



ROLE DESCRIPTION

Role Title:	Intensive Care – Medical Practitioner Registrar / RMO
Classification Code:	MDP2
LHN/ HN/ SAAS/ DHA:	Northern Adelaide Local Health Network
Hospital/ Service/ Cluster:	Lyell McEwin Hospital
Division:	Critical Care
Department/ Section/ Unit/ Ward:	Intensive Care Unit
Role reports to:	Head of Unit Intensive Care Unit and Intensive Care Consultants
Role Created/ Reviewed Date:	
Criminal and Relevant History Screening:	<input type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Working with Children Check (WWCC) (DHS) <input checked="" type="checkbox"/> Vulnerable (NPC) <input type="checkbox"/> General Probity (NPC)
Immunisation Risk Category Requirements:	<input checked="" type="checkbox"/> Category A (direct contact with blood or body substances) <input type="checkbox"/> Category B (indirect contact with blood or body substances) <input type="checkbox"/> Category C (minimal patient contact)

ROLE CONTEXT

Primary Objective(s) of role:

In a training capacity contributes to the provision of an Intensive Care Services within the objectives and philosophies of The Lyell McEwin Hospital and the College of Intensive Care Medicine with a commitment to clinical teaching and research portfolios.

Direct Reports:

Reports to the ICU Director, Supervisor of Training, or Delegate of the Intensive Care Services. Supervision is provided on a daily basis by a Consultant.

Will work collaboratively in a multi-disciplinary team of other medical specialists, medical trainees, nursing staff and other health professionals.

Key Relationships/ Interactions:

Internal

Working within a multidisciplinary team, including nursing, allied health, other clinical support specialities and administrative staff.

Supervision is provided on a daily basis by a Consultant

External

Liaises with other divisions and services of the Royal Adelaide Hospital, 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:

Managing a complex patient group with significant illnesses and multiple comorbidities

Maintaining optimal communication with the team during complex and stressful situations

Delegations:

Delegated Level: N/A in accordance with NALHN's Delegation of Authority Document

Staff supervised: Direct N/A Indirect N/A

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
CLINICAL	<p>Provide clinical care to the Intensive Care Unit and ensure the provision of optimal services including:</p> <ul style="list-style-type: none"> • Providing comprehensive clinical care to the patients of the Unit • Promoting patient safety in accordance with the SA Health Patient Safety Framework • Ensuring all patients undergo a thorough admission and assessment process, sufficient to guide management, investigation and ongoing treatment of the patient • Ensuring patient management plans are reviewed at least twice daily or more • Behaving in a professional manner at all times towards staff, patients and their carers which respects the rights of the individual <p>Under supervision provide a comprehensive, effective, efficient and safe clinical (Intensive Care) service within accepted standards by:</p> <ul style="list-style-type: none"> • Adhering to departmental policies, protocols and procedures that ensure the provision of clinically acceptable intensive care practices. • Participating in clinical review and quality assurance programs to monitor and maintain standards of practice. • Providing a professional clinical service to hospital patients. • Supporting a team approach to the provision of clinical services. <p>Contribute to the adoption of responsive risk management practices by:</p> <ul style="list-style-type: none"> • Maintaining an awareness of risk in the clinical environment. • Actively supporting and contributing to risk management initiatives. • Reporting to the Director or Delegate, potential medical negligence claims and adverse patient incidents. <p>Contribute to a patient focused approach in the provision of clinical care by:</p> <ul style="list-style-type: none"> • Adhering to and supporting practices that ensure patients' rights are respected. • Investigating and addressing patient complaints in a positive, constructive matter.
QUALITY ASSURANCE	<p>Participate in activities which review and evaluate the care being given to patients and assist to the development of corrective strategies as required following these reviews. This will involve in conjunction with senior staff</p>

	evaluation of clinical processes and service outcomes, identifying possible areas for improvement and implementing the required changes.
TEACHING	<p>Participate in the postgraduate training program as directed and supervised by the clinical director and departmental consultant staff by:</p> <ul style="list-style-type: none"> • Participating and contributing to the departmental teaching program in aspects of Intensive Care as directed by Consultant staff and as required by College of Intensive Care Medicine. • Contributing to and supporting continuing education programs within the department. • Participating and contributing to the primary and final examination courses for the Fellowship of College of Intensive Care Medicine
RESEARCH	<p>Participate in clinical and scientific research by:</p> <ul style="list-style-type: none"> • Proposing and developing research initiatives relating to Intensive Care. • Conducting research related to Intensive Care. • Promoting where possible the departments research profile at state, national and international forums
ADMINISTRATION	<p>Contribute and participate in the efficient and effective function of the department by:</p> <ul style="list-style-type: none"> • Adhering to hospital policies and procedures • Actively keeping abreast of all policy and procedural changes as they occur <p>Other duties as directed by supervisory and administrative staff members Contribute to the efficient management of the financial and material resources of the Unit by:</p> <ul style="list-style-type: none"> • Using facilities, equipment and supplies in the most cost efficient manner. • Contributing to data management by ensuring that appropriate practices are in place to ensure the timely coding of required data.

