



ROLE DESCRIPTION

Role Title	Emergency Department Consultant
Classification Code	MD2
Position Number	P40377
Local Health Network	Barossa Hills Fleurieu Local Health Network Inc (BHFLHN)
Hospital / Service / Cluster	Southern Fleurieu Health Service
Department/Section / Unit/ Ward	Emergency Department
Role reports to	Emergency Department Head of Unit, SFHS
Role Created/ Reviewed Date	December 2025
Criminal History Clearance Requirements	<input checked="" type="checkbox"/> NPC – Unsupervised contact with vulnerable groups <input checked="" type="checkbox"/> DHS Working With Children Check (WWCC) <input type="checkbox"/> NDIS Worker Screening Please click here for further information on these requirements
Immunisation Risk Category	Category A (Direct Contact with blood or body substances) Please click here for further information on these requirements

ROLE CONTEXT

Primary Objective(s) of role:

- > To provide high quality patient care and clinical leadership within the Emergency Department.
- > To maintain relevant clinical Standards of Care in order to ensure safety and in order to enable the Service to meet and maintain accreditation requirements for the advanced and basic training of Emergency Medicine and General Practices trainees.
- > Clinical leadership and role modelling will include the provision of specialist level Emergency Medical care, clinical and non-clinical leadership, mentoring and teaching doctors within the department as well as liaising with clinical staff in other areas of the hospital.
- > To work collaboratively with Nursing staff and other multidisciplinary team members within the department
- > To develop productive relationships with other clinical and specialty staff within and external to the organisation
- > Development of guidelines designed to ensure the highest possible standards for Emergency Medical care, and which meets accepted emergency medicine best practice principles.
- > To provide support to the Head of Unit by providing strong clinical leadership in emergency medicine and deputising for the Head of Unit as reasonably required
- > To actively participate in quality improvement and department audit activities

Key Relationships/ Interactions:

Internal

- > The Emergency Department Team
- > Clinical staff in other areas of the hospital: acute ward, renal, maternity, radiology
- > Medical and other Health Care Students
- > Nursing Unit Manager for Emergency Department
- > Director of Medical Services – Southern
- > Director of Nursing – Southern Fleurieu Health Service
- > Emergency Heads of Units Mt Barker DSM Hospital and Gawler Health Service

External

- > SA Ambulance staff.
- > Community health staff, such as mental health, palliative care, child development, home hospital services
- > Adelaide Tertiary referral hospitals
- > Local General Practitioners

Challenges associated with Role:

Major challenges currently associated with the role include:

- > Provision of patient focussed care while maintaining a positive working culture and modelling clinical excellence

Delegations:

- > Nil

Resilience:

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

Performance Development

It is your responsibility to actively participate in the Performance Review & 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 Barossa Hills Fleurieu Local Health Network Inc. 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)* maintaining your own health and safety and not place others at risk and comply with any reasonable instruction that is given to allow SA Health to comply with the WHS Act, 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 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*.
- > SA Information Privacy Principles.
- > 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.
- > SA Health Respectful Behaviour (including management of bullying and harassment) Policy.
- > SA Health / Barossa Hills Fleurieu Local Health Network Inc. policies, procedures and standards.
- > Health Practitioner Regulation National Law (South Australia) Act 2010.
- > *Mental Health Act 2009 (SA)* and Regulations.
- > *Controlled Substances Act 1984 (SA)* and Regulations.

- > Professional Practice Standards and competencies consistent with area of practice as varied from time to time.

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:

Barossa Hills Fleurieu Local Health Network Inc. welcomes Aboriginal and Torres Strait Islander people and values the expertise, cultural knowledge and life experiences they bring to the workplace Barossa Hills Fleurieu Local Health Network Inc. is a culturally inclusive work environment that is respectful of Aboriginal and Torres Strait Islander culture.

Special Conditions:

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

- > 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 Child Safety (Prohibited Persons) Act 2016 must obtain a satisfactory Working With Children Check (WWCC) through the Screening and Licensing Unit, Department for Human Services (DHS).
- > 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 employment involving unsupervised contact with vulnerable groups.
- > Risk-Assessed roles under the National Disability Insurance Scheme (Practice Standards – Worker Screening Rules 2018) must obtain a satisfactory NDIS Worker Screening Check through the Department of Human Services (DHS) Screening Unit.
- > National Police Certificates must be renewed every 3 years thereafter from date of issue.
- > Working With Children Checks must be renewed every 5 years thereafter from date of issue.
- > NDIS Worker Screening Check must be renewed every 5 years thereafter from date of issue.

