Applications are invited for the position of **Intensivist** in the Hunter New England Local Health District. This position is a temporary 0.8 appointment for a maternity relief period commencing in October 2016. Applicants must be currently registered or eligible for registration with Medical Board of Australia.

The successful applicant will join the senior medical team of the John Hunter Intensive Care Unit. The John Hunter Hospital is a major teaching hospital and is the primary tertiary referral Centre for trauma in northern NSW, covering all surgical specialties including cardiothoracic. It is the only Level 1 trauma centre in NSW outside Sydney and has the busiest emergency department in the state. It includes John Hunter Children’s Hospital, one of the three tertiary paediatric hospitals in the state. The busy Intensive Care Unit provides Adult and Paediatric Intensive Care Services and supports a Medical Retrieval Service. Hunter is the region’s largest hospital with around 728 beds. Patients from the Hunter and beyond are referred to John Hunter for treatment in a range of specialities.

**Salary and Conditions:**
In accordance with the Salaried Senior Medical Practitioners (State) Award.

Newcastle is a coastal city and busy port within easy reach of Sydney. The population of the Newcastle Greater Metropolitan Area is 540,796. There are superb surfing beaches and recreational opportunities, and the nearby Hunter Valley is one of Australia’s premier wine producing districts. Newcastle is a great place to live and work. Enjoy living with lake or ocean side views, in new suburban estates, on small or large rural properties, mountain cabins or inner city semi-detached and apartment living at affordable prices. Newcastle is less than 30 minutes to Sydney (by air) from Australia’s fastest growing, regional airport and offers easy access to the spectacular beauty of Byron Bay and the world heritage listed Great Barrier Reef.

**For a confidential discussion about this exciting opportunity please contact:**
Ms Karen Austin and Dr Ken Havill - P: (02) 49214241
E: karen.austin@hnehealth.nsw.gov.au

Online Applications can only be made at the above weblink
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The Hunter is a great place to live and work. With Australia’s largest regional population it has the benefits of a big city with the ease of a country town. The Hunter has a great environment, heritage, culture and gourmet living.

Enjoy spectacular coastline and pristine waterways. Newcastle boasts some of Australia’s best beaches. Cafes, bars and restaurants surround its large working harbour and adjacent foreshore and parklands.

Maitland offers city services in a unique heritage setting, while Cessnock is home to one of Australia’s most famous wine regions. Muswellbrook and Singleton are bustling regional centres underpinned by the mining industry. With more horse studs than Britain and Ireland combined, Scone and the Upper Hunter attract the international set.

Port Stephens is a blue bay resort area while Lake Macquarie—a lake twice the size of Sydney Harbour—offers the perfect place for sailing, swimming and fishing.

As a centre for manufacturing, retail, health, tourism education, environmental services, information technology, call centres, finance and insurance, the Hunter offers real employment choices for your partner.

For the kids there is a choice of many public and private schools as well as child-minding centres. The University of Newcastle is regarded as one of Australia’s best, known worldwide for its schools of Medicine, Engineering and Architecture. There is also a highly regarded TAFE with 16 campuses.

Enjoy living with lake or Oceanside views, in new suburban estates, on small or large rural properties, mountain cabins or inner city semi-detached and apartment living at affordable prices.

The Hunter is so close to everything that counts. Less than two hours’ drive from Sydney or 30 minutes by air, it also offers easy access to NSW’s holiday coast, Queensland’s Gold Coast and the scenic Central Coast.

Useful websites to visit:
http://www.visitnsw.com/destinations/north-coast/newcastle-area/newcastle?qclid=CKy73PuW9sECFVqkvQadFoIAiw
Every Patient, Every Time

POSITION TITLE: Staff Specialist in Intensive Care Adult & Paediatric

POSITION NUMBER: 1957

DIVISION: Critical Care Services

DEPARTMENT: Intensive Care Services

LOCATION: John Hunter Hospital

UNIT: 1338

COST CENTRE: 554719

CLASSIFICATION: Staff Specialist Temporary

AWARD: Staff Specialists (State) Award

VACCINATION STATUS: Category A

REPORTS TO: Site Service Manager for operational issues & Director Intensive Care JHH for clinical issues

TOGETHER WITH: Staff Specialists

DIRECT REPORTS: Director Intensive Care Services JHH

RESPONSIBLE FOR:
Supervision of non-specialist medical staff and nursing staff in the provision of Paediatric Intensive Care Services and General Adult Intensive Care Services within John Hunter Hospital.

