



HSS Registered

Consultant - Physician - Geriatrics

Medical Practitioners Agreement: Year 1 - 9

Position Number: 106003

Aged Care Service

Community Health in a Virtual Environment (Co-HIVE)

Community Care & Virtual Care Innovation (CVC) / East Metropolitan Health Service (EMHS)

Reporting Relationships

<p>Executive Director – EMHS Medical Services AMA Level 9 Position Number: 602916 <i>(professional reporting)</i></p>	<p>Area Director - Community Care & Virtual Care Innovation HES Grade A Position Number: 603839</p>
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<p>Head of Department Co-HIVE AMA Year 1-9 Position Number: TBA</p>



<p>This Position</p>



<p>Clinical supervision and direction of the allocated to the Consultant</p>		
Title	Classification	FTE

← Also reporting to this supervisor:

- Registrars AMA Yr1-7 1.15FTE

Key Responsibilities

Leads the Community Health in a Virtual Environment (Co-HIVE) multidisciplinary team to provide specialist services to patients, providing medical support and management as required to the patients enrolled in the service. Promotes patient safety and quality of care. Provides leadership, orientation, training, supervision and education, where relevant, for doctors in training and other health workers. In collaboration with the Head/Deputy Head of Department and other Consultants works to achieve national, state and EMHS performance standards and targets. Works within the scope of clinical practice as defined and recommended by the EMHS Area Medical Credentialing Committee.

EMHS Vision and Values

Our Vision

***Healthy people, amazing care.
Koorda moort, moorditj kwabadak.***

Healthy people refers to the commitment we have as an organisation to ensure our staff, patients and the wider community have access to comprehensive healthcare services, in order to maintain healthy lives.

Amazing care reflects the sentiment of those consumers accessing our healthcare services from feedback provided to us. This common statement resonates with the health service, and reflects our intentions in our practice and work every day.

As a health service which celebrates diversity of culture and languages, it is also important that our vision is shared in the Noongar language.

Our Values

Our Values reflect the qualities that we demonstrate to each other and our community every day. Our staff make a difference every day to the patients, families and consumers they provide care, advice and support to. The EMHS values capture the shared responsibility that we uphold as most important, which are:

- **Kindness** – kindness is represented in the support that we give to one another. This is how we demonstrate genuine care and compassion to each and every person.
- **Excellence** – excellence is the result of always striving to do better. This is represented by constant improvements to the way in which we deliver our services, which results in a high performing health service.
- **Respect** – we demonstrate respect through our actions and behaviours. By showing each other respect, in turn we earn respect.
- **Integrity** – integrity is doing the right thing, knowing it is what we do when people aren't looking that is a true reflection of who we are.
- **Collaboration** – collaboration represents working together in partnership to achieve sustainable health care outcomes for our community with a shared understanding of our priorities.
- **Accountability** – together we have a shared responsibility for ensuring the best health care outcomes for our community. This is a reminder that it is not only our actions, but also the actions we do not do, for which we are accountable.



Royal Perth Hospital staff share a strong sense of pride in the longstanding principles of Servio, Latin for 'to serve' which adorns our historic crest. The principles of this statement adopted in 1937 bear testimony to the longstanding tradition of excellence in service that we strive to perpetuate into the future.

Brief Summary of Duties (in order of importance)