- > 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.

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
Clinical Patient Management	<ul style="list-style-type: none"> > Specialist assessment and treatments are instigated and implemented based on best outcome for the patient. > Treatment decisions are made and delivered in the Emergency Department and in the provision of a MET service to the remainder of the hospital. > Patients are transferred to the appropriate service based on clinical decisions which reflect best practice. > Documentation is accurate and timely. > Provide emergency medicine advice and phone consultation with other practitioners as required. > To strive for excellence in clinical outcomes, delivery processes and relationships both in and outside the service
To maintain and further develop the Emergency Department as a high performing team	<ul style="list-style-type: none"> > Clinical leadership is effectively demonstrated by working alongside Emergency Department medical, nursing, admin and other multidisciplinary staff within the department. > Act as a role model for medical staff and demonstrate high quality professional standards which align with the core values of BHFLHN: Trust, Respect, Integrity, Collaboration, and Kindness. > Take an active role in developing and implementing teaching and training sessions. > To have the professional responsibility to provide undergraduate and postgraduate teaching in all health professionals of lesser skill, knowledge, or experience, and that this obligation includes formal instruction during routine clinical activities. > Productively engage in, and positively support, change management processes and service development > Maintain harmonious and productive relationships with all colleagues. > Demonstrates effective communication styles fostering goodwill and collegiality between all disciplines. > Participate in Emergency Medicine Consultant roster, which is rostered over seven days and includes an on-call component. > Understand department and wider hospital systems/ functions and works collaboratively within a multidisciplinary team. > Actively participate in the development of clinical and departmental policies and protocols > Foster an environment where audit and teaching is valued and supported > Foster an environment that encourages all staff to have a stake in the future of the department. > Effective liaison and interaction with other departments to ensure excellent patient outcomes. > Ensure continued personal and professional development.
Actively Support and Demonstrate a Commitment to the Health Service Quality Assurance Programs, and Emergency Department Audit/Research Activity	<ul style="list-style-type: none"> > Participate in quality assurance activities and initiatives. > Regularly audits practice and participates in peer review. > Attend and participate in regular M&M meetings. > Clear guidance and support to be given to junior medical staff, with expectations clearly defined, and regular feedback regarding performance against expectations. > Any problems with the performance of junior medical staff will be addressed in partnership with the appropriate manager. > Identify and support possible research opportunities. > Act as a change agent and champion for new initiatives

	<ul style="list-style-type: none"> > Effective liaison with other services and departments to enable effective understanding and support of emergency medicine as a specialty.
Support the Emergency Department Leadership in the Development and Supervision of the Department	<ul style="list-style-type: none"> > Maintain high quality emergency medicine clinical practice. > Provide emergency medicine policy advice as required. > Prepares reports, guidelines and policies as required. > Assists the Clinical Director to maintain standards to enable ongoing accreditation as an Emergency and General Practice training facility. > Assist in the recruitment of department medical staff. > Acts as a delegate of the Clinical Director as reasonably required.
Meet Own Continuing Medical Education Needs to Maintain Credentialed Standards as an Emergency Department Consultant	<ul style="list-style-type: none"> > Participates in appropriate continuing medical education. > Maintains credentialed standards. > Participates in a Continuing Professional Development Programme (CPD)

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 Fellow of the Australasian College of Emergency Medicine or a Medical Practitioner with Specialist registration in Emergency Medicine or General Practice or Rural Generalism

Personal Abilities/Aptitudes/Skills

- > Ability to engage with Aboriginal community / consumers in a culturally appropriate manner and a willingness to undertake further training in this area.
- > Must demonstrate effective written and verbal communication and interpersonal skills to enable effective communication with people from a variety of cultural and linguistic backgrounds and experiences.
- > Ability to work effectively and respectfully in a team environment and contribute to a cohesive, positive, and motivated organisational culture.
- > Clinical excellence in Emergency Medicine
- > Positive attitude with problem solving focus.
- > High level of skill in professional judgement, clinical competence, negotiation, and communication in a multidisciplinary setting.
- > Commitment to quality management philosophy and devolved responsibility.
- > Commitment to patient and relative participation in patient care and understanding both the rights and responsibilities of patients and their families.
- > Ability to react positively to change.
- > Ability to work as a team member and individually.
- > Ability to work under pressure without compromising patient care.

