

Statement of Duties

Position Title: Staff Specialist (Anaesthetics)	Position Number: Generic	Effective Date: October 2013
Group and Unit: Tasmanian Health Service (THS) – Medical Surgery		
Section: Department of Anaesthesia	Location: North	
Award: Salaried Medical Practitioners Interim Agreement	Position Status: Permanent/Fixed-Term	
	Position Type: Full Time/Part Time	
Level: I-II	Classification: Specialist Medical Practitioner	
Reports To: Director of Anaesthesia		
Check Type: Annulled	Check Frequency: Pre-employment	

Focus of Duties:

To provide quality specialist medical services to the Launceston General Hospital (LGH) within the limits of specified clinical privileges.

Duties:

1. Provide specialist diagnosis, treatment and care for public and private inpatients and outpatients of the LGH in accordance with Hospital policies.
2. Participate in an out of hours on call roster with other specialists as required.
3. Liaise with specialist colleagues as necessary for the care of hospital patients and provide a consultative service to other specialist units.
4. Assist in arranging onward referral of patients for medical services not available locally.
5. Participate in the undergraduate and post graduate teaching programs of the hospital, including both informal and formal tutorials.
6. Supervise and teach junior medical staff and medical students attached to the hospital.
7. Follow recommended practices according to the College of Anaesthetists' guidelines and standards, hospital guidelines and Department of Anaesthesia guidelines, policies and protocols.
8. Ensure the accurate and comprehensive clinical records maintained on patients treated.
9. Participate in continuous quality improvement activities as approved or required by the Director of Anaesthesia.
10. Participate in Department and hospital committees and other administrative matters as required by the Director of Anaesthesia, Director of Medical Services or the Chief Executive Officer (CEO).
11. Participate in clinical research approved by the hospital research committee.

12. Actively participate in and contribute to the organisation's Quality & Safety and Work Health & Safety processes, including the development and implementation of safety systems, improvement initiatives and related training, ensuring that quality and safety improvement processes are in place and acted upon.
13. The incumbent can expect to be allocated duties, not specifically mentioned in this document, that are within the capacity, qualifications and experience normally expected from persons occupying jobs at this classification level.

Scope of Work Performed:

- The occupant is responsible to the Director of Anaesthesia for the provision of specialist medical services to public and private patients of the LGH.
- Responsible for junior medical staff and medical students attached to the Department of Anaesthesia.
- Required to operate independently, acting within hospital by-laws and statutory regulations and clinical privileges as defined.
- Works unsupervised, but liaises closely with professional colleagues, the Director of Anaesthesia and the Director of Medical Services.
- Comply at all times with THS policy and protocol requirements, in particular those relating to mandatory education, training and assessment.

Essential Requirements:

Registration/licences that are essential requirements of this role must remain current and valid at all times whilst employed in this role and the status of these may be checked at any time during employment. It is the employee's responsibility to ensure that registration/licences remain current and to advise the Employer if their circumstances change. This includes notifying the Employer of any new criminal convictions and/or if a registration/licence is revoked, cancelled or has its conditions altered.

- Specialist or limited registration with the Medical Board of Australia in a relevant specialty.
- The Head of the State Service has determined that the person nominated for this job is to satisfy a pre-employment check before taking up the appointment, on promotion or transfer. The following checks are to be conducted:
 1. Conviction checks in the following areas:
 - a) crimes of violence
 - b) sex related offences
 - c) serious drug offences
 - d) crimes involving dishonesty
 2. Identification check
 3. Disciplinary action in previous employment check.

Selection Criteria:

1. Demonstrated extensive experience in the provision of anesthesia for a full range of surgical procedure at a tertiary referral teaching hospital standard.

2. Sound knowledge of current specialty practice in anesthesia and recent experience in an acute hospital setting.
3. Recent experience in Obstetric Anaesthesia at a Tertiary Referral Hospital standard.
4. Demonstrated ability to work within a multidisciplinary team of medical, nursing and allied health staff.
5. Demonstrated effective communication skills in dealing with patients, their relatives, and professional colleagues.
6. Demonstrated commitment to ensuring and reviewing quality of patient care by participation in peer review and quality improvement activities or programs.
7. Ability to undertake and manage research activities.
8. Demonstrated capacity for undergraduate and post graduate teaching.

Working Environment:

- Staff employed against this SoD as a Visiting Medical Practitioner will be employed in accordance with the *Tasmanian Visiting Medical Practitioners (Public Sector) Agreement* and remunerated accordingly.

The Department of Health and Human Services (DHHS) and Tasmanian Health Service (THS) are committed to improving the health and wellbeing of patients, clients and the Tasmanian community through a sustainable, high quality and safe health and human services system, and value leading with purpose, being creative and innovative, acting with integrity, being accountable and being collegial.

State Service Principles and Code of Conduct: The minimum responsibilities required of officers and employees of the State Service are contained in the *State Service Act 2000*. The State Service Principles at Sections 7 and 8 outline both the way that employment is managed in the State Service and the standards expected of those who work in the State Service. The Code of Conduct at Section 9 reinforces and upholds the Principles by establishing standards of behaviour and conduct that apply to all employees and officers, including Heads of Agencies. Officers and employees who are found to have breached the Code of Conduct may have sanctions imposed.

The *State Service Act 2000* and the Employment Directions can be found on the State Service Management Office's website at <http://www.dpac.tas.gov.au/divisions/ssmo>

Fraud Management: The Department of Health and Human Services and Tasmanian Health Service have a zero tolerance to fraud. Officers and employees must be aware of, and comply with, their Agency's fraud prevention policy and procedure and it is the responsibility of all officers and employees to report any suspected fraudulent activity to their Director or line manager, the Director HR Management and Strategy or to the Manager Internal Audit. DHHS and THS are committed to minimising the occurrence of fraud through the development, implementation and regular review of fraud prevention, detection and response strategies, and are conscious of the need to protect employees who advise management of suspected fraudulent activity from reprisal or harassment, and to comply with its obligations under the *Public Interest Disclosure Act 2002*. Any matter determined to be of a fraudulent nature will be followed up and appropriate action will be taken. This may include having sanctions imposed under the *State Service Act 2000*.

Delegations: This position may exercise delegations in accordance with a range of Acts, Regulations, Awards, administrative authorities and functional arrangements mandated by Statutory office holders including the Secretary. The relevant Unit Manager can provide details to the occupant of delegations applicable to this position. DHHS and the THS have a zero tolerance in relation to fraud and in exercising any delegations attached to this role the occupant is responsible for the detection and prevention of fraud, misappropriation and other irregularities, and for ensuring that all officers and employees are aware of their Agency's fraud policy and reporting procedures.

Blood borne viruses and immunisation: Health Care Workers (as defined by DHHS and THS policy) with the Department of Health and Human Services and Tasmanian Health Service are expected to comply with their Agency's policies and procedures relating to blood borne viruses and immunisation, including against Hepatitis B. Depending on the level of risk associated with their duties, Health Care Workers may be required to demonstrate current immunity, previous seroconversion to Hepatitis B or immunity following vaccination.

Records and Confidentiality: Officers and employees of the Department of Health and Human Services and the Tasmanian Health Service are responsible and accountable for making proper records. Confidentiality must be maintained at all times and information must not be accessed or destroyed without proper authority.

Smoke-free: The Department of Health and Human Services and the Tasmanian Health Service are smoke-free work environments. Smoking is prohibited in all State Government workplaces, including vehicles and vessels.