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SA Health Job Pack

Job Title	Upper GI Consultant
Eligibility	Open to Everyone
Job Number	709713
Applications Closing Date	3/4/20
Region / Division	Central Adelaide Local Health Network
Health Service	The Queen Elizabeth Hospital
Location	Woodville
Classification	MD-2
Job Status	Permanent part-time working 18.75 hours per week
Total Indicative Remuneration	\$320,800/\$594,570 (pro rata)

Contact Details

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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**
- Vulnerable Person-Related Employment Screening - **NPC**
- Aged Care Sector Employment Screening - **NPC**
- 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:	Upper GI Consultant		
Classification Code:	MD2	Position Number	M57492
LHN/ HN/ SAAS/ DHA:	Central Adelaide Local Health Network (LHN)		
Site/Directorate	The Queen Elizabeth Hospital & The Royal Adelaide Hospital		
Division:	Surgery		
Department/Section / Unit/ Ward:	Upper GI		
Role reports to:	Head of Unit, Upper GI, TQEH		
Role Created/ Reviewed Date:	October 2019		
Criminal History Clearance Requirements:	<input type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Child- Prescribed (DCSI) <input type="checkbox"/> Vulnerable (NPC) <input type="checkbox"/> General Probity (NPC)		
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 (<i>minimal patient contact</i>)		

ROLE CONTEXT

Primary Objective(s) of role:
<ul style="list-style-type: none"> The Consultant contributes to the provision of advanced clinical services to patients of Central Adelaide Local Health Network (CALHN) The Queen Elizabeth Hospital and Royal Adelaide Hospital. Contributes to teaching/training at undergraduate and postgraduate levels. Promotes and leads research, including participation in research activities across CALHN Promotes and leads surgical audit, including mortality/morbidity review. Demonstrated high level of clinical skills in general surgery, particularly hepatobiliary, pancreatic and upper gastrointestinal tract surgery (HPB/UGI). <p>The incumbent will provide medical care to public and private inpatients and outpatients; develop education and research portfolios and encourage and support teamwork amongst staff for optimal clinical service outcomes.</p>

Direct Reports:
<ul style="list-style-type: none"> Is accountable to the Director Medical Services through the Divisional Medical Lead, Division of Surgery, CALHN and Head of Unit, Upper GI Unit

Key Relationships/ Interactions:
<p><u>Internal</u></p> <p>> Responsible for supervision of medical students in collaboration with the Interns, Resident Medical</p>

Officers, Registrars and fellow Consultants.

- > Liaises with other staff of Divisions and Services of CALHN.
- > Liaises closely with other surgical units on surgical audit and mortality/morbidity review and reports to the Division of Surgery Clinical Governance Forum on issues relating to surgical audit and mortality/morbidity review.
- > Medical staff from other departments within the Royal Adelaide Hospital and The Queen Elizabeth Hospital.
- > Internal service departments such as pathology and radiology.

External

- > Medical and other multidisciplinary staff from other health services
- > Outside referrals from GP's, public and private hospitals, etc.

Challenges associated with Role:

Major challenges currently associated with the role include:

- > Provision of a high quality, patient focussed clinical services within allocated resources.
- > Contribution to the development of best practice models of care and management of safety and quality activities.
- > Providing clinical leadership to facilitate and support a team approach to the provision of clinical services and ensuring the provision of high quality training to trainee medical officers.

Delegations:

- > As per CALHN Delegations.

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 Background Screening and National Criminal History Clearance.
- *Prescribed Positions* under the *Children's Protection Act (1993)* must obtain a satisfactory Criminal and Relevant History 'child-related' employment screening through the Screening and Licensing Unit, Department for Communities and Social Inclusion.
- Criminal and Relevant History Screening must be renewed every 3 years thereafter from date of issue for 'Prescribed Positions' under *the Children and Young People (Safety) Act 2017* or 'Approved Aged Care Provider Positions' as defined under the *Accountability Principles 2014* pursuant to the *Aged Care Act 2007 (Cth)*.
- Appointment is subject to immunisation risk category requirements. There may be ongoing immunisation requirements that must be met.
- 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.

