

Position	Surgical Resident Medical Officer
Classification	MDP2
Division	Division of Surgery & Perioperative Medicine
Department / Section / Unit / Ward	Various Surgical and Non-Surgical Units
Role reports to	Operationally: Registrars, Fellows, Head of Unit Professionally: > Chief Surgical Resident
CHRIS 21 Position Number M54962	Role Created / Review Date 01/07/2020
Criminal History Clearance Requirements <input checked="" type="checkbox"/> National Police Check <input checked="" type="checkbox"/> Child - Prescribed (Working with Children Check)	Immunisation Risk Category Category A (direct contact with blood or body substances)

JOB SPECIFICATION

Primary Objective(s) of role:

The Surgical Resident Medical Officer is responsible for managing the day to day care of patients under the unit, prepare and complete daily ward duties, assist with operating theatres and preparation of lists, assist with teaching of the medical students and interns – particularly with minor procedures such as the insertion of intravenous lines and catheters, attend post-graduate meetings and where appropriate be involved in minor research projects and case presentations, present information regarding patient problems and progress to consultants and registrar staff on ward rounds. Occasionally attend clinics with the supervision of a registrar. Complete other duties as required by the registrar, consultant or head of the unit. Inform nursing and other staff deemed appropriate of patient care under the unit.

Direct Reports: (List positions reporting directly to this position)

- > Will be responsible for the supervision of medical students and Interns as directed by the Consultants and Registrars

Key Relationships / Interactions:

Internal:

- > For management and coordination of all surgical units; Surgical RMOs report to the Surgical TMO Manager, Surgery & Perioperative Medicine Division.
- > The Surgical Resident Medical Officer is responsible to the relevant unit head for the daily care of patients allocated to the accompanying department/unit. >
- > Reports to the Registrars and Consultants of the current rotation. >
- > In the case of Private Patients reports to the relevant consultant or Senior Registrar (if delegated)

External:

- > Liaises with other Directorates and Services of the LNH with other health providers in the community and hospital sector and with the broader community in the pursuit of comprehensive patient care

Challenges associated with Role:

Major challenges currently associated with the role include:

- > Maintaining a work/life balance while adhering to rostering expectations.
- > Managing difficult situations and people in times of stress.
- > Ensuring good communication between health care professionals through accurate and objective written notes

Delegations: (As defined in SALHN instruments of delegations)

(Levels / limits of authority in relation to finance, human resources, Work Health and Safety and administrative requirements as defined by Departmental delegations and policies.)

Financial	N/A
Human Resources	N/A
Procurement	N/A

Resilience

SA Health employees persevere to achieve goals, stay calm under pressure and are open to feedback.

Performance Development

It is your responsibility to actively participate in the Performance Review & Development Program which will include a six (6) monthly review of your performance against the responsibilities and key result areas associated with your position and a requirement to demonstrate appropriate behaviours which reflect a commitment to South Australian Public Sector and SALHN 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, Policies, Procedures and legislative requirements including but not limited to:

- > National Safety and Quality Health Care Service Standards.
- > *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 in the Immunisation for Health Care Workers in South Australia Policy Directive.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > *Children and Young People (Safety Act) 2017 (SA)*
- > *Public Interest Disclosure Act 2018*.
- > Disability Discrimination.
- > Information Privacy Principles.
- > 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.
- > *Mental Health Act 2009 (SA)* and Regulations.

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.

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 Background Screening and National Criminal History Clearance.
- > Prescribed Positions under the *Child Safety (Prohibited Persons) Act 2016* and Child Safety (Prohibited Persons) Regulations 2019 must obtain a Working with Children Clearance through the Screening Unit, Department of Human Services.
- > Working with Children Clearance must be renewed every five (5) years.
- > 'Approved Aged Care Provider Positions' as defined under the Accountability Principles 1998 made in pursuant to the *Aged Care Act 2007* (Cth) must be renewed every 3 years.
- > Appointment and ongoing employment is subject to immunisation requirements as per Risk Category identified on page 1.
- > 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 2008* 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.

