



Consultant – Emergency Medicine

Position number:	00019048
Classification:	Medical Practitioners Agreement, Year 1-9
Group / Area Service:	Peel Health Campus / South Metropolitan Health Service
Directorate:	Acute Care Services
Department:	Emergency Department

Reporting Relationships

This position reports to:	Medical Co-Director Acute Care, AMA, MP Year 1-9, Position Number 00021091 Head of Department – Emergency Medicine, AMA, MP Year 1-9, Position Number 00019334
Positions under direct supervision:	Nil

Key Responsibilities

Leads the multidisciplinary team to provide high standard of service delivery and medical outcomes to patients within the emergency medicine services. 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 Emergency Medicine and other Consultants works to achieve national, state and SMHS performance standards and targets. Contribute to the development and implementation of innovative strategies that lead to improved operational performance, effective resource management and customer service. 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.



Commitment to Equity, Diversity and Inclusion

SMHS is committed to creating an equitable, diverse and inclusive workforce which reflects the diversity of our SMHS community. SMHS recognises the need for an open and inclusive workplace culture where diversity is valued, and the social and cultural backgrounds of all employees are respected. At SMHS, everyone should feel safe and have an opportunity to contribute and be a part of our team, and work in an environment free from bullying, harassment, and discrimination.

Environmental Statement

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.



SMHS is a smoke and vape free health service.

Brief Summary of Duties

- The Hospital Executive Director holds each bed card 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

- Leads the provision of specialist consumer centred medical care to inpatients and outpatients and provides a consultation service on request for other patients.
- Undertakes clinical shifts at the direction of the Head of Emergency Medicine including participation in the on-call/after-hours/weekend rosters.
- Consults, liaises with and supports patients, carers, colleagues, nursing, allied health, support staff, external agencies and the private sector to provide coordinated multidisciplinary care.
- Responsible for ensuring patients are involved in decision making regarding their care.
- Conducts regular clinical reviews of patients at appropriate intervals with junior doctors and coordinates patient care with a focus on actively addressing unnecessary delays inpatient admissions, treatment or discharge.
- 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.
- Authorises and supports registrar/s 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.
- 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.
- Works with the Head of Emergency Medicine 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.
- Ensures clinical documentation, including discharge summaries, are completed on time and undertakes other administrative/management tasks as required.
- Participates in departmental and other meetings as required to meet organisational quality and service objectives.
- Works within the scope of clinical practice as approved by the SMHS Area Medical Credentialing Committee.

2. Education/ Training/ Research

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

- Participates in mandatory training activities to ensure compliance with South Metropolitan Health Service policy.
- Completes an annual professional development review of their performance with the Head of Emergency Medicine.

3. SMHS Governance, Safety and Quality Requirements

- 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.
- Participates in the maintenance of a safe work environment.
- Participates in an annual performance development review.
- Supports the delivery of safe patient care and the consumers' experience including participation in continuous quality improvement processes in accordance with the requirements of the WA Healthcare Safety and Quality Capabilities Framework, the National Safety and Quality Health Service Standards and other recognised health standards.
- Completes mandatory training (including safety and quality training) as relevant to role.
- Performs duties in accordance with 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

The following criteria should be read together with the Brief Summary of Duties and considered in the context of the role and the SMHS Values.

Essential selection criteria

1. Eligible for registration with the Medical Board of Australia and Fellowship of the Australasian College for Emergency Medicine (ACEM) or equivalent.
2. Demonstrated extensive knowledge, clinical experience, judgement and skills in the practice of emergency medicine 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:

- 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.

The details contained in this document are an accurate statement of the deliverables and other requirements of the job.

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