

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Staff Specialist - Intensivist
Position Number:	522873
Classification:	Specialist Medical Practitioner Level I-II
Award/Agreement:	Medical Practitioners (Public Sector) Award
Group/Section:	Hospitals North West - North West Regional Hospital Critical Care Department
Position Type:	Permanent, Full Time
Location:	North West
Reports to:	Executive Director of Medical Services
Effective Date:	August 2016
Check Type:	Annulled
Check Frequency:	Pre-employment
Essential Requirements:	<p>Specialist or limited registration with the Medical Board of Australia in a relevant specialty</p> <p><i>*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 if a registration/licence is revoked, cancelled or has its conditions altered.</i></p>
Desirable Requirements:	<p>Current Driver's Licence</p> <p>Fellow of the College of Intensive Care Medicine (FCICM) or equivalent</p>
Position Features:	<p>The occupant will be expected to participate in an out of hours oncall roster and undertake call-backs</p> <p>There is also an expectation some work will be undertaken outside normal hours which will include conducting weekend ward rounds</p>

NB: The above details in relation to Location, Position Type and Work Pattern may differ when this position is advertised – please refer to these details within the actual advert. The remainder of the content of this Statement of Duties applies to all advertised positions.

Primary Purpose:

In accordance with hospital policy, procedures and statutory regulations, the Staff Specialist - Intensivist will:

- Provide clinical services of the highest possible standard to Critical Care patients.
- Actively pursue improved outcomes for critical care patients by participating in teaching and research relevant to Critical Care Medicine.

Duties:

1. Provide specialist services to the Critical Care Department including diagnosis, treatment and care for patients in the Hospitals North West (North West Regional Hospital and Mersey Community Hospital) and, where appropriate, at other hospitals in Tasmania.
2. In consultation with other clinical services, assist with the management of Hospitals North West patients.
3. Participate in undergraduate and postgraduate teaching programs.
4. Undertake research in Critical Care Medicine.
5. Participate in hospital committees and administrative matters as required by the relevant Head of Department or Executive Director of Medical Services.
6. Participate in continuous quality improvement activities and clinical reviews including, but not limited to, morbidity and mortality meetings.
7. Actively participate in and contribute to the organisation's Quality & Safety and Work Health & Safety processes, including in the development and implementation of safety systems, improvement initiatives, safeguarding practices for vulnerable people, and related training.
8. 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.

Key Accountabilities and Responsibilities:

The occupant of the position will work under the broad direction of the relevant Head of Department and/or the Executive Director of Medical Services and will be responsible for working in accordance with the following performance criteria.

- Provide a high quality service under the direction of the Executive Director of Medical Services to the patients of the Hospitals North West by:
 - Providing appropriate clinical care to patients
 - Coordinating the follow up care of patients.
 - Attending inpatient rounds and consulting clinics if applicable.
 - Ensuring effective communication with care providers, especially General Practitioners, to promote continuity of patient care.
- Demonstrate a commitment to continuous service 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 Hospitals North West.
- Participating in college based programs directed towards maintaining the highest standards of professional care.
- Participating in personal performance appraisals.
- 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 clinical team.
 - Being responsive to the expectations and needs of both clinical and non-clinical colleagues.
- Provide appropriate support, direction and training to trainee medical officers, nurses and medical students in liaison with the Professor of Medicine, University of Tasmania by:
 - Providing appropriate direction and supervision to Registrars, Resident Medical Officers and Interns.
 - 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.
- Participate in and contribute to the academic life of the Department by:
 - Conducting research.
 - Participating actively in postgraduate educational activities e.g. Grand Rounds.
 - Contributing to the supervision of postgraduate students.
- Promote and contribute to the maintenance of a safe working environment by:
 - Complying with Work Health and Safety (WH&S) and welfare policies and other written arrangements for WH&S and welfare at work.
 - Participating in relevant WH&S and welfare programs.
 - Complying with any reasonable instruction and following safe work practices in relation to WH&S at work.
 - Participating in training programs and on-the-job training programs for WH&S and welfare.
 - Reporting all incidents, accidents and observed hazards and assist in the investigation process if required.
 - Supporting the role of health and safety representatives by keeping them informed of any issues relating to WH&S and welfare in the workplace.
 - Ensuring you are not, by the consumption of alcohol or drugs, in such a state as to endanger your own health and safety at work in addition to that of any other person.
 - Participating in appraisals to evaluate WH&S performance.

- Champion a child safe culture that upholds the National Principles for Child Safe Organisations. The Department is committed to the safety, wellbeing, and empowerment of all children and young people, and expect all employees to actively participate in and contribute to our rights-based approach to care, including meeting all mandatory reporting obligations.
- Where applicable, exercise delegations in accordance with a range of Acts, Regulations, Awards, administrative authorities and functional arrangements as mandated by Statutory office holders including the Secretary and Head of State Service. The relevant Unit Manager can provide details to the occupant of delegations applicable to this position.
- Comply at all times with policy and protocol requirements, including those relating to mandatory education, training and assessment.

Pre-employment Conditions:

It is the Employee's responsibility to notify an Employer of any new criminal convictions during the course of their employment with the Department.

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 Intensive Care Medicine and other subspecialties as appropriate.
2. Demonstrated ability to provide specialty services as defined by allocated clinical privileges.
3. Recent experience in an acute hospital setting.
4. Demonstrated ability to work with a multidisciplinary team of medical, nursing and allied health staff.
5. Demonstrated effective communication skills 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.

Working Environment:

The Department of Health is committed to improving the health and wellbeing of patients, clients and the Tasmanian community through a sustainable, high quality and safe health system. We value leading with purpose, being creative and innovative, acting with integrity, being accountable and being collegial.

The Department of Health is committed to improving the way we work with vulnerable people, in particular implementing strategies and actions to promote child safety and wellbeing, empower, and prevent harm to children and young people.

The Department upholds the *Australian Charter of Healthcare Rights* in our practice and is committed to the safeguarding and protection of the welfare and rights of all people, particularly those that may be at risk of abuse, neglect, or exploitation. We place emphasis on the provision of culturally safe, respectful, and inclusive care that is responsive to diverse needs.

The Department seeks to provide an environment that supports safe work practices, diversity and respect, including with employment opportunities and ongoing learning and development. We value the diverse backgrounds, skills and contributions of all employees and treat each other and members of the community with respect. We do not tolerate discrimination, harassment or bullying in the workplace. All employees must uphold the *State Service Principles* and *Code of Conduct* which are found in the *State Service Act 2000*. The Department supports the [Consumer and Community Engagement Principles](#).