Key Result Areas	Major Responsibilities
Direct/indirect patient/client care	<ul style="list-style-type: none"> > Commitment to delivering high quality and safe care consistent with the SALHN Integrated Governance Framework and Consumer Engagement Framework and Plan. > Commitment to delivering high quality and safe care consistent with the SALHN Integrated Governance Framework and Consumer Engagement Framework and Plan. > Contribute to a safe and healthy work environment, free from discrimination and harassment by working in accordance with legislative requirements, the Code of Ethics for the South Australian Public Sector and departmental human resource policies, including WHS requirements. > Commitment to achieving and complying with National Safety & Quality Health Service Standards. > Provide a high-quality clinical service under the direction of the Director Surgery and other Surgical Service Teams. > Work as a Surgical RMO within the surgical units on wards, preoperative and outpatient clinics as required. > Providing appropriate clinical care to patients, supervise interns and medical students. > Participate in multidisciplinary patient management and discharge planning. > Assist in assessment and management of surgical patients admitted via emergency department. > Formulate management plans for patients in consultation with more senior staff. > Ensuring effective communication with other care providers to promote continuity of patient care. > Provide after-hours care to general and surgical sub-specialty units as required by the published monthly roster. > Be rostered on-call anywhere between 3-5 on calls per month. > Participate in and be involved in a variety of elective and emergency surgical cases. > The Surgical RMO, will receive a variety of rotations, designed to assist the development of core surgical competencies and to prepare for application into accredited SET positions with the Royal Australasian College of Surgeons. > Pagers must always be carried and answered. Batteries to be replaced frequently. Pagers and mobile phones must always be on during working hours and when on call. > Active involvement in teaching medical students and interns and conduct research is required
Communication	<ul style="list-style-type: none"> > The Surgical RMO is the key person who works closely with all members of the team and must work as part of and contribute towards a multidisciplinary team. > Deal with matters of an urgent or sensitive nature. Must have the ability to exercise discretion, sensitivity and maintenance of confidentiality. > Be able to talk to patients and family members regarding patient care.

<p>Decision Making</p>	<ul style="list-style-type: none"> > Trainees are required to refer all decision concerning patients with their immediate supervisor. > Exercise independent judgement, imitative and problem-solving skills but in consultation with senior medical staff. Ensure appropriate input from key decision makers and achieve consensus where possible. > Deal with matters in a confidential manner and to respect the professional values of all staff.
<p>Contribution to effective operation of unit</p>	<ul style="list-style-type: none"> > Contributing to the development of an integrated team approach and culture which is highly responsive to the needs of our consumers. > Contributing to the promotion and implementation of the objects and principles of the Health Care Act 2008 and Public Sector Act 2009 (inclusive of the Code of Ethics for the South Australian Public Sector). > Adhering to the provisions of relevant legislation including, but not limited to, the Equal Opportunity Act 1984, Work Health and Safety Act 2012 (SA) (WHS), Awards and Enterprise Agreements. > Demonstrating appropriate behaviours which reflect a commitment to the Department of Health values and strategic directions. > Undertaking training as required to attain and maintain required competency of skills and knowledge applicable to the role.

1. 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.

Personal Abilities/Aptitudes/Skills

- > Excellent communication and interpersonal skills with the ability to communicate effectively with a wide range of people including colleagues and other professional staff.
- > Ability to work as a member of a team and provide direction, show leadership to junior medical staff and have affective interpersonal skills and teaching skills.
- > Appropriate time management skills/punctuality.
- > Adequate level of skills in problem solving, decision making and assessment of patients.
- > Commitment to clinical audit.
- > Ability to act as a role model for other colleagues including interns and medical students.
- > Proven commitment to the principles and practise of:
 - EEO, Ethical Conduct, Diversity and Worker Health & Safety.
 - Quality management and the provision of person and family centred care.
 - Risk management.

Experience

- > Completed internship training or relevant medical training to commence as a Surgical RMO.
- > Proven experience in delivering high quality and safe care consistent with the National Safety and Quality Health Care Service Standards. (Mandatory for all clinical positions.)

