

Statement of Duties

Position Title: Staff Specialist	Position Number: 520193	Effective Date: January 2021
Group: Hospitals South – Rehabilitation, Royal Hobart Hospital (RHH)		
Section: Hospital Support Services	Location: South	
Award: Salaried Medical Practitioners (Tasmanian State Service) Agreement	Position Status: Permanent	
	Position Type: Full Time/Part Time	
Level: I-III	Classification: Salaried Medical Practitioner	
Reports To: Head of Department		
Check Type: Annulled	Check Frequency: Pre-employment	

Focus of Duties:

As a Rehabilitation Specialist Consultant, participate in all aspects of the medical care of rehabilitation patients/clients across a range of settings, including acute inpatient, in-reach, ambulatory and community rehabilitation services. The occupant will:

- Be involved in undergraduate and postgraduate teaching.
- Be actively involved in research.
- Undertake quality improvement activities.

Duties:

1. Patient Care:

- Provide a consultant service to inpatients, admitting and managing patients under their care.
- Accept referrals and undertake consultation and patient review.
- Participate in outpatient clinics in all aspects of rehabilitation medicine.
- Participate in an afterhours Consultants on call roster for rehabilitation services.
- Regular attendance at multidisciplinary clinic and meetings.
- Participate in quality activity programs.

2. Teaching:

- Participate in undergraduate and postgraduate specialist trainee teaching.
- Liaise with the University of Tasmania (UTAS) Department of Medicine in respect to the teaching of undergraduates and Registrars.

3. Education and Research:

- Maintain an active interest in research.
- Active participation in ongoing education meetings and activities.

4. Management:

- Responsible to the Head of Department (Rehabilitation).
- Liaison with the UTAS' Department of Medicine on issues relating to undergraduate teaching and research.

5. Performance and Development Review:

- To be conducted with the Head of Department on an annual basis.
- 6.** Actively participate in and contribute to the organisation's Quality & Safety and Work Health & Safety processes, including the development and implementation of safety systems, improvement initiatives and related training, ensuring that quality and safety improvement processes are in place and acted upon.
- 7.** The incumbent can expect to be allocated duties, not specifically mentioned in this document, that are within the capacity, qualifications and experience normally expected from persons occupying positions at this classification level.

Scope of Work Performed:

The occupant of the position will work under the broad direction of the Head of Department and will be responsible for working in accordance with the following performance criteria.

- Provide a high-quality service under the direction of the Head of Department to patients of the RHH and Repatriation Centre by:
 - Providing appropriate clinical care to patients/clients.
 - Coordinating the follow up care of patients.
 - Attending inpatients rounds and consulting clinics as scheduled.
 - Contributing to an after-hours on-call services in accordance with a roster.
 - Ensuring effective communication with care providers, especially General Practitioners, to promote continuity of patient care.
- Demonstrate a commitment to continuous services improvement by:
 - Participating in the development of clinical guidelines and protocols.
 - Attending and participating in clinical and departmental meetings.
 - Participating in departmental peer review and audit activities.
 - Continuously reviewing existing practices and promoting change where required.
 - Participating in Risk Management and Quality Improvement programs undertaken by the Department.
 - Participating in College-based programs directed towards maintaining the highest standards of professional care.
 - Participating in personal performance appraisal.
- Demonstrate a commitment for personal and professional development by:
 - Attending conferences to maintain and enhance knowledge.
 - Participating in programs designed to provide personal growth and development.

- Demonstrate a commitment to the provision of a multidisciplinary approach to clinical care by:
 - Working harmoniously with all members of the multidisciplinary clinical team.
 - Being responsive to the expectations and needs of both clinical and non-clinical colleagues.
- Engender a consumer focus in service delivery by:
 - Ensuring consumers can exercise their rights and responsibilities.
 - Ensuring that patients and families are given adequate information upon which to base treatment decisions and follow up.
 - Respond to complaints from patients and their relatives; and demonstrating empathy for patients and their families.
- Provide appropriate support, direction and training to trainee medical officers, nurses, and medical students by:
 - Providing appropriate direction and supervision to Registrars, Resident Medical Officers and Nurses.
 - Acting as a role model and mentor for trainee medical staff, nurses, and medical students.
 - Participating in the education of trainee medical staff, nurses, and medical students.
- Promote and contribute to the maintenance of a safe working environment by:
 - Complying with work health, safety and welfare policies and other written arrangements for work health, safety, and welfare at work.
 - Participating in relevant occupational health, safety, and welfare programs.
 - Complying with any reasonable instruction and following safe-work practices in relation to occupational health, safety, and welfare at work.
 - Participating in training programs and on-the-job training programs for occupational health, safety, and welfare.
 - Reporting all incidents, accidents and observed hazards to their supervisor or manager as soon as possible and assisting in the investigation process.
 - Supporting the role of the health and safety representatives by keeping them informed of any issues relating to health, safety, and welfare in the workplaces.
 - Ensuring that you are not, by the consumption of alcohol or a drug, in such a state as to endanger your own health and safety at work or the health and safety or any other person.
 - Participating in appraisals to evaluate work health and safety performance.
- Comply at all times with policy and protocol requirements, in particular those relating to mandatory education, training and assessment.