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 Act 2014 (SA), facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.*
- *Meet immunisation requirements as outlined by the Immunisation Guidelines for Health Care Workers in South Australia Policy Directive.*
- *Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).*
- *Children's Protection Act 1993 (Cth) – 'Notification of Abuse or Neglect'.*
- *Disability Discrimination.*
- *Independent Commissioner Against Corruption Act 2012 (SA).*
- *Information Privacy Principles Instruction.*
- *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.*

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.

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.

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 Commitment:

CALHN welcomes and respects Aboriginal and Torres Strait Islander people and values the expertise, cultural knowledge and life experiences they bring to the workplace. In acknowledgement of this, CALHN is committed to increasing the Aboriginal and Torres Strait Islander Workforce.

Resilience:

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

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
Provision of Safe, Best practice clinical service	<ul style="list-style-type: none"> > Providing clinical leadership to facilitate and support a team approach to the provision of clinical services. > Undertaking the management and assuming responsibility for patients admitted to Upper GI Unit. > Supervising junior medical staff and trainees in the care of these patients. > Being available to medical colleagues for consultation regarding patient care. > Developing and implementing protocols in conjunction with other staff as appropriate. > Documenting patient care accurately and objectively. > Writing with the knowledge that the patients have a right to inspect their casenotes under Freedom of Information legislation. > Ensuring content of the casenotes is concise, relevant and structured and using approved abbreviations only. Each having a date and time and the writer being clearly identified both by a signature, a printed name and a position description. > Documenting inpatient care at least daily and a comprehensive summary of the admission should be generated at discharge in the form of a discharge letter to the patient's ongoing care providers. > Participating in relevant multidisciplinary meetings. > Fostering the development of community networks appropriate to the unit's work. > Assisting the Director/Head of Unit in planning and organising the delivery of clinical services. > Demonstrated high level of clinical skills in general surgery, particularly hepatobiliary, pancreatic and upper gastrointestinal tract surgery (HPB/UGI).
Teaching	<ul style="list-style-type: none"> > Participating in medical teaching/training programs at undergraduate and postgraduate levels. > Providing appraisals of medical undergraduates and trainee medical officers assigned to the unit. > Participating in the training of other health professionals. > Contribute to advances in knowledge in the specialty by initiating, establishing, leading and promoting either or both clinical and basic research.
Research	<ul style="list-style-type: none"> > Initiating and participating in research. > Supporting relevant clinical research programs conducted by the Hospital.
Safety and Quality	<ul style="list-style-type: none"> > Initiating and supporting clinical improvement activities. This will involve evaluation of clinical processes and service outcomes, including patient safety, identifying possible areas for improvement and implementing the required changes. > Maintaining an awareness of risk in the clinical environment. > Actively supporting and contributing to risk management initiatives. > Reporting sentinel events, potential medical negligence claims and adverse patient incidents.
Patient focused provisional clinical care	<ul style="list-style-type: none"> > Using facilities, equipment and supplies in the most cost efficient manner. > Contributing to casemix management by ensuring that appropriate practices are in place to ensure the timely coding of required data. > Adhering to and supporting practices that ensure patients' rights are

	<p>respected.</p> <ul style="list-style-type: none">> Investigating and addressing patient complaints in a positive, constructive manner.
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Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- > Must have passed Fellowship examination of the Royal Australasian College of Surgeons (General Surgery) or equivalent Specialist qualification.
- > Specialist medical qualification in the relevant specialty, registrable with the Australian Health Practitioners Regulation Authority (AHPRA)
- > Demonstrated participation in research and continuing medical education since attaining medical qualification.

Personal Abilities/Aptitudes/Skills:

- > Demonstrated high level of clinical skills in general surgery, particularly hepatobiliary, pancreatic and upper gastrointestinal tract surgery (HPB/UGI).
- > Demonstrated excellent verbal and interpersonal communication skills.
- > Demonstrated ability to work in a multidisciplinary team environment.
- > Demonstrated teaching skills, ability to organise and deliver education programs for medical officers, trainee medical officers, nursing staff and undergraduate medical students.
- > Ability to supervise staff.
- > Ability to relate well to other medical practitioners, health professionals, patients, their relatives and the public.
- > Research skills, clinical or basic, as evidenced by recent publications/presentations.
- > Training in endoscopic retrograde cholangio-pancreatico-graphy (ERCP)

Experience

- > Experience in quality improvement activities.
- > Experience within a large teaching hospital.
- > Experience at a senior level of professional practice.
- > Experience in teaching at an undergraduate and postgraduate level.
- > Experience in research initiatives.
- > Appropriate peer reviewed publication record.

