



HSS Registered

Consultant – Emergency Medicine
Medical Practitioners Agreement: Year 1 - 9
Position Number: 112378
Emergency Medicine Department / Acute and Community Medicine Division
Rockingham Peel Group / South Metropolitan Health Service

Reporting Relationships

Medical Co-Director
 Acute and Community Medicine Division
 Consultant; Year 1 – 9



Head of Department – Emergency Medicine
 Consultant; Year 1 – 9
 Position Number: 111404



This Position



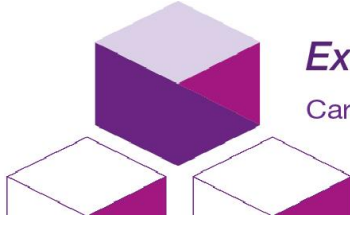
Directly reporting to this position:

Title	Classification	FTE
Nil		

- Also reporting to this supervisor:
- Consultants, Year 1 - 9
 - Senior Medical Practitioners, Year 1- 3
 - Health Service Medical Practitioners, Year 1 - 3
 - Vocational Registered GPs, Year 1 - 5
 - Senior Registrars, Year 1 – 2
 - Registrars, Year 1 - 7
 - Resident Medical Officers, Year 1 - 3
 - Interns, Year 1

Key Responsibilities
 Leads the multidisciplinary team to provide specialist emergency medicine services to patients. Promotes patient safety and quality of care. Provides leadership, orientation, training, supervision and education, where relevant, for Doctors in Training, health service medical practitioners and other health workers.

In collaboration with the Head of Department and other Consultants, works to achieve national, state and South Metropolitan Health Service (SMHS) performance standards and targets and works within the scope of clinical practice as defined and recommended by the SMHS Area Medical Credentialing Committee (AMCC).



Excellent health care, every time

Care ■ Integrity ■ Respect ■ Excellence ■ Teamwork

SMHS Values

The SMHS considers the values, attributes and attitudes of candidates along with the assessment of competency-based criteria of the position as part of employee recruitment and ongoing performance development.

SMHS is unified across its hospitals and services by its values and behaviours that provide a strong expectation of conduct for all SMHS staff no matter where they work.



SMHS is committed to driving opportunities to reduce its environmental footprint and promote environmentally sustainable work practices. As a health care provider, we believe it is our responsibility to reduce our emissions for the health and wellbeing of our community. It is also our responsibility to use resources wisely for the health of the planet.



Brief Summary of Duties (in order of importance)

- The Hospital Executive Director holds each Consultant responsible for the care of all patients assigned to them, understanding that after hours, the responsible consultant is the consultant on duty/on-call unless the patient has recently undergone a procedure.
- Each Consultant is responsible for the orientation, education and supervision of any medical staff allocated to them. Supervision is especially important during procedures.

1. Specific Duties Relevant to Speciality/Sub Speciality

- 1.1 Functions as an emergency medicine physician, undertaking direct clinical care of patients within Rockingham Peel Group (RkPG), especially in acute care.
- 1.2 Provides leadership to all emergency department medical staff in the provision of high quality medical services.

2. Clinical

- 2.1 Leads the provision of specialist consumer centred medical care to patients and provides a consultative service on request for other patients.
- 2.2 Undertakes clinical shifts at the direction of the Head of Department including participation in the on-call/after-hours/weekend rosters.
- 2.3 Consults, liaises and support patients, carers, colleagues, nursing, allied health, support staff, external agencies and the private sector to provide coordinated multidisciplinary care.
- 2.4 Is responsible for ensuring patients are involved in decision making, regarding their care.
- 2.5 Conducts regular clinical reviews of patients at appropriate intervals with junior doctors and coordinates patient care with a focus on actively addressing unnecessary delays in patient admissions, treatment or discharge.
- 2.6 Reviews patients who deteriorate or whose condition is causing concern to hospital staff, or if requested by the patient or relatives as soon as possible.
- 2.7 Authorises and supports registrar/s in conducting clinical review of all inpatients daily and to facilitate appropriate early discharges and is generally available for discussion by phone to assist registrars when necessary.
- 2.8 Provides preliminary advice to doctors both internal and external to SMHS and refers requests for interhospital transfers to the appropriate governance manager advising if transfer is time critical.
- 2.9 Works with the Head of Department and other Consultants to distribute planned and unplanned patient demand across the specialty and other hospital sites and champions clinical service redesign to improve systems of care.
- 2.10 Ensures clinical documentation, including discharge summaries are completed and undertakes other administrative/management tasks as required.
- 2.11 Participates in departmental (and other) meetings as required to meet organisational and service objectives.
- 2.12 Works within the scope of clinical practice as approved by the SMHS Area Medical Credentialing Committee (AMCC).
- 2.13 Champions the CanMEDS values and complies with appropriate guidelines for medical staff.

