

Statement of Duties

Position Title: Staff Specialist (General Surgery)	Position Number: Generic	Effective Date: November 2019
Group: Hospitals South – Royal Hobart Hospital (RHH)		
Section: Southern Hospitals	Location: South	
Award: Salaried Medical Practitioners (Tasmanian State Service)	Position Status: Permanent/Fixed-Term/Casual	
	Position Type: Full Time/Part Time/Casual	
Level: I-II	Classification: Salaried Medical Practitioner	
Reports To: Head of Department		
Check Type: Annulled	Check Frequency: Pre-employment	

Focus of Duties:

To provide quality specialist and subspecialty medical services to the Royal Hobart Hospital (RHH) within the limits of specified clinical privileges.

Duties:

Duties include the following weekly activities:

1. Clinical Activities which should include the following:

- Operating in the Main Theatre Suite.
- Operating in Day Procedure Unit.
- Seeing patients in Outpatient Clinic.
- Ward Rounds / Post-operative reviews.
- On call for emergencies during and out of hours.
- Provide consultative service for other specialty units.
- Supervise the clinical work of the junior medical staff in Unit.

2. Quality Assurance Activities within the RHH which must include:

- Unit Management Meetings.
- Department and Hospital Management Committee meetings.
- Continuing education meetings.
- Collecting and coordinating data and statistics so that they can be utilised in the EQUIP.
- Ensure accurate clinical records are maintained for each patient.
- Oversee the quality of care provided by the junior medical staff.

3. Teaching & Research:

- Undergraduate teaching including tutorials for students of the Tasmanian Medical School.
- Supervision and teaching of junior medical staff.
- Participate in clinical reviews and research activities at the RHH.

4. Call Back:

- To participate in an out-of-hours on-call roster with other consultants.

5. Other Duties:

- Actively participate in and contribute to the organisation's Quality & Safety and Work Health & Safety processes, including the development and implementation of safety systems, improvement initiatives and related training, ensuring that quality and safety improvement processes are in place and acted upon.
- The incumbent can expect to be allocated duties, not specifically mentioned in this document, but within the capacity, qualifications and experience normally expected from persons occupying positions at this classification level.

Scope of Work Performed:

- Responsible to the Clinical Director - Surgical Services and Perioperative Services and also the Head of Department for the provision of specialist medical services to public and private patients of the RHH.
- Responsible for junior medical staff and medical students attached to your Unit.
- Required to operate independently acting within clinical privileges, as defined.
- Work unsupervised but liaises closely with professional colleagues and the Head of Department-General Surgery
- Follow recommended practices according to Royal Australasian College of Surgeons Guidelines and Standards, Hospital Guidelines and Department of Surgery Guidelines, Policies and Protocols.
- Comply at all times with policy and protocol requirements, in particular those relating to mandatory education, training and assessment.

Essential Requirements:

Registration/licences that are essential requirements of this role must remain current and valid at all times whilst employed in this role and the status of these may be checked at any time during employment. It is the employee's responsibility to ensure that registration/licences remain current and to advise the Employer if their circumstances change. This includes notifying the Employer of any new criminal convictions and/or if a registration/licence is revoked, cancelled or has its conditions altered.

- Specialist or limited registration with the Medical Board of Australia in a relevant specialty.
- The Head of the State Service has determined that the person nominated for this job is to satisfy a pre-employment check before taking up the appointment, on promotion or transfer. The following checks are to be conducted:

1. Conviction checks in the following areas:
 - a) crimes of violence
 - b) sex related offences
 - c) serious drug offences
 - d) crimes involving dishonesty
2. Identification check
3. Disciplinary action in previous employment check.

Selection Criteria:

1. Sound knowledge of current specialty practice.
2. Demonstrated ability to provide specialty services as defined by allocated clinical privileges.
3. Recent experience in an acute hospital setting.
4. Demonstrate ability to work with a multidisciplinary team of medical, nursing and allied health staff.
5. Demonstrate effective communication skills in dealing with patients, their relatives and professional colleagues.
6. Knowledge of continuous quality improvement activities relevant to practice within the clinical discipline.
7. Evidence of ongoing participation and commitment to continuing your own medical and surgical education.

Working Environment:

The Department of Health (DoH) and Tasmanian Health Service (THS) are committed to improving the health and wellbeing of patients, clients and the Tasmanian community through a sustainable, high quality, safe and people-focussed health system. Alongside this, staff are expected to act with integrity, be accountable for their actions, and work collegially with colleagues and others to provide better outcomes for Tasmanians.

State Service Principles and Code of Conduct: The minimum responsibilities required of officers and employees of the State Service are contained in the *State Service Act 2000*. The State Service Principles at Sections 7 and 8 outline both the way that employment is managed in the State Service and the standards expected of those who work in the State Service. The Code of Conduct at Section 9 reinforces and upholds the Principles by establishing standards of behaviour and conduct that apply to all employees and officers, including Heads of Agencies. Officers and employees who are found to have breached the Code of Conduct may have sanctions imposed.

The *State Service Act 2000* and the Employment Directions can be found on the State Service Management Office's website at <http://www.dpac.tas.gov.au/divisions/ssmo>

Fraud Management: The Department has a zero tolerance to fraud. Officers and employees must be aware of, and comply with, their Agency's fraud prevention policy and procedure and it is the responsibility of all officers and employees to report any suspected fraudulent activity to their Director or line manager, the Chief People Officer or to the Manager Internal Audit. The DoH and THS are committed to minimising the occurrence of fraud through the development, implementation and regular review of fraud prevention, detection and response strategies, and are conscious of the need to protect employees who advise management of suspected fraudulent activity from reprisal or harassment, and to comply with its obligations under the *Public Interest Disclosure Act 2002*. Any matter determined to be of a fraudulent nature will be followed up and appropriate action will be taken. This may include having sanctions imposed under the *State Service Act 2000*.

Delegations: This position may exercise delegations in accordance with a range of Acts, Regulations, Awards, administrative authorities and functional arrangements mandated by Statutory office holders including the Secretary. The relevant Unit Manager can provide details to the occupant of delegations applicable to this position. The DoH and THS have a zero tolerance in relation to fraud and in exercising any delegations attached to this role the occupant is responsible for the detection and prevention of fraud, misappropriation and other irregularities, and for ensuring that all officers and employees are aware of their Agency's fraud policy and reporting procedures.

Blood borne viruses and immunisation: Health Care Workers (as defined by DoH and THS policy) within DoH and THS are expected to comply with their Agency's policies and procedures relating to blood borne viruses and immunisation, including against Hepatitis B. Depending on the level of risk associated with their duties, Health Care Workers may be required to demonstrate current immunity, previous seroconversion to Hepatitis B or immunity following vaccination.

Records and Confidentiality: Officers and employees of the Department are responsible and accountable for making proper records. Confidentiality must be maintained at all times and information must not be accessed or destroyed without proper authority.

Smoke-free: DoH and THS workplaces are smoke-free environments. Smoking is prohibited in all State Government workplaces, including vehicles and vessels.