Knowledge, Skills and Experience

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 with General Registration

Personal Abilities/Aptitudes/Skills:

- Proven clinical skills relevant to this position
- Highly developed communication, interpersonal and conflict resolution skills including:
 - Ability to relate well to other medical practitioners, other health professionals and the public.
 - Ability to work harmoniously as part of a multi-disciplinary team.
 - Ability to make accurate, rapid, reasoned decisions regarding patient care.
 - Ability to be trained in basic intensive care procedures.
 - Ability to perform tracheal intubation/advanced airway management.
 - Advanced Life Support skills.
- Contribute to education programs for medical officers, undergraduate medical students, and staff of other disciplines

Experience:

- Clinical experience in Intensive Care Medicine, Emergency Medicine, or Anaesthetics setting

- Ability to liaise with people from diverse cultures and backgrounds.
- Experience and training in resuscitation.

Knowledge:

- Current knowledge of Intensive Care Medicine including skill requirements, procedures, equipment and the clinical implementation of ICU equipment
- Ability of to recognise limits of clinical skill and to seek assistance
- Understanding and knowledge of the role of Intensive Care within a developing health service
- Knowledge of Quality Improvement and Human Resource Management principles and procedures
- Knowledge of the SA Health Code of Fair Information Practice and the SA Health Patient Safety Framework
- Understanding of Work Health and Safety principles and procedures
- Understanding of the Australian National Safety & Quality Health Service Standards
- Knowledge of relevant legislation such as:
 - SA Health Care Act 2008
 - Consent to Medical Treatment and Palliative Care Act
 - Equal Opportunity - Occupational Health Safety and Welfare
 - Consent to Medical and Dental Treatment Act
- Working knowledge of Microsoft Applications

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications:

- Trainee of the College of Intensive Care Medicine
- Participation in professional development activities, educational programs, audits and research
- Two Years post graduate experience

Personal Abilities/Aptitudes/Skills:

- Ability to work constructively with nursing and medical staff
- Ability to motivate other staff

Experience:

- Minimum of 12-month experience in an Intensive Care, Emergency Medicine, or Anaesthetics setting
- ALS/ACIS/ATLS/EMST provider certificate
- Proven experience in basic computing skills, including email and word processing
- Minimum of 12-month experience working in Intensive Care

Knowledge:

- A sound clinical knowledge of Intensive Care practices
- Knowledge of health unit structures and functions of a large hospital.
- Knowledge of health unit, systems, policies, procedures and the inter-relationship of various hospital services and departments.
- Knowledge of Equal Employment Opportunity and Occupational Health, Safety and Welfare principles.

Special Conditions:

- > It is mandatory that no person, whether or not already working in SA Health, may be appointed to a position in SA Health unless they have provided a satisfactory current Criminal and Relevant History Screening, as required by the *SA Health Criminal and Relevant History Screening Policy Directive*.
- > For appointment in a Prescribed Position under the *Child Safety (Prohibited Persons) Act (2016)*, a current Working with Children Check (WWCC) is required from the Department for Human Services Screening Unit. For other positions, a satisfactory National Police Certificate (NPC) assessment is required.
- > For 'Prescribed Positions' under the *Child Safety (Prohibited Persons) Act (2016)*, the individual's WWCCs must be renewed every 5 years from the date of issue; and for 'Approved Aged Care Provider Positions' every 3 years from date of issue as required by the *Accountability Principles 2014* issued pursuant to the *Aged Care Act 1997 (Cth)*.
- > Appointment is subject to immunisation risk category requirements. There may be ongoing immunisation requirements that must be met.
- > 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 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.

General Requirements:

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Directives, Determinations and Guidelines, and legislative requirements including but not limited to:

- > *Work Health and Safety Act 2012 (SA)* maintaining your own health and safety and not place others at risk and comply with any reasonable instruction that is given to allow SA Health to comply with the WHS Act, 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 by 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)* 'Notification of Abuse or Neglect'.
- > Disability Discrimination.
- > *Independent Commissioner Against Corruption Act 2012 (SA)*.
- > *Information Privacy Principles Instruction*.
- > 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.

The SA Health workforce contributes to the safety and quality of patient care by adhering to the South Australian Charter of Health Care Rights, understanding the intent of the National Safety and Quality Health Service Standards and participating in quality improvement activities as necessary.

Performance Development:

The incumbent will be required to participate in the organisation's Performance Review & Development Program which will include a regular review of the incumbent's performance against the responsibilities and key result areas associated with their position and a requirement to demonstrate appropriate behaviours which reflect a commitment to SA Health values and strategic directions.

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.

White Ribbon:

SA Health has a position of zero tolerance towards men's violence against women in the workplace and the broader community. In accordance with this, the incumbent must at all times act in a manner that is non-threatening, courteous, and respectful and will comply with any instructions, policies, procedures or guidelines issued by SA Health regarding acceptable workplace behaviour.

