



SMHS Registered

Consultant – Physician – Palliative Care
Medical Practitioners Agreement: Year 1 – 9
Position Number: 112748
Integrated Cancer Services / Acute and Community Medicine Division
Rockingham Peel Group / South Metropolitan Health Service

Reporting Relationships

Medical Co-Director
Acute and Community Medicine Division
Agreement Level: Consultant Year 1 – 9



Head of Department
Integrated Cancer Services
Agreement Level: Consultant Year 1 – 9



This Position



Directly reporting to this position:

Title	Classification
Nil	

← Also reporting to this Supervisor

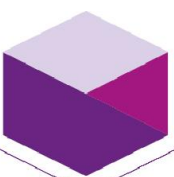
- Consultants, Year 1 – 9
- Senior Medical Practitioners, Year 1 – 3
- Senior Registrars, Year 1 – 2
- Registrars, Year 1 – 7
- Resident Medical Officers, Year 1 – 3
- Interns, Year 1

Key Responsibilities

Leads the multidisciplinary team to provide specialist palliative care services to patients. Promotes patient safety and quality of care. Provides leadership, orientation, training, supervision and education, where relevant, for doctors in training, health service medical practitioners and other health workers.

In collaboration with the Head of Department and other Consultants, works to achieve national, state and South Metropolitan Health Service (SMHS) performance standards and targets.

Works within the scope of clinical practice as defined and recommended by the SMHS Area Medical Credentialing Committee.



SMHS Values

The SMHS considers the values, attributes and attitudes of candidates along with the assessment of competency-based criteria of the position as part of employee recruitment and ongoing performance development.

SMHS is unified across its hospitals and services by its values and behaviours that provide a strong expectation of conduct for all SMHS staff no matter where they work.



SMHS is committed to driving opportunities to reduce its environmental footprint and promote environmentally sustainable work practices. As a health care provider, we believe it is our responsibility to reduce our emissions for the health and wellbeing of our community. It is also our responsibility to use resources wisely for the health of the planet.



Brief Summary of Duties/Scope of Practice

- The Hospital Executive Director holds each Consultant responsible for the care of all patients assigned to them, understanding that after hours, the responsible consultant is the consultant on duty/on-call unless the patient has recently undergone a procedure.
- Each consultant is responsible for the orientation, education and supervision of the junior medical staff allocated to them. Supervision is especially important during procedures.

1. Clinical

- 1.1 Leads the provision of consumer centred medical care to inpatients and outpatients and provides a consultation service on request to other patients.
- 1.2 Undertakes clinical shifts at the direction of the Head of Department including participation in the on-call/after-hours/weekend rosters.
- 1.3 Consults, liaises with and support patients, carers, colleagues, nursing, allied health, support staff, external agencies and the private sector to provide coordinated multidisciplinary care.
- 1.4 Responsible for ensuring patients are involved in decision making, regarding their care.
- 1.5 Conducts regular clinical reviews of patients at appropriate intervals with junior doctors and coordinates patient care with a focus on actively addressing unnecessary delays in patient admissions, treatment or discharge.
- 1.6 Reviews patients who deteriorate or whose condition is causing concern to hospital staff, or if requested by the patient or relatives as soon as possible.
- 1.7 Authorises and supports registrars in conducting clinical review of all inpatients daily and to facilitate appropriate early discharges and is generally available for discussion by phone to assist registrars when necessary.
- 1.8 Provides preliminary advice to doctors both internal and external to SMHS and refers requests for interhospital transfers to the appropriate governance manager advising if transfer is time critical.
- 1.9 Responsible for the clinical review and clinical management of patients referred to Outpatient services.
- 1.10 Works with the Head of Department and other Consultants to distribute planned and unplanned patient demand across the specialty and other hospital sites and champions clinical service redesign to improve systems of care.
- 1.11 Ensures clinical documentation, including discharge summaries, are completed on time and undertakes other administrative/management tasks as required.
- 1.12 Participates in departmental and other meetings as required to meet organisational and service objectives.
- 1.13 Works within the scope of clinical practice as approved by the SMHS Area Medical Credentialing Committee.
- 1.14 Champions the CanMEDS values and complies with appropriate guidelines for medical staff.

