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SA Health Job Pack

Job Title	Inpatient Medical Officer & Senior Inpatient Medical Officer
Eligibility	Open to Everyone
Job Number	738622
Applications Closing Date	06 November 2020
Region / Division	Riverland Mallee Coorong Local Health Network
Health Service	Riverland General Hospital
Location	Berri
Classification	MDP2/MDP4
Job Status	Ongoing Full Time
Total Indicative Remuneration	MDP2G: \$95,302 - \$154,699 p.a. MDP4G: \$177,647 - \$231,231 p.a.

Contact Details

Full name	Sharon Frahn
Phone number	85802405
Email address	Sharon.Frahn@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 Communities and Social Inclusion (DCSI) 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 Screening - **DHS**
- Unsupervised Contact with Vulnerable Groups Employment Screening - **NPC**
- Disability Services Employment Screening - **DHS**
- 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 <http://www.sahealthcareers.com.au/information/> for further information regarding

- The Indicative Total Remuneration which is inclusive of Award salary, superannuation and other monetary benefits.
- Information for Applicants
- Criminal History Assessment requirements



ROLE DESCRIPTION

Role Title:	Inpatient Medical Officer
Classification Code:	MDP2 (Level 2-3)
LHN/ HN/ SAAS/ DHA:	Riverland Mallee Coorong Local Health Network
Hospital / Service / Cluster / RSS	Riverland General Hospital
Division:	
Department/Section / Unit/ Ward:	General Medical – inpatients
Role reports to:	Senior Inpatient Medical Officer
Role Created/ Reviewed Date:	18th December 2018
Criminal History Clearance Requirements:	<input checked="" type="checkbox"/> DHS Working With Children Check (WWCC) <input type="checkbox"/> DHS Disability Services Employment Screening <input checked="" type="checkbox"/> NPC – Unsupervised contact with vulnerable groups
Immunisation Risk Category	<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:

- > The Medical Practitioner is responsible for managing the care of allocated inpatients in consultation with the responsible supervising Medical Officers, Consultants, Visiting Specialists, Nurses and Allied Health professionals. The incumbent actively contributes to Continuous Quality Improvement activities.

Direct Reports:

- > Directly Reports to the Senior Inpatient Medical Officer

Key Relationships/ Interactions:

Internal

- > The Medical Practitioner is responsible to the relevant supervising medical practitioners for the daily care of allocated patients.
- > In the case of Private Patients reports to the relevant medical practitioner.
- > Will be responsible for the supervision of medical students as directed by supervising medical practitioners and Consultants.

External

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

Challenges associated with Role:

Major challenges currently associated with the role include:

- > Maintaining a work/life balance while adhering to rostering expectations.
- > Managing difficult situations and people in times of stress.
- > Ensuring good communication between health care professionals through accurate and objective written notes.

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:

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 (WHS).
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > Keeping Them Safe Legislation (inclusive of Mandatory Notifier).
- > Disability Discrimination.
- > Code of Fair Information Practice.
- > 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.

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.

Cultural Statement:

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

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
- > NPCs and DHS Disability Services Employment Screenings must be renewed every 3 years thereafter from date of issue.
- > WWCCs 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.
- > Appointment is subject to immunisation risk category requirements (see page 1). There may be ongoing immunisation requirements that must be met.

