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SA Health Job Pack

Job Title	Consultant Anaesthetist
Eligibility	Open to Everyone
Job Number	848802
Applications Closing Date	16 November 2024
Region / Division	Flinders and Upper North Local Health Network
Health Service	Medical Services
Location	Whyalla
Classification	MD2
Job Status	Ongoing Full Time – Multiple Positions Available
Total Indicative Remuneration (TIRP)	\$359,094 - \$608,425 (Subject to Private Practice Arrangements)

Contact Details

Full name	Chloe Johnson
Phone number	8668 7586
Email address	chloe.johnson@sa.gov.au

Criminal History Assessment

Applicants will be required to demonstrate that they have undergone an appropriate criminal and relevant history screening assessment/ criminal history check. Depending on the role, this may be a Department of Human Services (DHS) Criminal History Check and/or a South Australian Police (SAPOL) National Police Check (NPC). The following checks will be required for this role:

- Working with Children Check (WWCC) - **DHS**
- National Disability Insurance Scheme (NDIS) Worker Check- **DHS**
- Unsupervised contact with Vulnerable groups- **NPC**
- Unsupervised contact with Aged Care Sector- **DHS**
- No contact with Vulnerable Groups - General Employment Probity Check - **NPC**

Further information is available on the SA Health careers website at www.sahealth.sa.gov.au/careers - see Career Information, or by referring to the nominated contact person below.

Immunisation

Risk Category A (direct contact with blood or body substances)

This role carries specific immunisation requirements. To be eligible for appointment in this role you will be required to meet the immunisation requirements associated with Category A (direct contact with blood or body substances). [Please click here for further information on these requirements.](#)

Guide to submitting an application

Thank you for considering applying for a position within SA Health. Recruitment and Selection processes across SA Health are based on best practice and a commitment to a selection based on merit. This means treating all applications in a fair and equitable manner that aims to choose the best person for the position.

A well presented, easy to read application will allow the panel to assess the information they need from your application. To give yourself the best opportunity to reach interview, the application should clearly and concisely demonstrate to the selection panel that you are suitably equipped to perform the role, and that you possess all of the stated minimum essential skills, abilities, knowledge, experience and educational qualifications (where required).

The online application form to apply for this position will ask for employment history, education, qualifications and referees however to understand the position and requirements we suggest you become familiar with the attached Job and Person Specification.

We request that you attach the following to your application -

- ↪ **A covering letter** of up to 2 pages introducing yourself to the selection panel and describing your skills, abilities, knowledge, qualifications and experience in relation to the position;
- ↪ **A current Curriculum vitae/Resume** that includes your personal details, relevant employment history, education, training courses, qualifications and professional memberships.

* Refer to [Guidelines for Applicants](#) for further information regarding

- Salary Packaging
- Opportunities for movement within SA Health
- Flexible working arrangements
- Criminal History screening and background checks
- Immunisation requirements
- Rights of review
- Information for applicants

Role Description

Consultant Anaesthetist - MD02



Position Number	P24632	
Position Title	Consultant Anaesthetist	
Classification Code	MD02	
LHN	Flinders and Upper North Local Health Network (FUNLHN)	
Directorate	Medical Services	
Location	Whyalla	
Department/Unit/Ward	Anaesthetics	
Position reports to	P50079 Head of Unit – Anaesthetics	
Delegation Level	No delegation	No delegation
Position Created/Reviewed	06/10/2023	
Criminal History Clearance Requirements	Working With Children Check (WWCC) (DHS) Unsupervised contact with vulnerable groups (NPC)	
Immunisation Risk Category	Category A	

Role Context

Primary objectives of role:

The Consultant Anaesthetist provides clinical services to Anaesthetics Department patients, clinical leadership and contribution to a multidisciplinary approach to the delivery of patient care.

The Consultant Anaesthetist is actively involved in teaching medical students and trainee medical officers and where appropriate Nursing and Allied Health. The Consultant Anaesthetist participates in clinical audit and quality, safety and clinical risk management activities and research and continuous medical education activities.

Key Result Area and Responsibilities

Direct/indirect patient care

- Commitment to delivering high quality and safe care consistent with the FUNLHN Integrated Governance Framework and Consumer Engagement Framework and Plan
- Commitment to the provision of a multidisciplinary approach to clinical care by:
 - 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:
 - ensuring patients 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.