Experience

- > Experience in the use of computer software such as Microsoft Office Suite – Outlook, Word, Excel etc.
- > Experience working with First Nations consumers and communities to provide culturally appropriate health services.
- > Experience in the provision of clinical governance to the working Emergency Department, including supervision of other medical staff, active clinical education and clear leadership, with at least 5 years' experience in a clinical Emergency Medicine in a setting comparable to an Australian Emergency Department
- > Experience and competency in a wide range of emergency medicine presentations and procedures
- > Experience in working within a multidisciplinary team.
- > Experience in the development and maintenance of clinical audit

Knowledge

- > Employees must understand their responsibility to maintain the integrity, confidentiality and security of official information for which they are responsible. Employees will also ensure that the privacy of individuals is maintained and will only access and/or release information in accordance with the requirements of their role, relevant legislation, industrial instruments, policy, or lawful and reasonable direction.
- > General understanding of Aboriginal culture and a willingness to undertake further training in this area.
- > Demonstrated understanding of the principles of contemporary medical education and research.
- > Demonstrated understanding of contemporary issues relating to rural health in South Australia.
- > Knowledge of Quality Improvement and Human Resource Management principles and procedures
- > Knowledge of the SA Health Code of Fair Information Practice and the SA Health Patient Safety Framework

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- > Higher education or training in fields complimentary or synergistic to the role

Personal Abilities/Aptitudes/Skills

- > A willingness to lead positive change management and/or to develop further clinical, educational or research services.

Experience

- > Educational or research experience

Knowledge

- > 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 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.

Health Network / Hospital Site / Department:

This role presents a great opportunity to join the strong and supportive team at Barossa Hills Fleurieu Local Health Network. Working within the Emergency Department team at Southern Fleurieu Health Service to deliver high quality emergency care to consumers. Working in a regional/rural setting, you will gain exposure to a diverse case mix reflective of the BHFLHN population demographics. Working in collaboration with the responsible medical staff, nurses and allied health professionals, you will supervise the medical care delivered by other medical officers within the department. You may also participate in education and training for medical and nursing staff along with contributing to Continuous Quality Improvement activities within the practice setting.

Southern Fleurieu Health Service provides a comprehensive range of medical and surgical services to patients from across the Fleurieu Peninsula and surrounding communities. Our hospital provides 24-hour emergency care and acute inpatient medical and surgical services. These include day surgery, maternity and obstetric care, palliative care, cancer care, renal dialysis and cardiac rehabilitation and pulmonary rehabilitation.

The LHN encompasses country hospitals and health services that provide support and services to approximately 12% of the South Australian population. The region is an area of significant population growth for South Australia. Our sites and services are located at Mt Barker, Gawler, Victor Harbor (Southern Fleurieu), Strathalbyn, Kingscote, Mt Pleasant, Angaston, Tanunda, Gumeracha, Eudunda and Kapunda. The LHN has 11 public hospitals, 6 aged care facilities and an extensive range of community-based services.

A range of clinical services are delivered including Acute care, Medical, Accident and Emergency, Surgery, Birthing and Midwifery, Specialist Consultancy, Renal Dialysis, Chemotherapy, Transfusions, Rehabilitation, Residential Aged Care, Respite Care, Transitional Care Packages, Aboriginal Health, Mental Health, Allied Health, Community Health (Country Health Connect), Community Nursing, Palliative Care, Community Home Support Packages and Home Modifications.

The Rural and Remote Mental Health Service at Glenside, Adelaide, provides services to the region with a team including psychiatrists, psychologists, social workers, occupational therapists and mental health nurses. There are also specialist youth mental health clinicians and access to specialist older persons mental health services.

The Barossa Hills Fleurieu Local Health Network is the host LHN for the Rural Support Service. The RSS supports all six regions LHNs by bringing together a number of specialist clinical and corporate advisory functions focused on improving quality and safety.

Values

BHFLHN Values

The values BHFLHN are used to indicate the type of conduct required by our employees and the conduct that our customers can expect from our Local Health Network:

- > We are committed to the values of trust, respect, integrity, collaboration, and kindness.
- > 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.

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.

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: _____ **Role Title:** _____

Date: _____ **Signature:** _____

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: _____

Date: _____ **Signature:** _____