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
Ensuring that all patients have a comprehensive formal admission process which, in liaison with other members of the clinical team will include:	<ul style="list-style-type: none"> > Documenting a complete exposition of the presenting problem and a competent psychosocial history. > Ensuring that the examination and history cover the presenting complaining and broad enough to uncover other problems that may exist. > Ensuring that this assessment provides a working diagnosis and justifies the need for any investigations which may be ordered. > Bringing any doubts or concerns to the attention of supervising medical practitioners immediately. > Assessing patients daily and providing an ongoing action plan and notation in the patient's records. > Familiarising oneself with clinical management protocols. > Providing an effective and accurate clinical handover of patient care at the change of daily shifts and at the change of a clinical attachment. > Commencing discharge planning at the earliest opportunity ensuring drugs and equipment are ordered, post discharge management and undertaking follow-up in consultation with the patient's normal carers and General Practitioner. > Undertaking the writing of an accurate and timely discharge summary.
Ensuring effective on-going in-patient management.	<ul style="list-style-type: none"> > Undertaking a comprehensive assessment that provides guidance for the management, investigation and ongoing treatment of the patient. > Consulting with the supervising medical practitioners where any concern relating to diagnosis or clinical condition exists. > Working oncall roster one in two weeks
Ensuring that care of patients is accurately and objectively documented by:	<ul style="list-style-type: none"> > Ensuring good communication between health care professionals through accurate and objective written notes, whilst bearing in mind the right of patients to inspect the case notes through Freedom of Information legislation. > Documenting concise relevant and structured entries which include date, time and signature being clearly identified and ensuring that names are printed and signed. > Using only approved abbreviations. > Making at least daily entries with a comprehensive summary of the admission which is then included in the discharge letter to the patient's ongoing care providers.
Ensuring that continuous quality improvement programs and activities are in place and are linked to the organisation's strategic and corporate directions and targets by:	<ul style="list-style-type: none"> > Participating actively and regularly in unit based and hospital wide training and educational sessions, both scheduled and opportunistic. > Participating in regular informal feedback process with supervising medical practitioners > Participating in formal assessment processes in a timely manner. > Participating in any remedial training activity as directed from formal and informal assessment processes. > Participating in an orientation to clinical and administrative responsibilities specific to the clinical unit, at the changeover of clinical rotations.

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- > Bachelor of Medicine or equivalent, registrable with the Medical Board of Australia as a Medical Practitioner.

Personal Abilities/Aptitudes/Skills:

- > High level of skills in negotiation and communication.
- > Genuine empathy for patients and their relatives/family.
- > Ability to communicate confidently and appropriately with patients and their family/relatives.
- > Ability to work as a team member and individually.
- > Ability to work under pressure without compromising patient care.
- > Competency in range of routine and common procedural ward-based skills.
- > Skill in problem solving and decision making at both the clinical and the individual level.
- > Commitment to quality management philosophy.
- > Ability to respond positively to change.

Experience

- > Must have completed internship.

Knowledge

- > Knowledge of contemporary medical practice and procedures appropriate to the level of the position.
- > Knowledge of investigations and treatments appropriate to the level of the position.
- > Knowledge of Work, Health & Safety principles and procedures.

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

Personal Abilities/Aptitudes/Skills:

- > Ability to adjust to filling a newly created hospital doctor position in order to create and maintain high quality inpatient journeys

Experience

- > Suitable Australian experience as a Registered Medical Practitioner.

Knowledge

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.

Health Network/ Division/ Department:

Riverland Mallee Coorong Local Health Network (RMCLHN) comprises 12 rural hospitals. It was created in 2019 has developed new and innovative models of healthcare delivery to improve health outcomes for its client base.

The Riverland Mallee Coorong region is one of 6 regions. Riverland General Hospital is situated in Berri. It serves the Riverland population of 35000 people. There are 4 other towns within the region.

The position is based in the general medical wards of the hospital, It also is responsible for the medical needs of patients in the in-patient mental health unit, and rehabilitation unit.

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.

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

Approvals

Role Description Approval

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

Name: Dr David Rosenthal

Role Executive Director of Medical Services, Riverland
Mallee Coorong Region LHN

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:



ROLE DESCRIPTION

Role Title:	Senior Inpatient Medical Officer
Classification Code:	MDP4
LHN/ HN/ SAAS/ DHA:	Riverland Mallee Coorong Local Health Network (RMCLHN)
Hospital / Service / Cluster / RSS	Riverland General Hospital
Division:	
Department/Section / Unit/ Ward:	General Medical – inpatients
Role reports to:	Executive Director Medical Services, RMCLHN
Role Created/ Reviewed Date:	February 2020
Criminal History Clearance Requirements:	<input checked="" type="checkbox"/> DHS Working With Children Check (WWCC) <input type="checkbox"/> DHS Disability Services Employment Screening <input checked="" type="checkbox"/> NPC – Unsupervised contact with vulnerable groups
Immunisation Risk Category	<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:

