



ROLE DESCRIPTION

Role Title:	Clinical Academic - Obstetrics and Gynaecology
Classification Code:	MD2
LHN/ HN/ SAAS/ DHA:	Women's and Children's Health Network
Hospital/ Service/ Cluster	Women's and Children's Hospital
Division:	Women's and Babies Division
Department/Section / Unit/ Ward:	Obstetrics and Gynaecology
Role reports to:	Heads of Obstetrics and/or Gynaecology and
Role Created/ Reviewed Date:	10 th June 2020

ROLE CONTEXT

Primary Objective(s) of role:

- > A clinical academic in Obstetrics and Gynaecology (O&G) is to provide high quality medical services in Obstetrics. This includes:
 - > Involvement in the WCHN Maternal Fetal Medicine (MFM) Unit including outpatient clinics, in-patient care, ward rounds, the provision of telephone advice and attendance at MFM Unit meetings
 - > Management of the high risk Delivery Suite and emergency obstetric admissions both in-hours and after-hours on a rostered basis
 - > The consultant will contribute to teamwork within a multidisciplinary environment for optimal clinical service outcomes and be an active participant in teaching at all levels (medical students, junior, and senior medical staff, and midwifery staff and students)
 - > Leadership in research on the discipline

Key Relationships/ Interactions:

Internal

- > Has the following reporting lines:
 - > The Head of Obstetrics (Direct Report) and Clinical Lead MFM.
 - > Dean of the School of Medicine or nominee.
- > Works collaboratively with his/her Obstetrics and/or Gynaecology specialist colleagues.
- > Works in close liaison with senior midwifery and nursing staff, allied health, administrative, other medical specialists and other health professionals
- > Supervises the clinical practice of and teaches allocated trainee medical officers within the Service
- > Supports enquiry and research
- > Teaches and oversees medical students, including curriculum development and undergraduate and postgraduate research projects
- > Conducts research and develops an externally funded research program
- > Works collaboratively with academic colleagues

External

Patients, families and the wider SA community

Challenges associated with Role:

Major challenges currently associated with the role include:

- > To ensure the MFM and O&G services at the WCHN are delivered to best practice standards that improve health outcomes for the women and their babies.
- > To assist in the integrated provision of MFM and O&G services across South Australia
- > To establish and maintain strong clinical and research links within and external to WCHN.
- > Improve access to services for Aboriginal women, ensuring those services are provided in a culturally appropriate way.
- > To maintain skill and knowledge base sufficient to provide the level of care required in a modern tertiary service.
- > To encourage a spirit of respectful and co-operative care as part of a multidisciplinary team.

Delegations:

- > As per WCHN Delegations – Nil

Resilience:

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

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.

General Requirements:

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) and when relevant WHS Defined Officers must meet due diligence requirements.
- > Meet immunisation requirements as outlined by the Immunisation Guidelines for Health Workers in South Australia 2010.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > Keeping Them Safe Legislation (inclusive of Mandatory Notifier).
- > Disability Discrimination.
- > 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.

Special Conditions:

- > Appointment is subject to a satisfactory Background Screening and National Criminal History Check obtained through the Screening and Licensing Unit, Department for Communities and Social Inclusion to be renewed every 3 years thereafter from date of issue. Existing employees who have undertaken a Police Check and are cleared and then subsequently charged with an offence are required to inform their Line Manager immediately.
- > 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.
- > Participation on an On Call roster and out of hours work will be required.
- > Interstate and International travel may be required.
- > Rights to Private Practice in accordance with the Clinical Academics award.
- > Appointment will be subject to credentialing and definition of the scope of clinical practice.
- > Requirement to participate in Specialty College CPD programs and recertification
- > Clinical duties as mutually agreed with the Head of Obstetrics.

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
High quality clinical services	<p>Provision of high standard clinical services to patients using evidence based practice</p> <ul style="list-style-type: none"> > Ensure the provision of a high standard of patient centred clinical practice, including contribution to the development of and adherence to policies, protocols and procedures by all medical staff in the O&G service and MFM unit. > Participate in the Duty Obstetric Consultant roster in-hours and after-hours (covering Delivery Suite and emergency obstetric presentations) > Participate in Outpatient clinics as scheduled, including the MFM Unit and the associated ultrasound service > Actively participate in clinical review programmes to monitor standards of practice and ensure the maintenance of quality outcomes. > Coordinate and participate in the effective and efficient provision of medical services to inpatients and outpatients and the community. > Clinical records are maintained in accordance with organisational policy. > Develop partnerships, both internal and external, to support quality patient needs and outcomes.
Commitment and focus on teaching	<ul style="list-style-type: none"> > Undergraduate and postgraduate training in the Discipline of Obstetrics and Gynaecology, The University of Adelaide. > Facilitation of continuing education programmes within the WCHN. > Facilitate postgraduate teaching in Obstetrics and Gynaecology in liaison with RANZCOG training supervisors within the WCHN > Supervision and teaching of Fellows, Registrars and Resident Medical Officers as well as performance assessment where appropriate.
Commitment and involvement in research	<ul style="list-style-type: none"> > Contribute to development of and maintaining a culture of enquiry and excellence within the Women's and Babies division: > In collaboration with other clinical academics and specialists assist in leading the research conducted within the Women's and Babies division > Assist O&G trainees in research projects > Contribution to advances in knowledge in the specialty

