

## 5. Clinical Governance Framework

# Position Description



This role is required to put into practice the Clinical Governance Framework at Epworth as every employee is accountable for ensuring that our patients and community receive safe, high quality and person-centred care in every interaction with Epworth. This is achieved through active participation in the five domains of clinical governance at Epworth:

Clinical Governance Domain	Role
<b>Leadership and culture</b>	Promote and participate in a supportive, fair and transparent culture where lessons from previous outcomes are learned and patient safety and quality is a priority at all levels of the organisation.
<b>Consumer Partnerships</b>	Understand and where relevant, ensure that each patient is actively involved in their own care and treatment including families/carers wherever possible.
<b>Effective Workforce</b>	Develop and maintain one's own competency, skills and knowledge to ensure high quality service provision and care.
<b>Clinical Safety and Effectiveness</b>	Understand and where relevant, ensure, that the right care is provided to the right person at the right time, in the right place and patient outcomes are monitored and improved.
<b>Risk Management</b>	Be responsible for identifying and reporting risks, hazards and near misses for people in our care and participating in risk mitigation strategies.

## 6. Key Accountabilities

KEY RESPONSIBILITIES	MEASURES/KPIs TO BE ACHIEVED
Provide leadership of the Antimicrobial Stewardship Program Provide leadership dealing with concepts and complexity comfortably Act as point of escalation for matters related to Epworth Antimicrobial Stewardship Programs	<ul style="list-style-type: none"><li>• Active participation in the Antimicrobial Stewardship Committee and other relevant meetings</li><li>• Deliver high quality briefing papers and recommendations</li><li>• Present clinical audits and evaluations to relevant units and institutes</li></ul>
Improve patient quality and safety	<ul style="list-style-type: none"><li>• Ensure accreditation requirements are met</li><li>• Ensure medical staff have access to up-to-date education and resources that promote wise antimicrobial use</li></ul>

	<ul style="list-style-type: none"> <li>Develop and adhere to the programs KPIs that will ensure the stewardship model is embedded and operationally effective</li> </ul>
Identify, build and maintain strategic relationships to advocate the Antimicrobial Stewardship Program across Epworth HealthCare	<ul style="list-style-type: none"> <li>Ensure that the Antimicrobial Stewardship Program functions effectively as a multi-disciplinary team</li> <li>Develop and foster relationships with other clinical departments of Epworth</li> </ul>
Lead and champion a culture of research, education and innovation for antimicrobial usage	<ul style="list-style-type: none"> <li>Undertake clinical teaching and research within the program</li> <li>Publish and present results of studies</li> </ul>
<p><b>Customer Service</b></p> <p>Epworth is committed to the provision of excellent customer service to all of our people, customers and stakeholders including patients and external suppliers.</p> <p>Superior patient service leads to improved healing in a trusting, caring environment and creates a safe environment for patients and employees.</p> <ul style="list-style-type: none"> <li>Provide excellent, helpful service to patients, visitors and staff</li> <li>Communicate with clear and unambiguous language in all interactions, tailored to the audience</li> <li>Build customer relationships and greet customers and patients promptly and courteously</li> </ul>	<ul style="list-style-type: none"> <li>Patient and customer service satisfaction surveys within agreed targets</li> <li>Use AIDET principles in all interactions</li> <li>Issues are escalated to the manager and resolved in a timely manner</li> </ul>

<ul style="list-style-type: none"> <li>Actively seek to understand patients' and their family's (customers) expectations and issues</li> </ul>	
<p><b>Safety and Wellbeing</b></p> <p>Participate actively and positively in the area of health and safety to reduce all hazards and incidents within the workplace</p> <ul style="list-style-type: none"> <li>Report all hazards, incidents, injuries and near misses immediately to your manager and log them in RiskMan</li> </ul>	<ul style="list-style-type: none"> <li>Adhere to infection control/personal hygiene precautions</li> <li>Implement and adhere to Epworth OHS policies, protocols and safe work procedures</li> <li>Mandatory training completed at agreed frequency</li> </ul>

## 7. Position Requirements/Key Selection Criteria

COMPONENT	
Qualifications	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>A Medical qualification (MBBS or equivalent) which is recognised for registration by the Australian Health Practitioner Regulation</li> <li>Fellowship of the Royal Australian College of Physicians or equivalent</li> <li>Eligibility for Specialist registration with AHPR</li> <li>Specialist training in Infectious Diseases</li> </ul>
Previous Experience	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>Proven experience in antimicrobial stewardship and infectious diseases management</li> <li>Evidence of succeeding through collaboration</li> </ul>
Required Knowledge & Skills	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>Understanding of clinical practice in a broad range of specialties</li> <li>Proven track record of demonstratable productive work habits (time management, setting objectives and priorities and following up on commitments across a variety of work challenges)</li> </ul> <p><b>Desirable</b></p>

# Position Description



	<ul style="list-style-type: none"><li>• Understanding of private health industry, private hospital management and funding arrangements</li><li>• Research skills and the ability to develop proposals to support new initiatives</li></ul>
<b>Personal Attributes &amp; Values</b> All employees are expected to consistently work in accordance with Epworth's values and behaviours <ul style="list-style-type: none"><li>• Compassion</li><li>• Accountability</li><li>• Respect</li><li>• Excellence</li></ul>	<b>Essential</b> <ul style="list-style-type: none"><li>• Proven track record in leadership positions, able to demonstrate initiative, motivation and confidence</li><li>• Demonstrates a high drive for results, action orientated</li><li>• Highly developed interpersonal and advanced negotiation skills</li><li>• Demonstrated evidence of being able to stand up and be counted, take personal responsibility, willingness to be the only champion for an idea or position, can be counted on when times are tough</li><li>• Professional written communication skills</li><li>• Able to build and maintain effective relations with key stakeholders and customers</li><li>• Commitment to ongoing education and research</li><li>• Curious mindset, appropriately challenges, capable and agile</li></ul>

## Document Control

Date Developed:	Date Last Reviewed:	Developed and Reviewed By (Position Title):
10 June 2025	10 June 2025	Group Infectious Diseases Lead

## 8. Employee Position Declaration

I have read and understand the requirements and expectations of the above Position Description. I agree that I have the physical ability to fulfil the inherent physical requirements of the position, and accept my role in fulfilling the Key Accountabilities. I understand that the information and statements in this position description are intended to reflect a general overview of the responsibilities and are not to be interpreted as being all-inclusive.

Employee Signature: \_\_\_\_\_

Print Name: \_\_\_\_\_ Date: \_\_\_\_\_