



ROLE DESCRIPTION

Role Title:	ICU Medical Practitioner		
Classification Code:	MDP2	Position Number	M57295
LHN/ HN/ SAAS/ DHA:	Central Adelaide Local Health Network (LHN)		
Site/Directorate	The Queen Elizabeth Hospital		
Division:	Critical Care and Perioperative Services		
Department/Section / Unit/ Ward:	Intensive Care Services		
Role reports to:	Director, Intensive Care Services, CCS CALHN		
Role Created/ Reviewed Date:	03/03/2020		
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:
In a training capacity contributes to the provision of an Intensive Care Services within the objectives and philosophies of The Queen Elizabeth Hospital and the College of Intensive Care Medicine with a commitment to clinical teaching and research portfolios.
Direct Reports:
<ul style="list-style-type: none">• Reports to the Director, Supervisor of Training, or Delegate of the Intensive Care Services.• Supervision is provided on a daily basis by a Consultant. <p>Will be required to collaborate closely with other medical specialists, medical trainees, nursing staff and other health professionals.</p>
Key Relationships/ Interactions:
<ul style="list-style-type: none">• Working within a multidisciplinary team, including nursing, allied health, other clinical support specialties and administrative staff.• Liaises with other divisions and services of The Queen Elizabeth Hospital, with other health providers in the community and hospital sector and with the broader community in the pursuit of comprehensive patient care.

- Supervision is provided on a daily basis by a Consultant.

Challenges associated with Role:

Major challenges currently associated with the role include:

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

Delegations:

Delegated Level N/A in accordance with CALHN's Delegation of Authority Document

Staff supervised: Direct N/A Indirect N/A

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.
- Must be prepared to attend relevant meetings, staff development/education activities and, where necessary, activities required for gaining post-graduate qualifications required by College of Intensive Care Medicine.

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
Clinical	<p>Under supervision provide a comprehensive, effective, efficient and safe clinical (Intensive Care) service within accepted standards by:</p> <ul style="list-style-type: none"> • Adhering to departmental policies, protocols and procedures that ensure the provision of clinically acceptable intensive care practices. • Participating in clinical review and quality assurance programs to monitor and maintain standards of practice. • Providing a professional clinical service to hospital patients. • Supporting a team approach to the provision of clinical services. <p>Contribute to the adoption of responsive risk management practices by:</p> <ul style="list-style-type: none"> • Maintaining an awareness of risk in the clinical environment. • Actively supporting and contributing to risk management initiatives. • Reporting to the Director or Delegate, potential medical negligence claims and adverse patient incidents. <p>Contribute to a patient focused approach in the provision of clinical care by:</p> <ul style="list-style-type: none"> • Adhering to and supporting practices that ensure patients' rights are respected. • Investigating and addressing patient complaints in a positive, constructive matter.
Quality Assurance	<ul style="list-style-type: none"> • Participate in activities which review and evaluate the care being given to patients and assist to the development of corrective strategies as required following these reviews. This will involve in conjunction with senior staff evaluation of clinical processes and service outcomes, identifying possible areas for improvement and implementing the required changes.
Teaching	<ul style="list-style-type: none"> • Participate in the postgraduate training program as directed and supervised by the clinical director and departmental consultant staff by: • Participating and contributing to the departmental teaching program in aspects of Intensive Care as directed by Consultant staff and as required by College of Intensive Care Medicine. • Contributing to and supporting continuing education programs within the department. • Participating and contributing to the primary and final examination courses for the Fellowship of College of Intensive Care Medicine
Research	<p>Participate in clinical and scientific research by:</p> <ul style="list-style-type: none"> • Proposing and developing research initiatives relating to Intensive Care. • Conducting research related to Intensive Care. • Promoting where possible the departments research profile at state, national and international forums at state, national and international forums.

Administration	<p>Contribute and participate in the efficient and effective function of the department by:</p> <ul style="list-style-type: none"> • Adhering to hospital policies and procedures • Actively keeping abreast of all policy and procedural changes as they occur • Other duties as directed by supervisory and administrative staff members <p>Contribute to the efficient management of the financial and material resources of the Unit by:</p> <ul style="list-style-type: none"> • Using facilities, equipment and supplies in the most cost efficient manner. • Contributing to data management by ensuring that appropriate practices are in place to ensure the timely coding of required data.
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Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- Eligible to be registered with the Australian Health Practitioner Regulation Agency (AHPRA)
- Minimum of 12 months experience working in intensive care and or Anaesthesia, preferably with a postgraduate qualification in either

Personal Abilities/Aptitudes/Skills:

- Commitment to provision of high quality professional services.
- Enthusiastic participation in all Department professional activities.
- Commitment to personal and professional development.
- Maintain a strong spirit of co-operation with all co-workers while retaining a primary focus on provision of patient care.
- Developed interpersonal skills with demonstrated ability to communicate effectively to all levels of staff within a multidisciplinary clinical team.
- Ability to be flexible and work as part of a team while ensuring quality outcomes clinically and administratively.
- Ability to liaise with people from diverse cultures and backgrounds.
- Ability to take direction.
- Skills in clear and concise oral and written communication.

Experience

- Ability to liaise with people from diverse cultures and backgrounds.
- Experience and training in resuscitation.

Knowledge

- Knowledge of appropriate clinical standards

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- NIL

Personal Abilities/Aptitudes/Skills:

- Skills and experience in basic and advanced life support.
- Commitment to personal and professional development.

Experience

- Minimum of 12 month experience working in Intensive Care and/or Anaesthesia

Knowledge

- Knowledge of health unit structures and functions of a large hospital.
- Knowledge of health unit, systems, policies, procedures and the inter-relationship of various hospital services and departments.
- Knowledge of Equal Employment Opportunity and Occupational Health, Safety and Welfare principles.

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:

Critical Care & Perioperative Services provides a range of clinical services for patient care, including but not limited to:

- Intensive Care Services
- Acute Pain
- Hyperbaric
- Anaesthetic Services
- Medical Emergency Response Teams
- Theatre and Technical Suites

These services, including their research component, are delivered across the Central Adelaide Local Health Network – The Royal Adelaide and The Queen Elizabeth Hospital), although some services may be limited to one site only.

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:** _____