- 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. Specific Duties Relevant to Speciality**
 - 1.1. Co-ordinates medical care of older people and those with continuing disability across the spectrum of care from acute inpatient to community care.
 - 1.2. Provides direct clinical management to patients allocated to the Co-HIVE.
 - 1.3. Ensures adequate handover of relevant clinical findings and management plans.
 - 1.4. Liaison and consultation with the bed card consultant team and General Practitioner who retain responsibility for the patient's overall management.
 - 1.5. Provision of emergency management advice, including where indicated direct support and advice to hospital colleagues.
 - 1.6. Case management with consumer, NOK and RACF staff.
 - 2. Clinical**
 - 2.1 Leads the provision of patient-centred medical care to inpatients and outpatients.
 - 2.2 Undertakes clinical shifts on-site Co-HIVE Office at the direction of the Head of Department including participation in the on-call/after-hours/weekend rosters.
 - 2.3 Consults, liaises with and supports patients, carers, colleagues, nursing, allied health, support staff, external agencies and the private sector to provide coordinated multidisciplinary care.
 - 2.4 Responsible for ensuring patients and NOK consent to being monitored by Co-HIVE and are involved in decision making regarding this aspect of their care.
 - 2.5 Conducts regular clinical reviews of all admitted Co-HIVE patients at appropriate intervals.
 - 2.6 Reviews Co-HIVE patients who deteriorate or whose condition is causing concern to RACF staff, or if requested by the patient or relatives as soon as possible. Supports RACF staff in conducting clinical review of Co-HIVE patients on request and is generally available for discussion by phone to assist RACF staff when necessary during working hours.
 - 2.7 Provides preliminary advice to doctors both internal and external to EMHS and offers advice regarding process of transfer, assisting with process where required and reasonable.
 - 2.8 Works with the Medical Co-Directors/Heads of Department and other Consultants to optimise demand and utilisation of the service and champions clinical service redesign to improve systems of care.
 - 2.9 Ensures referrals are triaged within 24 hours, first medical contact completed within 24 hours of hospital discharge, clinical documentation in Co-HIVE systems including GP Correspondence letters are completed within 24 hours.
 - 2.10 Leads Co-HIVE team including coordinating resources and managing patient flow.
 - 2.11 Completes administrative/management tasks as required.
 - 2.12 Participates in departmental and other meetings as required to meet departmental and organisational quality and service objectives.
 - 2.13 Works within the scope of clinical practice as approved by the EMHS Area Medical Credentialing Committee.
 - 2.14 Champions the CanMED values and complies with appropriate guidelines for medical staff.
 - 3. Education/Training/Research**
 - 3.1 Engages in continuing professional development/education and ensures continuous eligibility for the relevant specialist medical registration.
 - 3.2 Educates doctors in training, medical students and other members of the multidisciplinary team through ward rounds, formal presentations, tutorials and other modalities.
 - 3.3 Develops and participates in evidence based clinical research and audit activities relevant to specialty.
 - 3.4 Participates in mandatory training activities to ensure compliance with East Metropolitan Health Service policy.

3.5 Completes an annual professional development review of their performance with the Head of Department.

4. EMHS Governance, Safety and Quality Requirements

4.1 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.

4.2 Undertakes performance development review of staff under their supervision and submits them to the Head of Department.

4.3 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.

4.4 Participates in relevant clinical governance committees including regular clinical reviews, Root Cause Analysis (RCA) and morbidity/mortality reviews as required and implements endorsed recommendations.

4.5 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.

4.6 Responsible for ensuring, as far as practicable, the provision of a safe working environment in consultation with staff under their supervision.

4.7 Performs duties in accordance with Government, WA Health, East Metropolitan Health Service and Departmental / Program Specific Policies and Procedures including the relevant Occupational Safety and Health legislation, Equal Opportunity legislation and WA Health Code of Conduct.

5. Undertakes other duties as directed.

Work Related Requirements

Essential Selection Criteria

1. Eligible for general registration by the Medical Board of Australia and post final Fellowship Geriatric subspecialty (Psychogeriatrician or FRACP subspecialty + Geriatric dual trained).
2. Demonstrated recent extensive knowledge, clinical experience, judgement and skills in clinical practice in a high acuity, complex hospital environment.
3. Demonstrated ability to provide leadership, facilitate effective multidisciplinary teamwork and provide patient centric care.
4. Demonstrated experience in clinical teaching, audit and clinic research.
5. Demonstrated knowledge and application of quality improvement principles and practices.
6. Demonstrated high level skills in all aspects of the CanMEDS competency framework.

Desirable Selection Criteria

1. Post fellowship subspecialty, education, research or quality improvement training or qualifications.
2. Knowledge of current clinical governance systems.

Appointment Prerequisites

Appointment is subject to:

- Evidence of registration by the Medical Board of Australia must be provided prior to commencement.
- Completion of 100 Point Identification Check.
- Successful Criminal Record Screening Clearance.
- Successful Pre-Employment Integrity Check.
- Successful Pre-Employment Health Assessment.

Certification

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the position.

Manager / Supervisor Name	Signature	or	HE Number	Date
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Dept. / Division Head Name	Signature	or	HE Number	Date
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As Occupant of the position I have noted the statement of duties, responsibilities and other requirements as detailed in this document.

Occupant Name	Signature	or	HE Number	Date
Effective Date				

HSS Registration Details (to be completed by HSS)

Created on	Last Updated on
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