Knowledge

- > Understanding of quality improvement principles.
- > Understanding of the rights and responsibilities of patients and their families.
- > Knowledge of contemporary medical practice and procedures appropriate to the care of General Surgery, HPB and Upper GI patients.
- > Knowledge of investigations and treatments appropriate to the level of the position.
- > An understanding of medical ethics.
- > Knowledge of public sector management aims, personnel management standards and employee conduct standards, in particular Equal Opportunity and Occupational Health, Safety and Welfare policies and procedures.
- > An understanding of risk and safety management systems, standards and responsibilities as they relate to a supervisory/management role.

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- > Surgical research higher degree
- > Current EMST accreditation.
- > GESA (or equivalent) accreditation for diagnostic and therapeutic endoscopies and ERCP

Personal Abilities/Aptitudes/Skills:

- > Understanding of needs of specialised patient groups treated

Experience

- > Experience at a senior level of professional practice.
- > Experience in teaching at an undergraduate and postgraduate level.
- > Experience in research initiatives.
- > Record of publication of research and presentations.

Knowledge

- > Understanding of budgetary requirements affecting the health system.
- > Understanding of the casemix funding model.

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 Inc., Northern Adelaide Local Health Network Inc., Southern Adelaide Local Health Network Inc., Women's and Children's Health Network Inc., Country Health SA Local Health Network Inc. and SA Ambulance Service Inc.

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.

Central Adelaide Local Health Network:

CALHN is one of five Local Health Networks (LHNs) in South Australia established in July 2011. CALHN is responsible for the following health services:

- Royal Adelaide Hospital (RAH)
- The Queen Elizabeth Hospital (TQEH)
- Hampstead Rehabilitation Centre (HRC)
- St Margaret's Rehabilitation Hospital (SMRH)
- Glenside Health Service (GHS) Psychiatric Intensive Care Unit; Inpatient Rehabilitation Services and Acute beds only
- Adelaide Dental Hospital (ADH).

CALHN also has governance over numerous community mental health and primary health services including Prison Health Service, SA Dental Service and DonateLife SA. Of note also is governance of the Statewide Clinical Support Services (SCSS) including Imaging, Pathology and Pharmacy, responsibility of which has vacillated between CALHN and DHW over the past few years.

CALHN is one of three metropolitan LHNs and its core population is approximately 390,000 people. CALHN also provides services to patients from other SA networks, rural and remote areas, the Northern Territory, NSW (Broken Hill) and western parts of Victoria. These services usually relate to complex services such as head and neck cancer, radiation therapy, cardiac surgery, spinal surgery or rehabilitation.

CALHN's purpose is to deliver quality and sustainable healthcare. While the delivery of high quality patient care is our number one priority, we face a significant challenge in achieving financial sustainability. A quality-assured financial recovery plan has been developed to meet these challenges. Through effective leadership and change management, the plan which is applicable to all Directorates and departments, will be implemented over the next three years.

Division/ Department:

The Queen Elizabeth Hospital and The Royal Adelaide Hospital (CALHN) are committed to the achievement of best practice in the design and delivery of services to its patients. This involves the pursuit of quality improvement and innovation in every aspect of its operation.

The Surgical Directorate incorporates a full range of Surgical Subspecialty services. The Directorate is committed to the principles of multi-disciplinary team care with the patient at the centre of care.

Values

Central Adelaide Local Health Network Values

Our shared values confirm our common mission by promoting an organisational climate where the patient's needs are put first and where the teamwork and professionalism of our workforce help us to attract and retain the best staff. These values guide our decisions and actions.

Patient Centred:	Our patients are the reason we are here and we will provide the best service to our patients and customers
Team Work:	We value each other and work as a team to provide the best care for our patients
Respect:	We respect each other, our patients and their families by recognising different backgrounds and choices, and acknowledging that they have the right to our services
Professionalism:	We recognise that staff come from varied professional and work backgrounds and that our desire to care for patients unites our professional approach to practice

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.

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:** _____