	<ul style="list-style-type: none"> > Participate in multicentre research trials where appropriate
Commitment and undertaking to ensure quality management	<ul style="list-style-type: none"> > Participate in quality improvement and risk management activities and ongoing improvement of services > Continuously review existing practices and promoting change where required. > Contribute to the development of practice guidelines, protocols and quality indicators. > Promote the use of the organisational incident reporting system > Clinical risks are assessed and appropriate corrective strategies are developed. > Regular attendance and participation in clinical meetings of the service

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- > Bachelor of Medicine; Bachelor of Surgery (MBBS) or equivalent
- > Appropriate Specialist Qualifications (Fellowship of the Royal Australian and New Zealand College of Obstetricians and Gynaecologist (FRANZCOG) or recognised equivalent) and registrable with the Medical Board of Australia as a Medical Practitioner with Specialist registration, or within 6 months of specialist registration.

Personal Abilities/Aptitudes/Skills:

- > Well-developed interpersonal and communication skills (written and verbal), including the ability to work with individuals and families for positive health outcomes and to foster productive working relationships both internally and externally.
- > Demonstrated commitment to providing a quality service to the patient.
- > Demonstrated ability to develop good working relationships with women, their families and other staff which demonstrates, courtesy, respect, consideration, empathy, honesty, openness, providing good service, promoting health and promoting the goals of the WCHN.
- > Demonstrated commitment to education and training
- > Skills in problem solving and decision making at a senior level.
- > Demonstrated ability to be adaptable to change.
- > Evidence of recent involvement in research.

Experience

- > A demonstrated working experience in Obstetrics and Gynaecology to an appropriate level, including:
 - Experience in working in a large public secondary or tertiary centre and in the provision of care in high-risk clinical environments.
 - Experience in teaching at undergraduate and postgraduate levels.
 - Experience in, and commitment to, working within a multidisciplinary approach to health care.

Knowledge

- > Knowledge of contemporary practice, issues and research in relation to obstetrics.
- > Knowledge of the principles and practice of OHSW, Equal Opportunity, the Public Sector Act 2009 Code of Ethics and diversity appropriate to the requirements of the position.

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- > Additional and relevant postgraduate tertiary qualifications in Maternal Fetal Medicine or working towards such a qualification
- > Additional and relevant postgraduate tertiary qualifications in obstetric ultrasound or working towards such a qualification
- > Additional postgraduate tertiary research qualification (Masters or PhD or equivalent) or working towards such a qualification

Experience

- > Experience in developing an educational program
- > Experience in quality improvement activities.
- > Experience in working with indigenous and culturally diverse women

Knowledge

- > Sound knowledge of clinical resource management and its relevance to the concept of devolved management

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, Country Health SA Local Health Network and SA Ambulance Service.

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.

Health Network/ Division/ Department:

Health Network

The Women's and Children's Health Network (WCHN) was established to promote, maintain and restore the health of women, children and young people in South Australia. The Service plans, develops and coordinates health services as part of an integrated health system.

The Women's and Children's Health Network efficiently conducts and manages, within its identified resources, health services for children, young people and women, including:

- Specialist hospital services
- Primary health care and population health programs
- Integrated community care services
- Services to address the health and well being of particular populations, including Aboriginal Health Programs
- Education and training programs
- Research.

Division/Branch

The Women's and Babies' Division works within the philosophy that the health of women and their babies is enhanced and promoted through providing evidence based specialised care, research, education and health promotion in line with the South Australian government and WCHN strategic directions. The Women's and Babies' Division provides services with compassion and respect for the dignity of women and children, equal access to services regardless of ethnic, cultural or religious beliefs. The 'Division' provides leadership and a referral centre, establishes, maintains, supports and fosters relationships with other organisations with similar and complementary roles and functions.

Unit/Team

The O & G Service works with the philosophy that the health of women is enhanced and promoted through providing evidence based specialised care, research, education and health promotion in line with the South Australian Government and WCHN strategic directions. The O&G Service provides service with compassion and respect for the dignity of women, equal access to service, regardless of ethnic, cultural and religious beliefs. The O & G service provides leadership and as a reference centre, establishes, maintains, supports and fosters relationships with other organisations with similar and complementary roles and functions.

The MFM Unit is a unit within the Obstetric service and provides a subspecialty MFM service to 1.5 million patients across South Australia, and parts of NT, NSW and Victoria. The unit has four MFM specialist positions (two clinical academics) and one Visiting Medical Specialist. It is approved for RANZCOG MFM subspecialty training. The consultant staff have high degree of clinical expertise in high risk pregnancy management, ultrasound, fetal interventions and interdisciplinary care. The unit works closely with the Obstetric Medicine, Obstetrics, Women's Imaging, Neonatology Medical Genetics, Paediatric Cardiology and other paediatric Departments to provide a high quality MFM service. Staff in the MFM Unit are actively involved in research and received a number of NHMRC grants.

Values

SA Health Values

The values of SA Health are used to indicate the type of conduct required by our employees and the conduct that our customers can expect from our health service:

- > We are committed to the values of integrity, respect and accountability.
- > 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.

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:**