

Statement of Duties

Position Title: Senior Resident Medical Officer - Acute Care	Position Number: 522018, 522308	Effective Date: May 2020
Group: Hospitals South – Royal Hobart Hospital (RHH)		
Section: Southern Hospitals	Location: South	
Award: Medical Practitioners (Public Sector)	Position Status: Fixed-Term	
	Position Type: Full Time	
Level: 5-8	Classification: Medical Practitioner	
Reports To: Director - Department of Anaesthesia & Perioperative Medicine / Director of Critical Care Medicine		
Check Type: Annulled	Check Frequency: Pre-employment	

Focus of Duties:

The Senior Resident Medical Officer - Acute Care (SRMO - Acute Care) will:

- Spend six months in Anaesthesia and six months in Intensive Care during the one-year tenure.
- Be involved in routine duties within the Department of Anaesthesia and Perioperative Medicine and Department of Critical Care Medicine as determined by the Directors and will work under the supervision and guidance of Consultant Specialists in each department.

Duties:

1. Department of Anaesthesia and Perioperative Medicine (six months):
 - Provide services in Anaesthesia including diagnosis, treatment and care for patients, both inpatient and outpatient at the Royal Hobart Hospital (RHH).
 - Participate in departmental teaching/education programs.
 - Participate in research in Anaesthesia.
 - Participate in the out-of-hours Anaesthetic roster as determined by the Director of Anaesthesia and Perioperative Medicine under appropriate supervisory cover.
 - Participate in continuous quality improvement activities.
 - Observe all hospital policies and procedures and statutory regulations.
2. Department of Critical Care Medicine (six months):
 - Provide diagnosis, treatment and care for patients in the Intensive Care Unit at the RHH under the supervision of the Intensive Care Specialist.
 - Undertake procedures as required in Intensive Care.
 - Participate in and/or lead Code Blue/MET call emergencies within the hospital.

- Participate in a shift work roster, and on call requirements, as determined by the Director.
 - Participate in department teaching/education programs.
 - Participate in research.
 - Participate in continuous quality improvement activities.
3. 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.
 4. 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:

With direction and supervision provided by the Registrars and Specialist Medical Staff, the SRMO - Acute Care is responsible for:

- Adherence to Hospital and professional protocols, policies, clinical pathways and standards.
- Demonstrating sound judgement and competence in accordance with skills and knowledge when undertaking tasks.
- Ensuring work is carried out in accordance with relevant occupational health and safety legislation and procedures.
- 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.

- General or limited registration with the Medical Board of Australia.
- Current Tasmanian Working with Children Registration.
- 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.

Desirable Requirements:

- University of Tasmania graduate and/or current Tasmanian Public Hospital RMO.
- A minimum of two years full time equivalent postgraduate medical experience in Australia or New Zealand, and no more than post-graduate year 4 during the year of employment.
- Previous RMO experience in Emergency Medicine and Acute Care Medicine/Surgery, Anaesthesia or Intensive Care Medicine is desirable.
- Completion of acute care training courses, such as, but not limited to, ALS, BASIC, APLS, EMST.
- Advanced procedural experience and competence, including experience with ultrasound-guided procedures and/or completion of accredited training courses in Point of Care Ultrasound.

Selection Criteria:

1. Appropriate academic history and an aptitude for advanced study, with demonstrated high level oral and written communication skills.
2. Demonstrated good clinical, technical and management skills, and demonstrated insight to seek help and advice when needed.
3. Ability to work as part of a team, the ability to function well in stressful situations, and the flexibility and readiness to adapt to different work environments.
4. Demonstrated experience and commitment to Continuing Medical Education and Quality Assurance activities and experience in audit, research, teaching, and safety and quality processes.
5. Demonstrated appropriate interpersonal and communication skills, leadership skills, and the ability to interact effectively and respectfully with patients and staff in a caring, ethical, and professional manner.

Working Environment:

The Department of Critical Care Medicine (DCCM), in conjunction with the Department of Anaesthesia and Perioperative Medicine (DAPM) at the Royal Hobart Hospital, offer Senior Resident Medical Officer positions in Acute Care. These positions will consist of six months in Intensive Care and six months in Anaesthesia at Senior RMO level during the one-year tenure. Up to four positions are available. These positions are ONLY for candidates who will be post-graduate year 3 and 4 during the year of employment.

These positions are highly sought after.

They are designed for junior trainees who have career interest in Intensive Care Medicine or Anaesthesia. They may also be of interest to those pursuing careers in Emergency Medicine or Remote and Rural Medicine.

Since their inception in 2015, they have provided a pathway into registrar training positions in Intensive Care Medicine and Anaesthesia in Tasmania for many trainees.

In ICU, SRMOs will be working day and night shifts of 13-hour duration, usually 6-7 shifts in a consecutive run per fortnight. They will work under the supervision of Consultant Intensivists and Senior Registrars in hours. After hours, SRMOs are supported by ICU registrars working the same shifts and on-call Senior Registrars and Specialists. They should expect to work regular rostered overtime, with up to 90-95 hours rostered per fortnight/pay period on occasion. The ICU is very busy and has a broad medical and surgical casemix including major trauma, neurosurgery and cardiac surgery.

In Anaesthesia, SRMOs will work under the direct supervision of a Specialist Anaesthetist. The work pattern is daytime hours with subsequent participation in the after-hours roster when assessed as competent to do so.

Candidates may state their term order preference; however, the allocation will be determined by the two departments and is non-negotiable.

These positions will align with the RMO term dates, starting in January. It may be possible to extend the contract end date to align with registrar start dates for the following year.

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.