Essential Requirements:

Registration/licences that are essential requirements of this role must remain current and valid at all times whilst employed in this role and the status of these may be checked at any time during employment. It is the employee's responsibility to ensure that registration/licences remain current and to advise the Employer if their circumstances change. This includes notifying the Employer of any new criminal convictions and/or if a registration/licence is revoked, cancelled or has its conditions altered.

- Specialist or limited registration with the Medical Board of Australia in a relevant specialty.
- The Head of the State Service has determined that the person nominated for this job is to satisfy a pre-employment check before taking up the appointment, on promotion or transfer. The following checks are to be conducted:
 1. Conviction checks in the following areas:
 - a) crimes of violence
 - b) sex related offences
 - c) serious drug offences
 - d) crimes involving dishonesty
 2. Identification check
 3. Disciplinary action in previous employment check.

Selection Criteria:

1. Sound knowledge of current specialty practice in Rehabilitation Medicine.
2. Recent experience in providing specialist rehabilitation inpatient and outpatient services.
3. Demonstrated ability to work with a multidisciplinary team of medical, nursing and health professional staff.
4. Demonstrated capacity for undergraduate and postgraduate teaching.
5. Demonstrated ability to communicate effectively and maintain good interpersonal relationships in dealing with patients, their relatives, and professional colleagues.
6. Knowledge of continuous quality improvement activities relevant to practice within the clinical discipline.
7. Evidence of ongoing participation and commitment to continuing medical education.
8. Demonstrated effective administrative skills in the health-care environment.

Working Environment:

The Department of Health (DoH) and Tasmanian Health Service (THS) are committed to improving the health and wellbeing of patients, clients and the Tasmanian community through a sustainable, high quality, safe and people-focussed health system. Alongside this, staff are expected to act with integrity, be accountable for their actions, and work collegially with colleagues and others to provide better outcomes for Tasmanians.

State Service Principles and Code of Conduct: The minimum responsibilities required of officers and employees of the State Service are contained in the *State Service Act 2000*. The State Service Principles at Sections 7 and 8 outline both the way that employment is managed in the State Service and the standards expected of those who work in the State Service. The Code of Conduct at Section 9 reinforces and upholds the Principles by establishing standards of behaviour and conduct that apply to all employees and officers, including Heads of Agencies. Officers and employees who are found to have breached the Code of Conduct may have sanctions imposed.

The *State Service Act 2000* and the Employment Directions can be found on the State Service Management Office's website at <http://www.dpac.tas.gov.au/divisions/ssmo>

Fraud Management: The Department has a zero tolerance to fraud. Officers and employees must be aware of, and comply with, their Agency's fraud prevention policy and procedure and it is the responsibility of all officers and employees to report any suspected fraudulent activity to their Director or line manager, the Chief People Officer or to the Manager Internal Audit. The DoH and THS are committed to minimising the occurrence of fraud through the development, implementation and regular review of fraud prevention, detection and response strategies, and are conscious of the need to protect employees who advise management of suspected fraudulent activity from reprisal or harassment, and to comply with its obligations under the *Public Interest Disclosure Act 2002*. Any matter determined to be of a fraudulent nature will be followed up and appropriate action will be taken. This may include having sanctions imposed under the *State Service Act 2000*.

Delegations: This position may exercise delegations in accordance with a range of Acts, Regulations, Awards, administrative authorities and functional arrangements mandated by Statutory office holders including the Secretary. The relevant Unit Manager can provide details to the occupant of delegations applicable to this position. The DoH and THS have a zero tolerance in relation to fraud and in exercising any delegations attached to this role the occupant is responsible for the detection and prevention of fraud, misappropriation and other irregularities, and for ensuring that all officers and employees are aware of their Agency's fraud policy and reporting procedures.

Blood borne viruses and immunisation: Health Care Workers (as defined by DoH and THS policy) within DoH and THS are expected to comply with their Agency's policies and procedures relating to blood borne viruses and immunisation, including against Hepatitis B. Depending on the level of risk associated with their duties, Health Care Workers may be required to demonstrate current immunity, previous seroconversion to Hepatitis B or immunity following vaccination.

Records and Confidentiality: Officers and employees of the Department are responsible and accountable for making proper records. Confidentiality must be maintained at all times and information must not be accessed or destroyed without proper authority.

Smoke-free: DoH and THS workplaces are smoke-free environments. Smoking is prohibited in all State Government workplaces, including vehicles and vessels.