3. Education/Training/Research

- 3.1 Engages in continuing professional development/education and ensures continuous eligibility for the relevant specialist medical registration.
- 3.2 Educates Doctors in Training (DiT's), medical students and other members of the multidisciplinary teams through ward rounds, formal presentations, tutorials and other modalities.

- 3.3 Develops and participates in evidence based clinical research activities relevant to specialty.
- 3.4 Participates in mandatory training activities to ensure compliance with WA Health, SMHS and departmental specific policies, procedures and best practice.
- 3.5 Participates in the annual Professional Development Review (PDR) process with the Head of Department.

4. SMHS Governance, Safety and Quality Requirements

- 4.1 Commits to undertake the duties of the role in accordance with the WA Health Code of Conduct, the SMHS Vision and SMHS Values of Care, Integrity, Respect, Excellence and Teamwork.
- 4.2 Fulfils National Safety and Quality Health Services Standards requirements including but not limited to:
 - Participating in continuous safety and quality improvement actions, such as audits, reviews and drills that result in improvements to patient care, staff knowledge or the consumers experience and that align with actions described within the standard.
 - Participating with the development, implementation, reporting and monitoring of quality assurance measures and activities.
 - Ensuring records and statistics are kept in accordance with established procedures.
- 4.3 Undertakes performance development review of staff under their supervision and submits them to the Head of Department.
- 4.4 Initiates, implements and participates in audit, quality improvement and research activities in consultation with the Head of Department to systematically evaluate service delivery and meet customer needs.
- 4.5 Participates in relevant clinical governance committees including regular clinical reviews, Root Cause Analysis (RCA) and morbidity/mortality reviews as required and implements endorsed recommendations.
- 4.6 Attends to medico legal issues that arise concerning patients that have been under their care and advises the Head of Department about complaints they receive pertaining to themselves or other doctors.
- 4.7 Responsible for ensuring, as far as practicable, the provision of a safe working environment in consultation with staff under their supervision.
- 4.8 Performs duties in accordance with Government, WA Health, South Metropolitan Health Service and Departmental / Program specific policies and procedures, and applicable legislative obligations under the Public Sector Management Act, the Health Services Act, Work Health and Safety Act, the Disability Services Act and the Equal Opportunity Act.

5. Undertakes other duties as directed.

Work Related Requirements

The following criteria should be read together with the Brief Summary of Duties and considered in the context of the role and the SMHS Values.

Essential Selection Criteria

1. Eligible for registration with the Medical Board of Australia and Fellowship of the Australasian College for Emergency Medicine or equivalent.
2. Demonstrated extensive knowledge, clinical experience and leadership in the practice area of emergency medicine including in associated diagnostic and therapeutic procedures.
3. Demonstrated high level skills in all aspects of the CanMEDS competency framework (as a medical expert, communicator, collaborator, manager, health advocate, scholar and professional).
4. Demonstrated experience and commitment to clinical teaching and clinical research.
5. Demonstrated knowledge and application of quality improvement principles and practices.
6. Demonstrated ability to provide leadership, facilitate effective multidisciplinary teamwork and provide patient centric care.
7. Demonstrated high level communication (verbal and written), interpersonal, negotiation and conflict resolution skills to effectively interact with patients, families and personnel at all levels.

Desirable Selection Criteria

1. Post final fellowship sub-specialty, education, research or quality improvement training or qualifications.
2. Knowledge of current clinical governance systems.
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 being provided prior to commencement.
- Working with Children (WWC) Check, compulsory check for people who carry out child-related work in Western Australia.
- Provision of the minimum identity proofing requirements.
- Successful Criminal Record Screening Clearance.
- Successful Pre-Employment Integrity Check.
- Successful Pre-Employment Health Assessment.