Knowledge

- > Awareness of National Safety and Quality Health Service Standards.
- > Understanding of Delegated Safety Roles and Responsibilities.
- > Understanding of Work Health Safety principles and procedures.
- > Understanding of Quality Management principles and procedures.
- > Awareness of person and family centred care principles and consumer engagement principles and procedures.
- > Knowledge of contemporary medical practice and procedures appropriate to the level of the position.
- > Knowledge of investigations and treatments appropriate to the level of the position. > Proven experience in basic computing skills, including email and word processing. > Awareness of the Charter of Health and Community Services rights

2. DESIRABLE CHARACTERISTICS (to distinguish between applicants who meet all essential requirements)

Personal Abilities/Aptitudes/Skills

- > Evidence of commitment to professional development.

Experience

- > Working towards application to Surgical Education Training with Royal Australasian College of Surgeons is preferred.
- > Proven experience in basic computing skills, including email and word processing.

Knowledge

- > Awareness of the Charter of Health and Community Services rights.
- > Knowledge of the philosophy/principles/goals of – SAFKIML and surgical training and unit protocols.

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.

SA Health Challenges

The health system is facing the challenges of an ageing population, increased incidence of chronic disease, workforce strategies, and ageing infrastructure. The SA Health Strategic Plan has been developed to meet these challenges and ensure South Australians have access to the best available health care in hospitals, health care centres and through GPs and other providers.

Our Legal Entities

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Wellbeing. The Department for Health and Wellbeing is an administrative unit under the Public Sector Act 2009.

Governing Boards

The State Government is reforming the governance of SA Health, including from 1 July 2019 the establishment of 10 Local Health Networks, each with its own Governing Board.

Statewide	> Women's and Children's Health Network
Metropolitan	> Central Adelaide Local Health Network > Southern Adelaide Local Health Network > Northern Adelaide Local Health Network
Regional	> Barossa Hills Fleurieu Local Health Network > Yorke and Northern Local Health Network > Flinders and Upper North Local Health Network > Riverland Mallee Coorong Local Health Network > Eyre and Far North Local Health Network > South East Local Health Network

Southern Adelaide Local Health Network (SALHN)

SALHN provides care for more than 350,000 people living in the southern metropolitan area of Adelaide as well as providing a number of statewide services, and services to those in regional areas. More than 7,500 skilled staff provide high quality patient care, education, research and health promoting services.

SALHN provides a range of acute and sub-acute health services for people of all ages.

SALHN includes

- > [Flinders Medical Centre](#)
- > [Noarlunga Hospital](#)
- > [GP Plus Health Care Centres and Super Clinics](#)
- > [Mental Health Services](#)
- > Sub-acute services, including [Repat Health Precinct](#)
- > [Jamie Larcombe Centre](#)
- > [Aboriginal Family Clinics](#)



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; it sets out the **South Australian Public Sector Values** as:

- > **Service** – We proudly serve the community and Government of South Australia.
- > **Professionalism** – We strive for excellence.
- > **Trust** – We have confidence in the ability of others.
- > **Respect** – We value every individual.
- > **Collaboration & engagement** – We create solutions together.
- > **Honesty & integrity** – We act truthfully, consistently, and fairly.
- > **Courage & tenacity** – We never give up.
- > **Sustainability** – We work to get the best results for current and future generations of South Australians.

The Code recognises that some public sector employees are also bound by codes of conduct relevant to their profession.

Domestic and Family Violence

The Southern Adelaide Local Health Network (SALHN) recognises the devastating impact domestic or family violence can have on the lives, of those who experience abuse and are committed to supporting employees who experience domestic or family violence by providing a workplace environment that provides flexibility and supports their safety.

Role Acceptance

I have read and understand the responsibilities associated with the Surgical Resident Medical Officer in the Division of Surgery and Perioperative Medicine and organisational context and the values of SA Health as described within this document.

Name

Signature

Date