



ROLE DESCRIPTION

Role Title:	Emergency Medicine Registrar
Classification Code:	MDP2
LHN/ HN/ SAAS/ DHW:	Various
Hospital/ Service/ Cluster	Multiple Sites across SA Health
Division:	Multiple Divisions across SA Health LHNs
Department/Section / Unit/ Ward:	Multiple
Role reports to:	
Role Created/ Reviewed Date:	January 2024
Criminal History Clearance Requirements:	<input type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Working with Children’s Check (WWCC) (DHS) <input type="checkbox"/> Vulnerable (NPC) <input checked="" type="checkbox"/> General Probity (NPC)
Immunisation Risk Category Requirements:	<input checked="" type="checkbox"/> Category A (direct contact with blood or body substances) <input type="checkbox"/> Category B (indirect contact with blood or body substances) <input type="checkbox"/> Category C (minimal patient contact)

ROLE CONTEXT

Primary Objective(s) of role:

- > As the Emergency Medicine Registrar, you will provide clinical services of the highest possible standard to patients, both in terms of individual performance and by providing clinical leadership and contribution to a multi-disciplinary approach to the delivery of patient care.
- > You will be actively involved in teaching and supervising medical students and junior medical staff and where appropriate Nursing and Allied Health professionals.
- > The Emergency Medicine Registrar participates in clinical audit and quality, safety and clinical risk management activities and research and continuous medical education activities.

Direct Reports:

- > Interns and RMO’s Emergency Medicine per departmental roster.

Key Relationships/ Interactions:

Internal

- > Responsible to the Director, Emergency Department, via Medical Consultants of the Department per departmental roster.

External

- > Liaises with other Directorates and Services of the LHN, with other health providers in the community and hospital sector as well as with the broader community in the pursuit of comprehensive patient care.

Challenges associated with Role:

Major challenges currently associated with the role include:

- > Providing evidenced based care, developing clinical skills while keeping up to date with professional standards of practice and quality management initiatives consistent with organisational policies
- > Working with a wide range of patient groups with multiple complexities and diverse cultural backgrounds.
- > Recognising and responding to clinical deterioration or other incidents and escalating appropriately

Delegations:

- > Nil

Resilience:

SA Health employees persevere to achieve goals, stay calm under pressure and are open to feedback.

Performance Development

The incumbent will be required to participate in the organisation's Performance Review & Development Program which will include a regular review of the incumbent's performance against the responsibilities and key result areas associated with their position and a requirement to demonstrate appropriate behaviours which reflect a commitment to SA Health values and strategic directions.

General Requirements:

- > *NB References to legislation, policies and procedures includes any superseding versions
- > Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Policies and Procedures and legislative requirements including but not limited to:
- > *Work Health and Safety Act 2012 (SA)* and when relevant WHS Defined Officers must meet due diligence requirements.
- > *Return to Work Act 2014 (SA)*, facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > *Children and Young People (Safety) Act 2017 (SA)* 'Notification of Abuse or Neglect'.
- > Disability Discrimination.
- > *Independent Commissioner Against Corruption Act 2012 (SA)*
- > *SA Information Privacy Principles*
- > Relevant Awards, Enterprise Agreements, *Public Sector Act 2009 (SA)*, *Health Care Act 2008 (SA)*, and the SA Health (Health Care Act) Human Resources Manual.
- > Relevant Australian Standards.

- > Duty to maintain confidentiality.
- > Smoke Free Workplace.
- > To value and respect the needs and contributions of SA Health Aboriginal staff and clients, and commit to the development of Aboriginal cultural competence across all SA Health practice and service delivery.
- > Applying the principles of the South Australian Government's Risk Management Policy to work as appropriate.
- > *Health Practitioner Regulation National Law (South Australia) Act 2010*
- > *Mental Health Act 2009 (SA)* and Regulations
- > *Controlled Substances Act 1984 (SA)* and Regulations
- > The Nursing and Midwifery Board of Australia Registration Standards (including the Guidelines and Assessment Frameworks for Registration Standards)
- > The Nursing and Midwifery Board of Australia Professional Practice Codes and Guidelines (including Competency Standards, Codes of Ethics and Professional Conduct, Decision Making Framework and Professional Boundaries)
- > Professional Practice Standards and competencies consistent with area of practice as varied from time to time
- > SA Health/LHN/SAAS policies, procedures and standards.

Handling of Official Information:

- > By virtue of their duties, SA Health employees frequently access, otherwise deal with, and/or are aware of, information that needs to be treated as confidential.
- > SA Health employees will not access or attempt to access official information, including confidential patient information other than in connection with the performance by them of their duties and/or as authorised.
- > SA Health employees will not misuse information gained in their official capacity.
- > SA Health employees will maintain the integrity and security of official or confidential information for which they are responsible. Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.

White Ribbon:

SA Health has a position of zero tolerance towards men's violence against women in the workplace and the broader community. In accordance with this, the incumbent must at all times act in a manner that is non-threatening, courteous, and respectful and will comply with any instructions, policies, procedures or guidelines issued by SA Health regarding acceptable workplace behaviour.