- > The Senior Medical Practitioner is responsible for providing clinical leadership in the management of the care of allocated inpatients in consultation with the responsible supervising Medical Officers, Consultants, Visiting Specialists, Nurses and Allied Health professionals. The incumbent actively participates in Continuous Quality Improvement activities including clinical audit and quality, safety and clinical risk management activities.
- > Active involvements in teaching medical students and trainee medical officers and where appropriate nursing and allied health
- > Participation in research and continuous medical education activities

Direct Reports:

- > Directly Reports to the Executive Director Medical Services
- > Provides leadership and supervision to Medical Officers

Key Relationships/ Interactions:

Internal

- > The Medical Practitioner is responsible for supervision of medical practitioners and trainee medical officers, interns and students in their daily care of allocated patients.
- > In the case of Private Patients reports to the relevant medical practitioner.
- > Liaises with other medical professionals, nursing, clerical and allied health workers, as part of a multi-disciplinary team

External

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

Challenges associated with Role:

Major challenges currently associated with the role include:

- > Maintaining a work/life balance while adhering to rostering expectations.
- > Managing difficult situations and people in times of stress.
- > Ensuring good communication between health care professionals through accurate and objective written notes.

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:

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 (WHS).
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- > Keeping Them Safe Legislation (inclusive of Mandatory Notifier).
- > Disability Discrimination.
- > Code of Fair Information Practice.
- > 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.

Handling of Official Information:

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- > 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
- > NPCs and DHS Disability Services Employment Screenings must be renewed every 3 years thereafter from date of issue.
- > WWCCs 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.
- > Appointment is subject to immunisation risk category requirements (see page 1). There may be ongoing immunisation requirements that must be met.
- > Hours of work will be based on between 37.5-50 hours per week.
- > May be required to attend other health units within the region to provide advice and expertise.
- > Overseas applicants must have valid working rights to practice in South Australia
- > Must have the required level of Supervision recommended by AHPRA.

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
Contribute to the provision of a high standard of practice to patients attending the Riverland General Hospital:	<ul style="list-style-type: none"> > Engaging in clinical practice in keeping with Best Practice principles. Participating in the supervision of and support of junior medical staff and other clinical staff. > Assisting in the implementation and development of clinical and management protocols aimed at delivering high quality patient care and using Evidence Based Best Practice principles. > Assisting in the coordination, direction and control of the unit > Participating in educational activities. > Provide highest level of care and become night clinical lead. > Providing leadership to the clinical team > Actively participating in all activities of the Department as a positive role model for the more junior medical staff.
Contribute to teaching/training by:	<ul style="list-style-type: none"> > Participating and assisting with postgraduate teaching programs as relevant to the clinical unit. > Taking an active role in the Department's teaching program for nursing graduates and advanced grade staff of South Australian Ambulance Service when required.
Contribute to continuous quality improvement and activities are in place	<ul style="list-style-type: none"> > Participating in an orientation to clinical and administrative responsibilities specific to the unit, at the commencement of employment and at the changeover of clinical rotations. > Assisting with developing and establishing key performance indicators for all critical activities relevant to area of responsibility in accordance with the quality evaluation program. > Assisting in the identification, establishment and review of corporate and departmental performance standards and outcomes. > Contributing to clinical review programs to monitor standards of practice and ensure the delivery of quality outcomes. > Participating in the complaint management process within the unit. > Continuously reviewing existing practices and promoting change where required. > Ensuring that documentation of clinical care in patients' medical records meets satisfactory standards > Participating actively and regularly in unit based and hospital wide training and educational sessions, both scheduled and opportunistic. > Participating in annual informal feedback process as scheduled. > Participating in annual formal assessment process in a timely manner. > Participating in any remedial training activity as directed from formal and informal assessment processes. > Participating in the education of registrars, resident medical officers, interns and students.
Contribute to the academic life of the unit at the direction of the EDMS:	<ul style="list-style-type: none"> > Conducting research. > Participating in the research discussions. > Contributing to the supervision of postgraduate students. > Participating in hospital management and advisory forums as required.
Contribute to a patient focussed approach in the provision of clinical services:	<ul style="list-style-type: none"> > Adhere to and support practices that ensure patient's rights are respected > Investigation of and addressing patient complaints in a positive, constructive manner > Maximise the participation of consumers in their care > Ensure consent procedures are followed > Ensuring good communication between health care professionals through accurate and objective written notes, whilst bearing in mind the right of patients to inspect the case notes through Freedom of Information legislation.