Cultural Commitment:

NALHN welcomes and respects Aboriginal and Torres Strait Islander people and values the expertise, cultural knowledge and life experiences they bring to the workplace. In acknowledgement of this, NALHN is committed to increasing the Aboriginal and Torres Strait Islander Workforce.

Resilience:

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

Organisational Context

SA Health

SA Health is committed to protecting and improving the health of all South Australians by providing leadership in health reform, public health services, health and medical research, policy development and planning, with an increased focus on wellbeing, illness prevention, early intervention and quality care.

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health, the Minister for Health & Wellbeing. The State Government has reformed the governance of SA Health, including establishing 10 Local Health Networks (LHNs), each with its own Governing Board.

These reforms have taken a staged approach, with the most significant changes to taking place from 1 July 2019 when the new Governing Boards become fully operational.

SA Health is comprised of the Department for Health and Wellbeing and the following legal entities:

- > Central Adelaide Local Health Network
- > **Northern Adelaide Local Health Network**
- > Southern Adelaide Local Health Network
- > Women's and Children's Health Network
- > Barossa Hills Fleurieu Local Health Network
- > Eyre and Far North Local Health Network
- > Flinders and Upper North Local Health Network
- > Riverland Mallee Coorong Local Health Network
- > Limestone Coast Local Health Network
- > Yorke and Northern Local Health Network
- > SA Ambulance Service

Northern Adelaide Local Health Network

The Northern Adelaide Local Health Network (NALHN) provides care to more than 400,000 people living in the northern metropolitan area of Adelaide as well as providing a number of state-wide services, and services to those in regional areas. NALHN works to ensure quality and timely delivery of health care, whilst building a highly skilled, engaged and resilient workforce based on a culture of collaboration, respect, integrity and accountability.

NALHN offers a range of primary health care services across the northern metropolitan area of Adelaide, with a focus on providing preventive and health promoting programs in the community, and transition and hospital substitution and avoidance programs targeted at chronic disease and frail aged.

Clinical leadership of care systems is central to the current national and state wide health reforms. NALHN care delivery is configured within clinical divisions that are patient-focused, clinically led groupings of services. Clinical Divisions are responsible for managing service delivery activities across NALHN campuses and units, bringing together empowered experts to directly make relevant decisions.

NALHN includes:

- > Lyell McEwin Hospital (LMH) - a 336-bed specialist referral public teaching hospital which has links to the University of Adelaide, University of South Australia and Flinders University. LMH provides a full range of high-quality medical, surgical, diagnostic, emergency and support services.
- > Modbury Hospital is a 174-bed, acute care teaching hospital that provides inpatient, outpatient, emergency services, Aged Care, Rehabilitation and Palliative Care. GP Plus Health Care Centres and Super Clinics
- > Aboriginal Health Services
- > Mental Health Services (including two statewide services – Forensics and Older Persons)
- > Sub-acute Services

The total operating budget for 23/24 for NALHN is \$1.02 bn with a workforce of 4,710 FTE / 6,325 head count.

NALHN Governing Board

The Governing Board members bring to NALHN a wealth of knowledge and experience across many areas.

NALHN is confident that with the support of our highly qualified Governing Board, NALHN will be well placed to achieve better health service decisions tailored to local needs and deliver a safe, high quality and financially sustainable LHN into the future.

Values

SA Health Values

The values of SA Health are used to indicate the type of conduct required by our employees and the conduct that our customers can expect from our health service:

- > We are committed to the values of integrity, respect and accountability.
- > We value care, excellence, innovation, creativity, leadership and equity in health care provision and health outcomes.
- > We demonstrate our values in our interactions with others in SA Health, the community, and those for whom we care.

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:

- > Democratic Values - Helping the government, under the law to serve the people of South Australia.
- > Service, Respect and Courtesy - Serving the people of South Australia.
- > Honesty and Integrity - Acting at all times in such a way as to uphold the public trust.
- > Accountability - Holding ourselves accountable for everything we do.
- > Professional Conduct Standards - Exhibiting the highest standards of professional conduct.

As a public sector employee, you have a responsibility to maintain ethical behaviour and professional integrity standards. It is expected that you act in accordance with the Code of Ethics, and contribute to a culture of integrity within SA Health.

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

Approvals

Role Description Approval

I acknowledge that the role I currently occupy has the delegated authority to authorise this document.

Name:

Role Title:

Signature:

Date:

Role Acceptance

Incumbent Acceptance

I have read and understand the responsibilities associated with role, the role and organisational context and the values of SA Health as described within this document.

Name:

Signature:

Date:

Version control and change history

Version	Date from	Date to	Amendment
V1	10/02/17	09/04/17	Original version.
V2	10/04/17	04/07/17	Safety & Quality statement in General Requirements.
V3	04/07/17	14/05/20	Minor formatting with order of information amended.
V4	15/05/20	19/10/2020	Organisation Context Updated
V5	20/10/2020	08/04/2021	Organisation Context Updated
V6	09/04/2021	20/12/2023	Financial Delegation Updated Management Position Clause Updated Code of Ethics Clause Updated
V7	21/12/2023		Special Conditions Updated General Requirements Updated Organisational Context Updated