2. Education/Training/Research

- 2.1 Engages in continuing professional development/education and ensures continuous eligibility for the relevant specialist medical registration.
- 2.2 Educates doctors in training, medical students and other members of the multidisciplinary team through ward rounds, formal presentations, tutorials and other modalities.
- 2.3 Develops and participates in evidence based clinical research activities relevant to specialty.

- 2.4 Participates in mandatory training activities to ensure compliance with SMHS policy.
- 2.5 Completes and annual professional development review of their performance with the Head of Department.
- 3. SMHS Governance, Safety and Quality Requirements**
 - 3.1 Commits to undertake the duties of the role in accordance with the WA Health Code of Conduct, the SMHS Vision and SMHS Values of Care, Integrity, Respect, Excellence and Teamwork.
 - 3.2 Fulfils National Safety and Quality Health Services Standards requirements including but not limited to:
 - Participating in continuous safety and quality improvement actions, such as audits, reviews and drills that result in improvements to patient care, staff knowledge or the consumers experience and that align with actions described within the standard.
 - Participating with the development, implementation, reporting and monitoring of quality assurance measures and activities.
 - Ensuring records and statistics are kept in accordance with established procedures.
 - 3.3 Undertakes performance development review of staff under their supervision and submits them to the Head of Department.
 - 3.4 Initiates, implements and participates in audit, quality improvement and research activities in consultation with the Head of Department to systematically evaluate service delivery and meet customer needs.
 - 3.5 Participates in relevant clinical governance committees including regular clinical reviews, Root Cause Analysis (RCA) and morbidity/mortality reviews as required and implements endorsed recommendations.
 - 3.6 Attends to medico-legal issues that arise concerning patients that have been under their care and advises the Head of Department about complaints they receive pertaining to themselves or other doctors.
 - 3.7 Responsible for ensuring as far as practicable, the provision of a safe working environment in consultation with staff under their supervision.
 - 3.8 Performs duties in accordance with the Government, WA Health, South Metropolitan Health Service and Departmental / Program specific policies and procedures and applicable legislative obligations under the Public Sector Management Act, the Health Services Act, Work Health and Safety Act, the Disability Services Act and the Equal Opportunity Act.
- 4. Undertakes other duties as directed.**

Work Related Requirements

Essential Selection Criteria

1. Eligible for registration with the Medical Board of Australia and Fellowship of the Royal Australasian College of Physicians (FRACP) or equivalent in the speciality of Palliative Care.
2. Demonstrated extensive knowledge, clinical experience, judgement and skills in the practice area of palliative care, including in associated diagnostic and therapeutic procedures.
3. Demonstrated high level skills in all aspects of the CanMEDS competency framework.
4. Demonstrated experience in clinical teaching, audit and clinical research.
5. Demonstrated knowledge and application of quality improvement principles and practices.
6. Demonstrated ability to provide leadership, facilitate effective multidisciplinary teamwork and provide patient centric care.
7. Demonstrated high level communication, interpersonal, negotiation and conflict resolution skills.

Desirable Selection Criteria

1. Post final fellowship sub-specialty, education, research or quality improvement training or qualifications.
2. Knowledge of current clinical governance systems.
3. Current knowledge and commitment to Equal Opportunity in all aspects of employment and service delivery.

Appointment Prerequisites

Appointment is subject to:

- Evidence of registration by the Medical Board of Australia being provided prior to commencement.
- Working with Children (WWC) Check, compulsory check for people who carry out child-related work in Western Australia
- Provision of the minimum identity proofing requirements.
- Successful Criminal Record Screening Clearance.
- Successful Pre-Employment Integrity Check.
- Successful Pre-Employment Health Assessment.