

Position	Emergency Department Medical Practitioner (Registrar)
Classification	MDP2
Division	Division of Medicine, Cardiac & Critical Care
Department / Section / Unit / Ward	Emergency Departments Flinders Medical Centre/Noarlunga Hospital
Role reports to	Operationally: > Direction of Emergency Department, Flinders Medical Centre/Noarlunga Hospital Professionally: > Director of Emergency Medicine Training or equivalent College supervisor > On Floor Consultant
CHRIS 21 Position Number TBA	Role Created / Review Date 1st July 2024
Criminal History Clearance Requirements <input type="checkbox"/> National Police Check <input type="checkbox"/> Child - Prescribed (Working with Children Check)	Immunisation Risk Category Category A (direct contact with blood or body substances)

JOB SPECIFICATION

Primary Objective(s) of role:

The Registrar is responsible for:

- Performing emergency medical assessment and treatment for patients attending the emergency department in consultation with Consultants, Senior registrars and with the collaboration of Nursing and Allied Health professionals.
- Coordination of investigations, management and discussions with patients/families and inpatient teams
- Supervision of RMOs, interns and medical students
- Liaising with other services within SAHLN and community health providers to provide comprehensive patient care.
- Involvement in Departmental Education activities
- Involvement in Quality Improvement Activities

Direct Reports: (List positions reporting directly to this position)

- > Day to day clinical activities, directly report to ED consultant in Charge.
- > For night shift report to night shift medical team leader.
- > Training issues report to allocated Director of Emergency Medicine Training
- > Operational Matters – ED Clinical Director

Key Relationships / Interactions:

Internal:

- > ED Consultant Group, ED registrars, Resident Medical officers and Interns. Nursing, Allied Health and clinical support staff.
- > Director of Emergency Medicine Training or equivalent College supervisor
- > On Floor Consultant
- > ED Roster Coordinators

External:

- > Staff from other divisions and services within SALHN and with community health providers.

Challenges associated with Role:

Major challenges currently associated with the role include:

- > Managing a complex patient group with significant illness and multiple comorbidities
- > Maintaining optimal communication with the team during complex and stressful situations

Delegations: (As defined in SALHN instruments of delegations)

(Levels / limits of authority in relation to finance, human resources, Work Health and Safety and administrative requirements as defined by Departmental delegations and policies.)

Financial	N/A
Human Resources	N/A
Procurement	N/A

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 three (3) 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 SALHN 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, Procedures and legislative requirements including but not limited to:

- > National Safety and Quality Health Care Service Standards.
- > *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 in the Immunisation for Health Care Workers in South Australia Policy Directive.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > *Children and Young People (Safety Act) 2017 (SA)*
- > *Public Interest Disclosure Act 2018*.
- > Disability Discrimination.
- > 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.
- > *Mental Health Act 2009 (SA)* and Regulations.

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.

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 *Child Safety (Prohibited Persons) Act 2016* and Child Safety (Prohibited Persons) Regulations 2019 must obtain a Working with Children Clearance through the Screening Unit, Department of Human Services.
- > Working with Children Clearance must be renewed every five (5) years.
- > 'Approved Aged Care Provider Positions' as defined under the Accountability Principles 1998 made in pursuant to the *Aged Care Act 2007* (Cth) must be renewed every 3 years.
- > Appointment and ongoing employment is subject to immunisation requirements as per Risk Category identified on page 1.
- > 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 2008* 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 Areas	Major Responsibilities
Direct/indirect patient/client care	<ul style="list-style-type: none"> > Commitment to delivering high quality and safe care consistent with the SALHN Integrated Governance Framework and Consumer Engagement Framework and Plan. >
Clinical responsibilities	<ul style="list-style-type: none"> > Maintain a high standard of patient care for all ED patients. > Keeping high quality, readily accessible records of patient care > Bringing any doubts or concerns to the attention of the Consultant immediately > Provide an effective and accurate clinical handover of patient care at the change of shifts and at the change of clinical attachment > Commence discharge planning at the earliest opportunity ensuring drugs and equipment are ordered, post discharge management provided and ensuring communication with patient's normal carers and General practitioner occur. > Undertaking the writing of an accurate and timely discharge summary > Emergency and routine care procedures will be performed under supervision consistent with the registrar's level of training and experience > Supervision of RMO, interns and medical students in appropriate circumstances > Maintaining a high level of communication with patients and relatives as appropriate to the circumstances > Participation in the Departments education and research initiatives
Education and Training	<ul style="list-style-type: none"> > Participation in Departmental teaching programs relevant to the Unit and the registrars career path > Studies relevant to college requirements > Presentation of cases to the ED multi-disciplinary team > Participation in ED and Hospital wide multi-disciplinary simulation education > Provide supervision and training of junior medical officers attached to the unit. > Participation in formal end of term assessments > Participation in any remedial training activity as directed from formal and informal assessment processes.
Contribution to effective operation of unit	<ul style="list-style-type: none"> > Contributing to the development of an integrated team approach and culture which is highly responsive to the needs of our consumers. > Contributing to the promotion and implementation of the objects and principles of the Health Care Act 2008 and Public Sector Act 2009 (inclusive of the Code of Ethics for the South Australian Public Sector). > Adhering to the provisions of relevant legislation including, but not limited to, the Equal Opportunity Act 1984, Work Health and Safety Act 2012 (SA) (WHS), Awards and Enterprise Agreements. > Demonstrating appropriate behaviours which reflect a commitment to the Department of Health values and strategic directions. > Undertaking training as required to attain and maintain required competency of skills and knowledge applicable to the role.