<p>Contribute to the efficient management of financial and material resources:</p>	<ul style="list-style-type: none"> > Actively promoting efficient care processes, including admission, discharge, use of investigations and use of facilities, equipment and supplies. > Assisting with and supporting efficient staffing practices, including those of trainee medical officers. > Ensuring that clinical documentation supports the timely, accurate coding of data for casemix and activity based funding purposes.
<p>Risk Management</p>	<ul style="list-style-type: none"> > Maintain an awareness of risk in the clinical environment > Actively support and contribute to risk management initiatives > Report sentinel events, potential medical negligence claims and adverse patient incidents

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.
- > Granted general registration with the Medical Board of Australia (AHPRA).

Personal Abilities/Aptitudes/Skills:

- > Ability to work independently and exercise a high level of professional judgement and medical competence in a multi-disciplinary setting.
- > High level of skills in negotiation and communication.
- > Competency in range of routine and common procedural ward-based skills.
- > Ability to supervise staff.
- > Ability to organise work priorities in planning, development and implementation of tasks in meeting deadlines.
- > Ability to write clear concise reports and correspondence.
- > Ability to work as a team member and individually.
- > Genuine empathy for patients and their relatives/family and respect for their rights and responsibilities.
- > Ability to work under pressure without compromising patient care.
- > Ability to use initiative and judgement where procedures are not clearly defined.
- > Skill in problem solving and decision making at both the clinical and the individual level.
- > Awareness of quality improvement principles and strategies and a commitment to quality management philosophy.
- > Ability to respond positively to change.
- > Awareness of research principles and strategies.

Experience

- > Experience at Senior RMO, Registrar or comparable level in general practice.
- > Experience with the supervision and teaching of undergraduate and postgraduate medical staff.
- > Experience in the management of critically ill patients
- > More than 5 years' experience in general practice

Knowledge

- > Knowledge of contemporary medical practice and procedures appropriate to the level of the position.
- > Knowledge of investigations and treatments appropriate to the level of the position.
- > Knowledge of Work, Health & Safety principles and procedures.
- > Knowledge of Equal Employment Opportunity principles.
- > Knowledge of Quality Improvement principles and procedures.
- > Knowledge of the Code of Fair Information Practice.
- > Knowledge of the Policy on Bullying and Harassment.
- > Understanding of the rights and responsibilities of patients and their families.
- > Working knowledge of Microsoft Office applications

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- > Eligible for registration with the Medical Board of Australia (AHPRA).

- > Other appropriate and relevant postgraduate, overseas comparable specialist, research or educational qualifications.

Personal Abilities/Aptitudes/Skills:

- > Demonstrate a flexible approach to working within a multi-disciplinary team.
- > Ability to motivate other staff
- > Commitment to high personal and professional standards.

Experience

- > Suitable Australian experience as a Registered Medical Practitioner.
- > Experience in a broad range of medical fields relevant to the area of clinical practice.
- > 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.

Knowledge

- > Knowledge of the Public Health System.
- > Knowledge of Evidence Based Medicine & Best Practice Principles.
- > A sound clinical knowledge of Emergency Medicine practices.

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

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Health Network/ Division/ Department:

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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:

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- > 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.

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

Approvals

Role Description Approval

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

Name: Dr David Rosenthal

Role: Executive Director of Medical Services, Riverland Mallee Coorong Region LHN

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: