



Consultant – Paediatrician - Neonatology

Position details

Position Number:	00005127
Classification:	SMP Year 1-9
Agreement:	Medical Practitioners (Metropolitan Health Services) Agreement
Directorate:	Operations - Service Unit 6 - Neonatology
Department:	NETS WA
Location:	Perth Children's Hospital, QEII Campus, Nedlands

Reporting relationships

This position reports to:

00015283 Head of Department NETS WA Year 1- 9

Positions under direct supervision:

Nil

Key Responsibility

- As part of a multidisciplinary team provides specialist Neonatology retrieval services to patients. Promotes patient quality and safety and provides leadership, training, supervision and education, where relevant, for doctors in training and other health workers in collaboration with other consultants and the clinical Director/Head of Department. Works within the scope of clinical practice as defined by the Health Service Credentialing committee.

About our health service

The Child and Adolescent Health Service (CAHS) is a comprehensive service that supports and treats children from around Western Australia, and is committed to programs that promote lifelong health in children and adolescents.

CAHS is made up of four service streams:

- **Neonatology:** Neonatology provides state-wide tertiary neonatal services to the sickest newborn babies and infants in Western Australia.
- **Community Health:** a comprehensive range of community based early identification and intervention services, as well as health promotion, to children and families in the Perth metropolitan area. Services are provided in a variety of settings including at home, local community health centres, child and parent centres and schools.
- **Child and Adolescent Mental Health Services (CAMHS):** provide mental health services to infants, children, young people and their families across the Perth metropolitan area. Services include community based programs, inpatient care at Perth Children's Hospital and specialised services for children with complex mental health conditions across the State.
- **Perth Children's Hospital (PCH):** is the specialist State-wide paediatric hospital and trauma centre for Western Australia, caring for children up to the age of 16. PCH is also a centre of excellence for teaching and research, partnering in major paediatric research and education initiatives led by the Telethon Kids Institute (TKI) and the State's universities.

Our vision

Healthy kids, healthy communities

Our vision of 'healthy kids, healthy communities' sees that children and young people get the best start in life through health promotion, early identification and intervention and patient centred, family-focused care.

Our objectives



Care for children, young people and families



Provide high-value healthcare



Collaborate with our key support partners



Value and respect our people



Promote teaching, training and research

Our values drive us

CAHS promotes a values based workplace culture and all employees are expected to translate our values into action by providing high quality care through:

Compassion

I treat others with empathy and kindness

Excellence

I take pride in what I do, strive to learn and ensure exceptional service every time

Collaboration

I work together with others to learn and continuously improve our service

Accountability

I take responsibility for my actions and do what I say I will

Equity

I am inclusive, respect diversity and aim to overcome disadvantage

Respect

I value others and treat others as I wish to be treated

Summary of accountabilities

1. Clinical

- Manage NETS ' clinical process(es) to patients referred to the service from doctors external and internal to PCH /KEMH
- Chair conference calls and give immediate clinical advice where necessary
- Deploy teams in a timely manner in parallel with or following consultation with other clinicians
- Recommend appropriate level of clinical support and its source and best operational solution(s)
- Liaise with operational and other clinical services under the direction and liaison of the medical director of NETS WA
- Act as medical controller until transfer of responsibility to a destination consultant
- Ensure effective communication: including documentation of calls
- Participate in retrieval missions where necessary providing oversight, higher level critical thinking or as a coach/buddy
- Undertakes clinical shifts in the department at the direction of the Clinical Director/Head of Department, including participation on the on-call/weekend roster
- Ensure clinical skills are up to date by:
 - Participation in specified learning and clinical activities
 - Complete appropriate post-graduate training
 - Use of teaching resources to update skills
- Ensures clinical safety in all practices and at all times chooses the safest option as the clinical course or solution
- Have thorough knowledge of life support equipment used by NETS WA
- Takes a leadership and mentoring role for doctors in training and others within the Department including induction, credentialling and mentoring
- Identify areas of weakness and introduce goals to improve performance
- Provides medical reports and undertakes other administrative/management tasks as required
- Participates in departmental and other meetings as required to meet organisational and service objectives
- Participates in relevant clinical governance committees including regular clinical reviews, Root Cause Analysis (RCA) and morbidity/mortality reviews as required
- 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

2. Education/Training/Research

- Engages in continuing professional development/education and ensures continuous eligibility for relevant specialist medical registration
- Participates in regular peer review and case reviewing meetings



- Supports the principle and practice of debriefing following critical or complex events with the treating team
- Develops and participates in clinical education activities relevant to specialty including regular attendance on newborn resuscitation and other outreach education
- Liaise with NETS WA/Outreach education in developing and delivering regular education sessions including simulation-based education focused on retrieval medicine
- Participates and assists in the continued medical education activities of medical students, doctors in training, non-specialist medical officers, visiting medical practitioners, nurses and other health workers (including format presentations and/or tutorials as required)

3. Quality Improvement

- Understand how this applies to NETS WA and contribute to this process by:
 - Initiation and participation in audit and quality improvement
 - Aiming for improved quality in all areas
 - Supporting entry and curation of the clinical and operational database
 - Support quality improvement documentation for all retrievals
 - Understand how adverse events and incidents are reported within health care throughout the state and especially the public sector

4. Research and Audit

- Participate in the continuing development and review of NETS WA policies and procedure
- Initiate and/or participate in projects associated with perinatal management and emergency care of the sick neonate
- Undertake research projects to improve medical practice and team standards
- Participate in innovation with the wider neonatal department for the benefit of NETS WA patients

5. CAHS governance, integrity, safety and quality requirements

- Commits to undertake the duties of the role in accordance with the WA Health Code of Conduct; the CAHS Vision and Values; and CAHS commitment to protecting children and promoting their safety.
- Maintains a safe work environment by taking reasonable care for own health and safety and that of others.
- Ensures as far as practicable, the provision of a safe and inclusive working environment in consultation with employees under their supervision.
- Undertakes duties to an agreed performance standard to support safe, high-quality health care with a focus on continual improvement, efficiency, effectiveness and sustainability.
- Directly or indirectly supports the delivery of safe patient care and the consumers' experience ensuring services are family centred.



- Contributes to continuous quality improvement activities by identifying, facilitating or participating in practices in accordance with the requirements of the National Safety and Quality Health Service (NSQHS) Standards, health service strategic direction and the WA Public Sector.
- Completes mandatory and core requirement training as relevant to the role and service.
- Performs duties in accordance with WA Public Sector, WA Health, CAHS and other specific service policies and procedures and applicable legislative obligations under *Public Sector Management Act (WA) 1994*, *Health Services Act (WA) 2016*, *Work Health and Safety Act (WA) 2020*, *Disability Services Act (WA) 1993* and the *Equal Opportunity Act (WA) 1984*.
- Actively contributes to the development of the health service by undertaking other duties as directed including additional tasks or projects in line with continual improvement, collaboration and sustainable health initiatives.



Work related requirements

The following criteria should be considered in the context of the CAHS Vision, Objectives and Values.

Essential selection criteria

1. Eligible for registration by the Medical Board of Australia.
2. Fellow of the Royal Australasian College of Physicians, or equivalent that is recognised for registration as a specialist with the Medical Board of Australia.
3. Demonstrated extensive knowledge, clinical experience and leadership in area of specialty; Neonatology and retrieval medicine.
4. Demonstrated experience and commitment to clinical teaching and clinical research
5. Demonstrated high level interpersonal, negotiation and conflict resolution skills with an ability to liaise effectively with patients, individuals and the multidisciplinary team.
6. Demonstrated high level written and verbal communication skills.
7. Current knowledge of legislative obligations for Equal Opportunity, Disability Services and Work Health and Safety, and how these impact on employment, service delivery and the ability to incorporate inclusive practices.

Desirable selection criteria

1. Post final fellowship subspecialty or academic training/qualifications.

Appointment to this position is subject to the following:

- Evidence of registration by the Medical Board of Australia must be 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 in line with the standards set by the National Security Strategy.
- Successful criminal record screening clearance.
- Successful pre-employment integrity check.
- Successful pre-employment health assessment.



Certification

Created on	Last Reviewed	Registered
7/02/2022	7/02/2022	28/11/2024

I verify that the details in this document are an accurate reflection of the requirements of the position.

 Manager / Supervisor Signature or HE Number Date

As an Occupant of this position, I have noted the statement of duties, responsibilities and other requirements as detailed in this document.

 Occupant Name Signature or HE Number Date

