

Statement of Duties

Position Title: Staff Specialist - Intensivist	Position Number: 522873	Effective Date: August 2016
Group and Unit: Tasmanian Health Service (THS) – North West Regional Hospital		
Section: Critical Care	Location: North West	
Award: Salaried Medical Practitioners (Tasmanian State Service) Agreement	Position Status: Permanent	
	Position Type: Full Time	
Level: I-I I	Classification: Specialist Medical Practitioner	
Reports To: Clinical Leader Critical Care/Director Medical Services		
Check Type: Annulled	Check Frequency: Pre-employment	

Focus of Duties:

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 Department of Critical Care including diagnosis, treatment and care for patients in the Tasmanian Health Service – North West (North West Regional Hospital and Mersey Community Hospital) and where appropriate other hospitals in Tasmania.
2. In consultation with other clinical services assist with the management of Tasmanian Health Service – 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 Director 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 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.

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.

Scope of Work Performed:

The occupant of the position will work under the broad direction of the relevant 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 Clinical Leader Critical Care and Director Medical Services to the patients of the Tasmanian Health Service – North West, by:

- Providing appropriate clinical care to patients.
- Coordinating the follow up care of patients.
- Attending inpatient rounds and consulting clinics if applicable.
- Contributing to an after-hours on call service 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 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 the THS – 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 student.

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 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.

Comply at all times with THS 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:
 - I. 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.

Desirable Requirements:

- Current Driver's Licence.

Selection Criteria:

1. Sound knowledge of current specialty practice in Intensive Care Medicine and other subspecialties as appropriate. Fellow of the College of Intensive Care Medicine (FCICM) or equivalent.
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 multi-disciplinary 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 occupant will be expected to participate in an out of hours on call roster and undertake call backs. There is also an expectation some work will be undertaken outside normal hours which will include conducting weekend ward rounds.

The Department of Health and Human Services (DHHS) 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 and safe health and human services system, and value leading with purpose, being creative and innovative, acting with integrity, being accountable and being collegial.

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 of Health and Human Services and Tasmanian Health Service have 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 Director HR Management and Strategy or to the Manager Internal Audit. DHHS 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. DHHS and the 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 DHHS and THS policy) with the Department of Health and Human Services and Tasmanian Health Service 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 of Health and Human Services and the Tasmanian Health Service 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: The Department of Health and Human Services and the Tasmanian Health Service are smoke-free work environments. Smoking is prohibited in all State Government workplaces, including vehicles and vessels.