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SA Health Job Pack

Job Title	Medical Practitioner (Registrar) - Intensive Care Unit – Multiple Positions
Eligibility	Open to Everyone
Job Number	690641
Applications Closing Date	24 May 2019
Region / Division	NALHN – Critical Care
Health Service	Lyell McEwin Hospital
Location	Elizabeth Vale
Classification	MDP2
Job Status	Temporary Full-Time – from 3 February 2020 – 31 January 2021
Total Indicative Remuneration	\$93,111 - \$151,157 p.a.

Contact Details

Full name	Doris Murphy
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Criminal History Assessment

Applicants will be required to demonstrate that they have undergone an appropriate criminal and relevant history screening assessment/ criminal history check. Depending on the role, this may be a Department of Communities and Social Inclusion (DCSI) Criminal History Check and/or a South Australian Police (SAPOL) National Police Check (NPC). The following checks will be required for this role:

- ☒ Child Related Employment Screening - **DCSI**
- ☒ Vulnerable Person-Related Employment Screening - **NPC**
- ☐ Aged Care Sector Employment Screening - **NPC**
- ☐ General Employment Probity Check - **NPC**

Further information is available on the SA Health careers website at www.sahealth.sa.gov.au/careers - see Career Information, or by referring to the nominated contact person below.

Immunisation

Risk Category A (direct contact with blood or body substances)

- This role carries specific immunisation requirements. To be eligible for appointment in this role you will be required to meet the immunisation requirements associated with Category A (direct contact with blood or body substances). [Please click here for further information on these requirements.](#)

Guide to submitting an application

Thank you for considering applying for a position within SA Health. Recruitment and Selection processes across SA Health are based on best practice and a commitment to a selection based on merit. This means treating all applications in a fair and equitable manner that aims to choose the best person for the position.

A well presented, easy to read application will allow the panel to assess the information they need from your application. To give yourself the best opportunity to reach interview, the application should clearly and concisely demonstrate to the selection panel that you are suitably equipped to perform the role, and that you possess all of the stated minimum essential skills, abilities, knowledge, experience and educational qualifications (where required).

The online application form to apply for this position will ask for employment history, education, qualifications and referees however to understand the position and requirements we suggest you become familiar with the attached Job and Person Specification.

We request that you attach the following to your application -

- ✍ **A covering letter** of up to 2 pages introducing yourself to the selection panel and describing your skills, abilities, knowledge, qualifications and experience in relation to the position;
- ✍ **A current Curriculum vitae/Resume** that includes your personal details, relevant employment history, education, training courses, qualifications and professional memberships.

* Refer to <http://www.sahealthcareers.com.au/information/> for further information regarding

- The Indicative Total Remuneration which is inclusive of Award salary, superannuation and other monetary benefits.
- Information for Applicants
- Criminal History Assessment requirements



ROLE DESCRIPTION

Role Title:	Intensive Care – Medical Practitioner Registrar / RMO
Classification Code:	MDP2
LHN/ HN/ SAAS/ DHA:	Northern Adelaide Local Health Network
Hospital/ Service/ Cluster	Lyell McEwin Hospital
Division:	Critical Care
Department/Section / Unit/ Ward:	Intensive Care Unit
Role reports to:	Head of Unit Intensive Care Unit and Intensive Care Consultants
Role Created/ Reviewed Date:	
Criminal History Clearance Requirements:	<input type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Child- Prescribed (DCSI) <input checked="" 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 (minimal patient contact)

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 Lyell McEwin Hospital and the College of Intensive Care Medicine with a commitment to clinical teaching and research portfolios.

Direct Reports:

Reports to the ICU Director, Supervisor of Training, or Delegate of the Intensive Care Services.

Supervision is provided on a daily basis by a Consultant.

Will work collaboratively in a multi-disciplinary team of other medical specialists, medical trainees, nursing staff and other health professionals.

Key Relationships/ Interactions:

- Working within a multidisciplinary team, including nursing, allied health, other clinical support specialities and administrative staff.
- Liaises with other divisions and services of the Royal Adelaide 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 NALHN's Delegation of Authority Document

Staff supervised: Direct N/A

Indirect N/A

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, 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 2014.*
- > *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*
- > *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.

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:

NALHN 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, NALHN is committed to increasing the Aboriginal and Torres Strait Islander Workforce

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 Criminal and Relevant History Screening.
- > *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's Protection Act 1993* or 'Approved Aged Care Provider Positions' as defined under the *Accountability Principles 2014* pursuant to the *Aged Care Act 2007* (Cth).
- > 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 the College of Intensive Care Medicine.