Special Conditions:

*NB Reference to legislation, policies and procedures includes any superseding versions

- > Meet immunisation requirements as outlined by the Immunisation for Health Care Workers in South Australia Policy Directive.
- > **Appointment is subject to immunisation risk category requirements (see page 1). There may be ongoing immunisation requirements that must be met.**
- > It is mandatory that no person, whether or not already working in SA Health, may be appointed to a position in SA Health unless they have the satisfactory Criminal and Relevant History Screening, as required by the *SA Health Criminal and Relevant History Screening Policy Directive*.
- > For '*Prescribed Positions*' under the *Child Safety (Prohibited Persons) Act (2016)*, the individual's WWCC must be renewed every 5 years from the date of issue; and for '*Approved Aged Care Provider Positions*' every 3 years from the date of issue as required by the *Accountability Principles 2014* issued pursuant to the Aged care Act 1997 (Cth).
- > For appointment in a *Prescribed Position* under the *Child Safety (Prohibited Persons Act (2016))*, a current Working with Children Check (WWCC) is required from the Department for Human Services Screening Unit. For other positions, a satisfactory National Police Certificate (NPC) assessment is

required.

- > Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work appropriate to classification, skills and capabilities either on a permanent or temporary basis subject to relevant provisions of the *Public Sector Act 2009* for Public Sector employees or the *SA Health (Health Care Act) Human Resources Manual* for Health Care Act employees.
- > The incumbent may be required to participate in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.
- > The incumbent may be required to work a 24/7 roster

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
Direct/indirect patient/client care	<ul style="list-style-type: none"> > Commitment to delivering high quality and safe care; <ul style="list-style-type: none"> • Providing appropriate clinical care to patients • Coordinating the follow up care of patients • Ensuring the maintenance of comprehensive clinical records which document significant patient management decisions • Ensuring effective communication with other care providers to promote continuity of care.
Demonstrate a commitment to continuous improvement by:	<ul style="list-style-type: none"> > Attending and participating in clinical and departmental educational meetings > Continuously reviewing existing practices and promoting change where required > Participating in quality assurance programs undertaken by the employing Local Health Network. > Participating in personal performance appraisal
Demonstrate a commitment to personal and professional development by:	<ul style="list-style-type: none"> > Attending conferences and education to maintain and enhance knowledge and clinical skills. > Participating in programs designed to provide personal growth and development.
Demonstrate a commitment to the provision of a multidisciplinary approach to clinical care by:	<ul style="list-style-type: none"> > Working harmoniously with all members of the clinical team. > Being responsive to the expectations and needs of both clinical and non clinical colleagues.
Engender a consumer focus in service delivery by:	<ul style="list-style-type: none"> > Ensuring consumers are able to exercise their rights and responsibilities > Ensuring that patients and families are given adequate information upon which to base treatment decisions and follow up > Being responsive to complaints from patients and their relatives
Provide appropriate support, direction and training to junior trainee medical officers and medical students by:	<ul style="list-style-type: none"> > Providing appropriate direction and supervision to junior registrars, resident medical officers and interns > Acting as a role model and mentor for medical students, junior registrars, resident medical officers and interns > Participating in the education of junior registrars, junior staff and students
Participate in and contribute to the academic life of the Emergency Department at the direction of the Head of the Department by:	<ul style="list-style-type: none"> > Conducting research as required > Participating in the research discussions > Contributing to the supervision of postgraduate students > Accept clinical responsibility

	<ul style="list-style-type: none"> > Consolidation of skills in communication and counselling > Developing an understanding of ethical and medicolegal issues > Develop appropriate professional attributes > Undertake the initial assessment and day to day management of patients under their care > To learn how to adequately document a patient's history, examination and investigation findings in the clinical record > To assess and manage outpatients under the supervision of consultant staff > To organise and co-ordinate any investigations and procedures needed for patients as requested by consultant staff > Clinical presentation skills with current clinical and investigational findings > Completion of quality discharge summaries, and organising discharge medications > Organising follow-up appointments and/or referrals for patients > Develop clinical management skills by encompassing diagnostic, technical, analytical, interpersonal and communication skills in a learning environment. > Work within collaborative teams. > Liaise with other departments and other clinical and para-clinical staff as directed > Communicate with General Practitioners whose patients are under their care > Ensure clear and concise documentation of daily events in the case record and methods of communication appropriate to ongoing care
Contribution to effective operation of unit	<ul style="list-style-type: none"> > Contributing to the development of an integrated team approach and culture which is highly responsive to the needs of our consumers. > Contributing to the promotion and implementation of the objects and principles of the Health Care Act 2008 and Public Sector Act 2009 (inclusive of the Code of Ethics for the South Australian Public Sector). > Adhering to the provisions of relevant legislation including, but not limited to, the Equal Opportunity Act 1984, Work Health and Safety Act 2012 (SA) (WHS), Awards and Enterprise Agreements. > Demonstrating appropriate behaviours which reflect a commitment to SA Health values and strategic directions. > Undertaking training as required to attain and maintain required competency of skills and knowledge applicable to the role.