1. 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

Personal Abilities/Aptitudes/Skills

- > High level of skills in negotiation, communication and teamwork
- > Ability to communicate effectively and appropriately with patients, family/relatives and all members of the multi-disciplinary team
- > Ability to recognise personal and professional limitations and address these where appropriate.
- > Ability to work as a team member and individually
- > Ability to work under pressure without compromising patient care
- > Ability to demonstrate problem solving and decision-making skills at both the clinical and the individual level
- > Competency in a range of routine and common procedural critical care skills
- > Ability to adapt to positively to change
- > Proven commitment to the principles and practise of:
 - EEO, Ethical Conduct, Diversity and Worker Health & Safety.
 - Quality management and the provision of person and family centred care.
 - Risk management.

Experience

- > Clinical experience in Emergency Medicine
- > TS1-TS4 ACEM trainees, or equivalent in an alternative training program (e.g. FRACGP, FRACP, ACRRM or International Emergency Medicine training program).
- > International applicants - PGY 3 + medical practitioners who are eligible to be registered with the Australian Health Practitioner Regulation Agency (AHPRA) – must have successfully completed AMC 2 (clinical exam) or meet the criteria for provisional registration via the competent authority pathway.
- > Proven experience in delivering high quality and safe care consistent with the National Safety and Quality Health Care Service Standards. (Mandatory for all clinical positions.)

Knowledge

- > Current knowledge of emergency medicine skills requirements, procedures, equipment and clinical implantation of these.
- > Knowledge of investigations and treatments appropriate to the level of the position.
- > Awareness of National Safety and Quality Health Service Standards.
- > Understanding of Delegated Safety Roles and Responsibilities.
- > Understanding of Work Health Safety principles and procedures.
- > Understanding of Quality Management principles and procedures.
- > Awareness of person and family centred care principles and consumer engagement principles and procedures.

2. DESIRABLE CHARACTERISTICS (to distinguish between applicants who meet all essential requirements)

Personal Abilities/Aptitudes/Skills

- > Ability to work constructively with colleagues including nursing staff and multidisciplinary team members

Experience

- > Experience in emergency departments in Australia or comparable health care system
- > Proven experience in basic computing skills, including email and word processing.

Knowledge

- > Awareness of the Charter of Health and Community Services rights.
- > A sound clinical knowledge of emergency medicine in Australia or a comparable health care system.
- > Knowledge of health care in public and private sectors

Educational/Vocational Qualifications

- > Current Trainee of the Australian College for Emergency Medicine
- > Currently trainee of another college which requires emergency medicine rotations as a training requirement
- > Advance Life Support (ALS) and Advanced Paediatric Life Support (APLS)
- > Advanced Trauma Life Support (ATLS) or equivalent

Other Details

- > Nil

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.

SA Health Challenges

The health system is facing the challenges of an ageing population, increased incidence of chronic disease, workforce strategies, and ageing infrastructure. The SA Health Strategic Plan has been developed to meet these challenges and ensure South Australians have access to the best available health care in hospitals, health care centres and through GPs and other providers.

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.

Governing Boards

The State Government is reforming the governance of SA Health, including from 1 July 2019 the establishment of 10 Local Health Networks, each with its own Governing Board.

Statewide	> Women's and Children's Health Network
Metropolitan	> Central Adelaide Local Health Network
	> Southern Adelaide Local Health Network
	> Northern Adelaide Local Health Network
Regional	> Barossa Hills Fleurieu Local Health Network
	> Yorke and Northern Local Health Network
	> Flinders and Upper North Local Health Network
	> Riverland Mallee Coorong Local Health Network
	> Eyre and Far North Local Health Network
	> South East Local Health Network

Southern Adelaide Local Health Network (SALHN)

SALHN provides care for more than 350,000 people living in the southern metropolitan area of Adelaide as well as providing a number of statewide services, and services to those in regional areas. More than 7,500 skilled staff provide high quality patient care, education, research and health promoting services.

SALHN provides a range of acute and sub-acute health services for people of all ages.

SALHN includes

- > [Flinders Medical Centre](#)
- > [Noarlunga Hospital](#)
- > [GP Plus Health Care Centres and Super Clinics](#)
- > [Mental Health Services](#)
- > Sub-acute services, including [Repat Health Precinct](#)
- > [Jamie Larcombe Centre](#)
- > [Aboriginal Family Clinics](#)



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; it sets out the **South Australian Public Sector Values** as:

- > **Service** – We proudly serve the community and Government of South Australia.
- > **Professionalism** – We strive for excellence.
- > **Trust** – We have confidence in the ability of others.
- > **Respect** – We value every individual.
- > **Collaboration & engagement** – We create solutions together.
- > **Honesty & integrity** – We act truthfully, consistently, and fairly.
- > **Courage & tenacity** – We never give up.
- > **Sustainability** – We work to get the best results for current and future generations of South Australians.

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

Domestic and Family Violence

The Southern Adelaide Local Health Network (SALHN) recognises the devastating impact domestic or family violence can have on the lives, of those who experience abuse and are committed to supporting employees who experience domestic or family violence by providing a workplace environment that provides flexibility and supports their safety.

Role Acceptance

I have read and understand the responsibilities associated with the Emergency Medicine Registrar in the Division of Medicine, Cardiac & Critical Care and organisational context and the values of SA Health as described within this document.

Name

Signature

Date