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
CLINICAL	<p>Provide clinical care to the Intensive Care Unit and ensure the provision of optimal services including:</p> <ul style="list-style-type: none"> • Providing comprehensive clinical care to the patients of the Unit • Promoting patient safety in accordance with the SA Health Patient Safety Framework • Ensuring all patients undergo a thorough admission and assessment process, sufficient to guide management, investigation and ongoing treatment of the patient • Ensuring patient management plans are reviewed at least twice daily or more • Behaving in a professional manner at all times towards staff, patients and their carers which respects the rights of the individual <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	<p>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</p>

	evaluation of clinical processes and service outcomes, identifying possible areas for improvement and implementing the required changes.
TEACHING	<p>Participate in the postgraduate training program as directed and supervised by the clinical director and departmental consultant staff by:</p> <ul style="list-style-type: none"> • 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
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.

Knowledge, Skills and Experience

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 with General Registration

Personal Abilities/Aptitudes/Skills:

- Proven clinical skills relevant to this position
- Highly developed communication, interpersonal and conflict resolution skills including:
 - Ability to relate well to other medical practitioners, other health professionals and the public.
 - Ability to work harmoniously as part of a multi-disciplinary team.
 - Ability to make accurate, rapid, reasoned decisions regarding patient care.
 - Ability to be trained in basic intensive care procedures.
 - Ability to perform tracheal intubation/advanced airway management.
 - Advanced Life Support skills.
- Contribute to education programs for medical officers, undergraduate medical students, and staff of other disciplines

Experience

- Clinical experience in Intensive Care Medicine, Emergency Medicine, or Anaesthetics setting
- Ability to liaise with people from diverse cultures and backgrounds.
- Experience and training in resuscitation.

Knowledge

- Current knowledge of Intensive Care Medicine including skill requirements, procedures, equipment and the clinical implementation of ICU equipment
- Ability of to recognise limits of clinical skill and to seek assistance
- Understanding and knowledge of the role of Intensive Care within a developing health service
- 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
- Understanding of Work Health and Safety principles and procedures
- Understanding of the Australian National Safety & Quality Health Service Standards
- Knowledge of relevant legislation such as:
 - SA Health Care Act 2008
 - Consent to Medical Treatment and Palliative Care Act
 - Equal Opportunity

- Occupational Health Safety and Welfare
 - Consent to Medical and Dental Treatment Act
- Working knowledge of Microsoft Applications

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- Trainee of the College of Intensive Care Medicine
- Participation in professional development activities, educational programs, audits and research
- Two Years post graduate experience

Personal Abilities/Aptitudes/Skills:

- Ability to work constructively with nursing and medical staff
- Ability to motivate other staff

Experience

- Minimum of 12 month experience in an Intensive Care, Emergency Medicine, or Anaesthetics setting
- ALS/ACIS/ATLS/EMST provider certificate
- Proven experience in basic computing skills, including email and word processing
- Minimum of 12 month experience working in Intensive Care

Knowledge

- A sound clinical knowledge of Intensive Care practices
- 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, the Minister for Ageing, and the Minister for Mental Health and Substance Abuse. The Department for Health and Ageing is an administrative unit under the Public Sector Act 2009.

The legal entities include but are not limited to the 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.

Health Network/ Division/ Department:

The implementation of the National Health Reform in 2011 saw the establishment of five Local Health Networks across SA intended to promote, maintain and restore the health of the communities they serve.

The Northern Adelaide Local Health Network (LHN) provides care for around 341,000 people living in the northern metropolitan area of Adelaide as well as providing a number of state-wide services, and services to those in regional areas. More than 3,800 skilled staff provide high quality patient care, education, research and health promoting services.

The Northern Adelaide Local Health Network (NALHN) provides a range of acute and sub acute health services for people of all ages and covers 16 Statistical Local Areas and four Local Government Areas (one of which crosses the Central Adelaide Local Health Network) and includes the following:

- Lyell McEwin Hospital
- Modbury Hospital
- Sub-Acute
- GP Plus Health Care Centres and Super Clinics
- Aboriginal Health Care Services
- Mental Health Services (including two statewide services – Forensics and Older Persons)

NALHN offers a range of primary health care services across the northern metropolitan area of Adelaide, with a focus on providing preventive and health promoting programs in the community, and transition and hospital substitution and avoidance programs targeted at chronic disease and frail aged.

Clinical leadership of care systems is central to the current national and state wide health reforms. NALHN care delivery is configured within clinical divisions that are patient-focused, clinically led groupings of services. Clinical Divisions are responsible for managing service delivery activities across NALHN campuses and units, bringing together empowered experts to directly make relevant decisions.

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: Dr Simon Jenkins

Role Title: Divisional Director, Critical Care, NALHN

Signature:

Date:

Role Acceptance

Incumbent Acceptance

I have read and understood the responsibilities associated with role, the organisational context and the values of SA Health as outlined within this document

Name:

Signature:

Date:

Version control and change history