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- > Bachelor of Medicine; Bachelor of Surgery (MBBS) or equivalent
- > Registrable with the Medical Board of Australia as a Medical Practitioner.

Personal Abilities/Aptitudes/Skills:

- > Ability to communicate effectively with a wide range of people including colleagues, other professional staff and patients
- > Commitment to providing a quality service to patients and their families
- > Appropriate time management skills/including problem solving and decision-making
- > Good teaching skills
- > Commitment to clinical audit and benchmarking
- > Ability to work as a member of a team
- > Ability to act as a role model for medical students and junior medical staff
- > Ability to participate in continuing medical education activities
- > Demonstrable people management skills
- > Demonstrable research activity including publications
- > Proven commitment to the principles and practise of:
 - EEO, Ethical Conduct, Diversity and Worker Health & Safety.
 - Quality management and the provision of person and family centred care.
 - Risk management.
- > Effective communication skills including, problem solving, conflict resolution and negotiation skills.
- > Ability to work effectively within a multidisciplinary team.
- > Ability to prioritise workload.
- > Ability to be, creative, innovative and flexible when approaching issues within a healthcare setting.
- > Demonstrated commitment to providing consumer/client and family centred care.

Experience

- > Successfully completed one year of Internship
- > Common, non-specialised procedural skills
- > Basic but developing skills appropriate to emergency medicine.

Knowledge

- > Awareness of National Safety and Quality Health Service Standards.
- > Understanding of Delegated Safety Roles and Responsibilities.
- > Understanding of Work Health Safety principles and procedures.
- > Understanding of Quality Management principles and procedures.
- > Awareness of person and family centred care principles and consumer engagement principles and procedures.

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- > Qualifications and experience relevant to Emergency Medicine

Personal Abilities/Aptitudes/Skills:

- > Ability to use technology and computer skills
- > Ability to work within different health care settings

Experience

- > Experience in quality improvement activities eg the development and/or implementation of clinical standards, practice guidelines, protocols/audits and quality indicators
- > Experience in a range of health care settings

Knowledge

- > Knowledge of contemporary professional Medical issues
- > Knowledge of the South Australian Public Health System

Organisational Context

Organisational Overview:

Our mission at SA Health is to lead and deliver a comprehensive and sustainable health system that aims to ensure healthier, longer and better lives for all South Australians. We will achieve our objectives by strengthening primary health care, enhancing hospital care, reforming mental health care and improving the health of Aboriginal people.

SA Health is committed to a health system that produces positive health outcomes by focusing on health promotion, illness prevention and early intervention. We will work with other government agencies and the community to address the environmental, socioeconomic, biological and behavioural determinants of health, and to achieve equitable health outcomes for all South Australians

Our Legal Entities:

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Wellbeing. The Department for Health and Wellbeing is an administrative unit under the Public Sector Act 2009.

The legal entities include but are not limited to Central Adelaide Local Health Network, Northern Adelaide Local Health Network, Southern Adelaide Local Health Network, Women's and Children's Health Network, Country Health SA Local Health Network and SA Ambulance Service.

SA Health Challenges:

The health system is facing the challenges of an ageing population, increased incidence of chronic disease, workforce shortages, and ageing infrastructure. The SA Health Care Plan has been developed to meet these challenges and ensure South Australian's have access to the best available health care in hospitals, health care centres and through GPs and other providers.

Health Network/ Division/ Department:

SA Health is committed to protecting and improving the health of all South Australians by providing leadership in health reform, public health services, health and medical research, policy development and planning, with an increased focus on well being, illness prevention, early intervention and quality care.

Values

SA Health Values

The values of SA Health are used to indicate the type of conduct required by our employees and the conduct that our customers can expect from our health service:

- > We are committed to the values of integrity, respect and accountability.
- > We value care, excellence, innovation, creativity, leadership and equity in health care provision and health outcomes.
- > We demonstrate our values in our interactions with others in SA Health, the community, and those for whom we care.

Code of Ethics

The *Code of Ethics for the South Australian Public Sector* provides an ethical framework for the public sector and applies to all public service employees:

- > Democratic Values - Helping the government, under the law to serve the people of South Australia.
- > Service, Respect and Courtesy - Serving the people of South Australia.
- > Honesty and Integrity- Acting at all times in such a way as to uphold the public trust.
- > Accountability- Holding ourselves accountable for everything we do.
- > Professional Conduct Standards- Exhibiting the highest standards of professional conduct.

As a public sector employee, you have a responsibility to maintain ethical behaviour and professional integrity standards. It is expected that you act in accordance with the Code of Ethics, and contribute to a culture of integrity within SA Health.

The Code recognises that some public sector employees are also bound by codes of conduct relevant to their profession.

Approvals

Role Description Approval

I acknowledge that the role I currently occupy has the delegated authority to authorise this document.

Name:

Role Title:

Signature:

Date:

Role Acceptance

Incumbent Acceptance

I have read and understand the responsibilities associated with role, the role and organisational context and the values of SA Health as described within this document.

Name:

Signature:

Date: