



**HSS Registered**

**Registrar – Trainee – Nephrology**

**Medical Practitioners Agreement: Year 1-7**

**Position Number: 520229**

**Rotating through WA Teaching Hospitals  
(Administered by Royal Perth Hospital)**

**Reporting Relationships**

Service Directors  
Fiona Stanley Hospital / Sir Charles Gairdner Hospital  
Royal Perth Hospital  
Position Numbers: Various



Heads of Department  
Fiona Stanley Hospital / Sir Charles Gairdner Hospital  
Royal Perth Hospital  
Position Numbers: Various



Directly reporting to this position:

Title	Classification	FTE
Resident Medical Officer	MP Year 1-3	
Interns		

Also reporting to this supervisor:  
• Various

**Key Responsibilities**

To provide a high quality clinical service to in-patients and out-patients of the Nephrology Units at Fiona Stanley Fremantle Hospital Group, Royal Perth Bentley Group Hospital or Sir Charles Gairdner Osborne Park Health Care Group as a member of the WA Inter-hospital Advanced Training Program in Nephrology.

Work under the supervision of the Nephrologists and within a multi-disciplinary team Participate in the Nephrological management of patients at Fiona Stanley Hospital, Royal Perth Hospital or Sir Charles Gairdner Hospital, including patients from the In-centre and Satellite Dialysis Units, Home Dialysis Units, Transplant Units, In-patients, Out-patients, Clinics and Consults. Provide teaching and support to Junior Registrars, Resident Medical Officers (RMOs) and Interns in those Units. Participate in Departmental education, teaching, clinical audit and research activities as appropriate. In collaboration with the interdisciplinary team, works to achieve National and state performance standards and the National Safety and Quality Healthcare Standards

## EMHS Vision and Values

### Our Vision

***Healthy people, amazing care.  
Koorda moort, moorditj kwabadak.***

**Healthy people** refers to the commitment we have as an organisation to ensure our staff, patients and the wider community have access to comprehensive healthcare services, in order to maintain healthy lives.

**Amazing care** reflects the sentiment of those consumers accessing our healthcare services from feedback provided to us. This common statement resonates with the health service, and reflects our intentions in our practice and work every day.

As a health service which celebrates diversity of culture and languages, it is also important that our vision is shared in the Noongar language.

### Our Values

Our Values reflect the qualities that we demonstrate to each other and our community every day. Our staff make a difference every day to the patients, families and consumers they provide care, advice and support to. The EMHS values capture the shared responsibility that we uphold as most important, which are:

- **Kindness** – kindness is represented in the support that we give to one another. This is how we demonstrate genuine care and compassion to each and every person.
- **Excellence** – excellence is the result of always striving to do better. This is represented by constant improvements to the way in which we deliver our services, which results in a high performing health service.
- **Respect** – we demonstrate respect through our actions and behaviours. By showing each other respect, in turn we earn respect.
- **Integrity** – integrity is doing the right thing, knowing it is what we do when people aren't looking that is a true reflection of who we are.
- **Collaboration** – collaboration represents working together in partnership to achieve sustainable health care outcomes for our community with a shared understanding of our priorities.
- **Accountability** – together we have a shared responsibility for ensuring the best health care outcomes for our community. This is a reminder that it is not only our actions, but also the actions we do not do, for which we are accountable.

## Brief Summary of Duties (in order of importance) Summary of Duties

### 1. Clinical Duties

- 1.1 Assess and manage patients with acute Nephrological problems, in the Emergency Department, undertake in-patient and out-patient clinical duties in nephrology, dialysis and transplant as per units' requirements.
- 1.2 Co-ordinate patient discharges and ensure adequate follow-up is arranged.
- 1.3 Provide clinical supervision and training (including procedures) to RMOs, Interns and Junior Registrars.
- 1.4 Undertake medical student teaching.
- 1.5 Supervise/provide advice to after-hours junior medical staff relating to medical management of patients.
- 1.6 Participate in after hours and weekend rosters.
- 1.7 Assist in providing cover for unexpected absences.
- 1.8 Carry pager or mobile phone while on duty.
- 1.9 Be easily contactable, and able to return promptly to hospital, when on call.
- 1.10 Be self-sufficient in transport to and from work, for routine duties and when on call
- 1.11 Participate regularly in performance management.
- 1.12 Continuous Professional development - Monitor and review own clinical effectiveness, noting limitations and putting in place strategies to address these.
- 1.13 Coverage of general hospital duties / rosters as directed.

### 2. Nephrology Training Duties

- 2.1 Complete requirements for Advanced Training in Nephrology in accordance with the RACP A/T Curriculum.
- 2.2 Undertake training in WA Nephrology Units, as per WA Advanced Training Programme allocations.
- 2.3 Participate in clinical duties in General Nephrology, Dialysis and Transplantation as assigned by the unit.
- 2.4 Carry out procedures within capabilities, including insertion and removal of dialysis lines, renal biopsy etc.
- 2.5 Actively participate in hospital meetings, in-house and inter -hospital teaching sessions ( e.g. WAKTS meetings, Biopsy Meetings, Journal Club, Kidney School).
- 2.6 Participate in clinical audit, morbidity and mortality review and research projects as per departments' requirement.
- 2.7 Initiate quality improvement and clinical governance projects at ward/unit level.
- 2.8 Participate in peer review and quality improvement activities/seminars.
- 2.9 Attend Training Workshops, Educational Courses and Conferences, in accordance with RACP A/T Curriculum.
- 2.10 Coverage of general hospital duties / rosters as directed.

### 3. Education/Training/Research

- 3.1 Participates and engages in continuing professional development and educational activities.
- 3.2 Prepares case presentations for grand rounds, hospital and departmental meetings, clinical reviews and other relevant activities as required.
- 3.3 Participates in relevant clinical governance activities including regular clinical meetings, adverse event investigations and morbidity/mortality reviews as required and participates in the implementation of endorsed recommendations.
- 3.4 Participates in the education and training of medical students, interns, resident medical officers and other members of the interdisciplinary team through ward rounds, formal

**4. Quality Assurance / Performance Management**

- 4.1 Participate in departmental quality assurance activities and data collection.
- 4.2 Participate in a continuous process to monitor, evaluate and develop own performance.

**5. EMHS Duties**

- 5.1 Participates in an annual performance development review.
- 5.2 Supports the delivery of safe patient care and the consumers' experience including participation in continuous quality improvement activities in accordance with the requirements of the National Safety and Quality Health Service Standards and other recognized health standards.
- 5.3 Completes mandatory training (including safety and quality training) as relevant to role.
- 5.4 Performs duties in accordance with Government, WA Health, East Metropolitan Health Service and Departmental / Program specific policies and procedures.
- 5.5 Abides by the WA Health Code of Conduct, Occupational Safety and Health legislation, the Disability Services Act and the Equal Opportunity Act.

**6. Undertakes other duties as directed.**

## Work Related Requirements

### Essential Selection Criteria

1. Eligible for registration with the Medical Board of Australia.
2. Eligible for Registration as an Advanced Trainee with the Royal Australasian College of Physicians (RACP) or equivalent (i.e. applicant must have demonstrated interest in training in Nephrology or related Specialty).
3. Demonstrated theoretical, clinical and procedural experience in a range of medical disciplines adequate to undertake the position (previous experience in Nephrology and/or General Medicine essential).
4. Demonstrated ability to provide medical education, teaching, supervision, training and support to resident medical officers and interns.
5. Demonstrated verbal and written communication skills and interpersonal skills to effectively interact with patients, their families and staff at all levels.
6. Demonstrated organisational and time management skills to provide safe, timely patient centred care.
7. Demonstrated ability to monitor and review their clinical effectiveness, note their limitations and put in place strategies to ensure safe patient care.

### Desirable Selection Criteria

1. Demonstrated commitment to ongoing education and research in Nephrology or other Medical disciplines.
2. Show commitment to continuous improvement of patient outcomes.
3. Current knowledge and commitment to Equal Opportunity in all aspects of employment and service delivery

## Appointment Prerequisites

Appointment is subject to:

- Evidence of registration by the Medical Board of Australia must be provided prior to commencement.
- A Working With Children (WWC) Check is compulsory for staff who carry out child-related work in Western Australia.
- Completion of 100 Point Identification Check.
- Successful Criminal Record Screening Clearance.
- Successful Pre-Employment Integrity Check.
- Successful Pre-Employment Health Assessment.

## Certification

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the position.

..... <b>Manager / Supervisor Name</b>	..... <b>Signature</b> or	..... <b>HE Number</b>	..... <b>Date</b>
..... <b>Dept. / Division Head Name</b>	..... <b>Signature</b> or	..... <b>HE Number</b>	..... <b>Date</b>

As Occupant of the position I have noted the statement of duties, responsibilities and other requirements as detailed in this document.

..... <b>Occupant Name</b>	..... <b>Signature</b> or	..... <b>HE Number</b>	..... <b>Date</b>
..... <b>Effective Date</b>			

**HCN Registration Details** (to be completed by HSS)

..... <b>Created on</b>	..... <b>Last Updated on</b>
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