Professional Leadership

- Provide a high quality clinical service and clinical leadership by:
 - providing appropriate specialist level care to patients
 - coordinating the follow up care of patients
 - providing clinical supervision to Senior Medical Practitioners, Trainee Medical Officers and Medical Students
 - contributing to an after-hours on-call service in accordance with a roster agreed by the Head of Unit (HOU), Director Medical Services (DMS) or Executive Director Medical Services (EDMS)
 - overseeing the smooth functioning of the clinical area when on shift
 - ensuring the maintenance of comprehensive clinical records which document significant patient management decisions
 - ensuring effective communication with other care providers to promote continuity of patient care
- Provide appropriate support, direction and training to trainee medical officers and medical students by:
 - providing appropriate direction and supervision to registrars, resident medical officers and interns
 - acting as a role model and mentor for medical students, registrars, resident medical officers and interns
 - participating in the education of registrars, resident medical officers, interns and students

Education

- Commitment to personal and professional development by:
 - Attending conferences to maintain and enhance knowledge
 - Participating in programs designed to provide personal growth and development
 - Participating in and complying with College based programs directed towards maintaining the highest standards of professional care
- Participate in Performance Review & Development Program.

Continuous Improvement

- Demonstrate a commitment to continuous service improvement by:
 - Participating in the development of clinical guidelines and protocols
 - Attending and participating in clinical and departmental meetings
 - Participating in departmental peer review and audit activities
 - Continuously reviewing existing practices and promoting change where required
 - Participating in quality programs undertaken by FUNLHN
 - Participating in the identification and minimisation of risk within the clinical and work environment

Research

- Participate in and contribute to the academic life of the Department at the direction of the HOU or EDMS by:
 - Conducting research
 - Participating in the research discussions
 - Contributing to the supervision of postgraduate students.

Contribution to the effective operation of unit

- 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 the Department of 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.
- Appropriate Specialist Qualifications and registrable with the Medical Board of Australia as a Medical Practitioner with Specialist registration; or another qualification as defined in the SA Medical Officers Award.

Personal Abilities/Aptitudes/Skills

- Demonstrated high standard of clinical practice in anaesthetics
- Demonstrated professional integrity, leadership and motivational skills
- Demonstrated ability to work in a multidisciplinary team
- Demonstrated participation in approved continuing medical education since attaining specialist qualification
- Demonstrated commitment to quality improvement
- Effective interpersonal communication skills
- Ability to work independently and exercise a high level of professional judgement and medical competence in a multidisciplinary setting
- Respect for the rights and responsibilities of patients and their families
- Ability to organise work priorities in planning, development and implementation of tasks in meeting deadlines
- 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.

Experience

- Experience with the supervision and teaching of undergraduate and postgraduate medical staff.
- Extensive clinical experience relevant to work in anaesthetics
- Experience in quality improvement activities
- Proven experience in delivering high quality and safe care consistent with the National Safety and Quality Health Care Service Standards. (Mandatory for all clinical positions.)
- Proven experience in basic computing skills, including email and word processing.

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
- Knowledge of Equal Employment Opportunity principles
- Knowledge of the Code of Fair Information Practice

Knowledge cont.

- Understanding of the rights and responsibilities of patients and their families
- Working knowledge of Microsoft Office applications

Desirable Characteristics

Educational/Vocational Qualifications

- Nil

Personal Abilities/Aptitudes/Skills

- Ability to work within and provide leadership for multidisciplinary team
- Ability to work constructively with nursing and medical staff
- Demonstrate a flexible approach to working within a multi-disciplinary team.

Experience

- Experience in a broad range of medical fields relevant to the practice of anaesthetics
- Experience in a variety of settings working with a range of populations including Indigenous and culturally and linguistically diverse communities would be an advantage
- Experience in research activities

Knowledge

- Awareness of the Charter of Health and Community Services rights
- Knowledge of the Public Health System
- Knowledge of Evidence Based Medicine & Best Practice Principles
- Understanding of budgetary requirements affecting the Health System
- Awareness of the Charter of Health and Community Services rights.

Key Relationships/ Interactions:

Internal

- Executive Director Medical Services, Director Medical Services, Head of Unit, Nursing staff and other Medical Teams ,
- Trainee Medical Officers, Medical Students in the Unit, as well as other staff training within FUNLHN.

External

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

Direct reports:

- Nil

Challenges associated with role:

Major challenges currently associated with the role include:

- Providing high quality patient focussed clinical services with limited available resources.
- Distance from Adelaide and lack of community based <insert speciality> to participate in the roster, and to cover both planned and unplanned leave.

Special conditions:

- It is mandatory that no person, whether or not currently working in SA Health, will be eligible for appointment to a position in SA Health unless they have obtained a satisfactory National Police Certificate (NPC).
- Prescribed Positions under the *Child Safety (Prohibited Persons) Act 2016* must obtain a satisfactory Working With Children Check (WWCC) through the Department of Human Services (DHS) Screening Unit.
- *Approved Aged Care Provider Positions* as defined under the *Accountability Principles 1998* made in pursuant to the *Aged Care Act 2007 (Cth)* must obtain a satisfactory National Police Certificate (NPC) through the South Australian Police confirming the clearance is for the purpose of unsupervised contact with vulnerable groups.
- Prescribed positions under the *Disability Services Act 1993* must obtain a satisfactory Disability Services Employment Screening through the Department of Human Services (DHS) Screening Unit
- Risk-Assessed roles under the National Disability Insurance Scheme (NDIS) (*Practice Standards – Worker Screening Rules 2018*) must obtain a satisfactory NDIS Working Screening Check through the Department of Human Services (DHS) Screening Unit.
- NPCs and DHS Disability Services Employment Screenings must be renewed every 3 years thereafter from date of issue.
- WWCCs and NDIS Worker Screening Checks must be renewed every 5 years thereafter from date of issue.
- 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.
- Must be an Australian Resident or hold a current working visa.
- Appointment is subject to immunisation risk category requirements (see page 1). There may be ongoing immunisation requirements that must be met.
- Must participate in a roster covering anaesthetics department 24 hours a day 7 days per week.
- A current drivers licence is essential, as is a willingness to drive on country roads.
- Intra and interstate travel may be required.
- A formal review of performance/appraisal will be conducted annually in conjunction with the EDMS/HOU.
- The incumbent must be credentialed by the Rural Support Service Credentialing Committee as a pre-requisite to practice and must practice in accordance with those credentials and scope of clinical practice as defined by the Committee.
- The incumbent is required to maintain current registration with AHPRA as a pre-requisite to practice.

General requirements:

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Directives, Determinations and Guidelines, 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 2014 (SA)*, facilitating the recovery, maintenance, or early return to work of employees with work related injuries / illness.
- Equal Employment Opportunities (including prevention of bullying, harassment, and intimidation).
- Meet immunisation requirements as outlined by the *Addressing vaccine preventable disease: Occupational assessment, screening, and vaccination Policy*.
- *Children and Young People (Safety) Act 2017 (SA)* 'Notification of Abuse and Neglect'.
- Disability Discrimination.
- *Independent Commissioner Against Corruption Act 2012 (SA)*.
- *Information Privacy Principles Instruction*.
- Relevant Awards, Enterprise Agreements, *Public Sector Act 2009*, *Health Care Act 2008*, 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.
- SA Health / FUNLHN / other relevant departmental policies, procedures and standards.

The SA Health workforce contributes to the safety and quality of patient care by adhering to the South Australian Charter of Health Care Rights, understanding the intent of the National Safety and Quality Health Service Standards and participating in quality improvement activities as necessary.

Resilience:

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

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.

Cultural statement:

FUNLHN welcomes Aboriginal and Torres Strait Islander people and values the expertise, cultural knowledge, and life experiences they bring to the workplace. FUNLHN is a culturally inclusive work environment that is respectful of Aboriginal and Torres Strait Islander culture.

Performance development

It is your responsibility to actively participate in the Performance Review and Development Program which will include a six (6) monthly review of your performance against the responsibilities and key result areas associated with your position and a requirement to demonstrate appropriate behaviours which reflect a commitment to South Australian Public Sector and FUNLHN values and strategic directions.

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.

Partnering with Consumers

The Flinders and Upper North Local Health Network is committed to involving consumers, communities and carers in the planning, design and evaluation of our health services. We do this through (but not limited to) Flinders and Upper North Local Health Network Board Consumer and Community Engagement Committee, Health Advisory Councils, Community Network Register and with consumer representation on operational committees. Furthermore, advocacy and advice is sought as appropriate from specialist support group Experts by Experience and representatives for mental health, aged care, child and youth care, disability and other groups.

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 Ageing and the Minister for Mental Health and Substance Abuse.

The legal entities include but are not limited to Department for Health and Ageing, Central Adelaide Local Health Network, Northern Adelaide Local Health Network, Southern Adelaide Local Health Network, Women's and Children's Health Network, Barossa Hills Fleurieu Local Health Network, Eyre and Far North Local Health Network, Flinders and Upper North Local Health Network, Limestone Coast Local Health Network, Riverland Mallee Coorong Local Health Network, Yorke and Northern 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.

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 specific occupation and/or profession.

SA Health acknowledges culture and identity as being integral to Aboriginal health and wellbeing and is committed to improving the health of Aboriginal people.

SA Health vision for Reconciliation is the gap is closed on Aboriginal health disadvantage; and Aboriginal people share the same rights, respect and access to opportunities and benefits as all South Australians.

Position Number	P24632	
Role Title	Consultant Anaesthetist	
Classification Code	MD02	
LHN	Flinders and Upper North Local Health Network (FUNLHN)	
Directorate	Medical Services	
Location	Whyalla	
Department/Unit/Ward	Anaesthetics	
Role reports to	P50079 Head Of Unit - Anaesthetics	
Delegation Level	No delegation	No delegation
Role Created/Reviewed Date	06/10/2023	
Criminal History Clearance Requirements	Working With Children Check (WWCC) (DHS) Unsupervised contact with vulnerable groups (NPC)	
Immunisation Risk Category	Category A	

Role Description Approval

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

Name: _____ **Role Title:** _____
Date: _____ **Signature:** _____

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: _____