PURPOSE OF POSITION:
Provide clinical management and treatment of patients of Intensive Care Service of John Hunter Hospital, the position may also require the provision of inpatient intensive care to patients within Greater Newcastle Hospitals including Maitland hospital Mater Hospital within the scope of practice granted by the Hunter New England Health (HNEH) Medical and Dental Appointments Advisory Committee. The role includes:

- Admitting, consultative, diagnostic, procedural, outpatient and on call specialty services as determined and required by HNEH.
- To provide quality Intensive Care services including clinical leadership and operational management of Intensive Care services.
- In addition to Adult intensive care services this position will also provide paediatric intensive care service and participate in the after-hours paediatric intensive care
- To provide Intensive Care Services to patients within Intensive Care, High Dependency and hospital wards, including the Medical Retrieval Service, Rapid Response Team service and Trauma response services
- ICU inpatient clinical consultation, management and duties may be required to be provided onsite at other public hospitals within HNELHD. Clinical attachment will only be required within greater Newcastle, including Maitland. Clinical attachment outside of JHH will be no greater than 0.5 FTE unless by consensual agreement
- Undergraduate and postgraduate teaching, research and supervision.
- Participation in quality activities, professional development and continuing education
- A minimum of 0.5 FTE clinical practice is required within Intensive Care at John Hunter Hospital
- Right to external private Practice in accordance with NSW Staff Specialist award
KEY ACCOUNTABILITIES

Out-of-hours roster commitments include

- At all times being accessible by phone
- Being responsible to oversee patient flow within the ICU and HDU
- Being responsible to oversee patient management plans
- Providing direct patient care when required
- Providing support, advice and assistance to non-specialist Intensive Care medical staff
- Attending ICU/HDU when requested or when considered necessary within a reasonable time frame. (30 minute maximum on site response time)
- Be present within the ICU and coordinate, direct Out-of-hours medical handover
- Receive all medical retrieval calls and referrals or consultations from JHH referral hospitals where you will provide advice, coordination of retrieval/referrals and assist with bed finding for critically ill patients referred

Roster

- The ICU staff specialist Roster will be provided for 12 months from the start of each medical year
- The Staff specialist will be expected to adhere to all roster allocations
- Swaps or alterations to the Roster must be approved by the ICU director or the medical roster delegate – The ICU admin support officer will not make changes to the roster without this approval
- After hours rostering for a staff Specialist will be rotated amongst all intensive care staff specialists
- All morning rounds commence at 0800 and the Staff Specialist must be present at 0800
- Attendance by the duty Staff Specialist(or Fellow if rostered) at the 2000 handover round is mandatory or if clinical demand prevent being present must do subsequent ward round with the night senior registrar before leaving the hospital
- Non – clinical rostered times – the Staff Specialist is expected to be on site at JHH performing non clinical duties unless exemption is provide by the unit Director
- Day to evening Handover may occur after 1600 each day – it is expected that the Day Staff Specialist should remain until acute care issues that have arisen during the day have been stabilised

Quality

- Take leadership role in developing, supporting and promoting quality improvement activities to promote patient safety and care within the Intensive Care and Retrieval Services
- Attend and participate all Mortality and morbidity meetings unless on leave or agreed other commitment
- Attend minimum 50% of Senior Staff meetings
- Participate in annual personal Professional Development Review

General

- Provide high quality, evidence based, patient focused intensive care services to admitted and non-admitted patients of the John Hunter Intensive Care Service and their families and carers.
- Ensure a high standard of clinical record documentation is maintained, including the completion of the patient's clinical records (including medication charts/orders) to reflect clinical decisions and changes to the management plan.
- Ensure appropriate arrangements are made for patients on discharge from hospital to maximise continuity of care and good health outcomes (for specialties where appropriate), including appropriate communication with medical practitioners external to the organisation including providing detailed discharge summaries as indicated
Position Description – Staff Specialist

- Participate in multidisciplinary training and education, including Nursing, Allied Health, Junior Medical Staff (in conjunction with the Director of Clinical Training), Medical students, and other members of the multidisciplinary team
- Fulfil responsibilities as mentors for medical students and resident medical staff assigned to the department as required. This includes participation in staff appraisal at regular intervals particularly in relation to registrars & resident medical staff
- Supervise the junior medical staff and provide regular teaching and education in accordance with Institute Medical Education and Training guidelines.
- Provide supervision and support for Fellows and Trainees in post-graduate medical programmes including University programmes, Colleges and the Western Division of General practice
- Ensure that all services provided are in line with current professional standards of practice and the National Patient Safety and Quality Standards, Work Health & Safety Act and NSW Health Risk management frameworks
- Initiate research and develop projects relevant to the clinical discipline that assist in the development of new or revised clinical pathways and protocols
- Participate in research projects, implemented within the Department or in collaboration with research staff external to the Department, which have been approved by the Director and the appropriate regulatory committees
- Initiate and participate in appropriate departmental and hospital quality improvement and risk management projects to guide service delivery and continued improvement.
- Liaise with and foster relationships with the Paediatric Academic Department, University of Newcastle and other Tertiary Health Institutions and Units support training, teaching and research opportunities.
- Provide medical leadership and expert advice in the planning, coordination, operation and evaluation of the delivery of medical services.
- Work with Intensive Care Service management to develop, implement and evaluate contemporary, evidence based clinical practices, guidelines and standards that ensure service delivery is appropriate, coordinated, safe, efficient, timely and cost effective.
- Monitor and respond to outcome based data and best practice principles to drive innovative models of care in Intensive Care by aligning interdependent organisational systems, and facilitating cultural change whilst encouraging a culture that embraces the values of the organisation
- Systematically review clinical performance of self and department e.g. work practice reviews to ensure current standards are maintained and technological changes are incorporated to reflect corporate objectives
- Engage and participate in the implementation and utilisation in the tools, tactics and culture of Excellence
- Undertake work according to the agreed 90 day plan actions
- Attend monthly accountability meetings with the unit manager
- Thank staff personally and through catch-ups with the manager for their efforts as a team member and patient carer
- Use the teams Standards of Behaviour to recognise above the line behaviour and speak up about behaviour that is below the line
- When handing the care of a patient to another team member talk about that team member in a way that makes the patient feel confident and trusting in the care they will receive
- Undertake Ps & Ds (Personal Needs, Position, Placement, Discomfort/Pain, Devices, Documentation) with patient within scope of practice as required
- Act in accordance with the HNE Health Values Charter and the NSW Health Code of Conduct
Participate in relevant patient safety and quality education and delivery services in accordance with the National Patient Safety and Quality Standards, Work Health & Safety Act and NSW Health risk management frameworks

Ensure that work is conducted in a manner that demonstrates values of cultural respect in accordance with HNE Health's Closing the Gap strategy

Actively work to improve workplace safety within HNE Health by:
- Performing work in a manner that is safe and does not pose a risk to others
- Complying with all WHS policies, procedures and education provided by HNE Health
- Reporting any identified safety matters
- Speaking up about safety issues, including speaking to colleagues who are observed to work in an unsafe manner

CHALLENGES
Major challenges for the occupant of the position include:
- Achieving Intensive care objectives within the limited resources available to ensure delivery of a high quality service.
- Matching teaching and supervision requirements with service provision within the limitations of a busy public health service, whilst maintaining a professional role and responsibility for patient care.
- The Intensive Care network is new and evolving. The major challenges include the development of principles and guidelines which will be applicable across the network and the ongoing development of the Paediatric Intensive Care service.
- Training and Currency
- To meet professional development, education and training requirements as required by the College of Intensive Care Medicine

COMMUNICATION

Key Internal Relationships
High level communication is expected with patients, families and colleagues is essential, with key relationships with
- Physicians
- Paediatricians
- Surgeons
- Anaesthetists
- Junior medical officers
- Emergency physicians
- Retrieval services
- General Intensive care
- Nursing and allied health staff
- Peers and colleagues
- Hospital management

Key External Relationships
- HNE Referring Hospitals
- North Coast Referring Hospital
- NSW Intensive Care referral Network
- NSW Retrieval Network
DECISION MAKING

- Clinical decisions associated with the management and treatment of the patients in Intensive Care
- Clinical decision making should occur in accordance with department, facility and HNEH policies, procedures and guidelines, and specific guidelines issued by the Ministry of Health.
- Clinical care of patients and coordination of Intensive care clinical service when on duty.
- Admission and Discharge of patients to Intensive Care and coordination of Intensive Care activity when on clinical duty.
- The efficient and cost effective allocation of critical care resources from ICU and retrieval services when on duty.
- Duties may include attendance, participation and chairing relevant committees and meetings, both in HNE and NSW.
- Coordinating and determining appropriateness of Medical retrieval including appropriate transport vehicle. Considering the safety of both patients and staff.

SELECTION CRITERIA

- Senior Medical Officer with current Authority to Practice with the Australian Health Practitioner Regulation Agency (AHPRA).
- Fellowship of the College of Intensive Care Medicine or equivalent as provided for in the Staff Specialist’s State Award.
- Intensive Care at Tertiary level and significant Paediatric intensive Care experience.
- Demonstrated ability to provide high quality compassionate medical care as evidenced by recent practice experience in working congenially and collaboratively as both a leader and member of a multidisciplinary team, and as a provider of services that engender high levels of patient satisfaction and experience.
- Demonstrated ability to work with teams to support and optimise their capacity to deliver services.
- Demonstrated ability to actively seek out improvements to service delivery, initiating change and consulting with those affected by the changes; allocating resources and proactively managing potential conflicts.
- Demonstrated capacity of maintaining knowledge of legal, regulatory, market and technological developments and anticipating the impact on business areas and plans accordingly.
- Demonstrated commitment to undergraduate and postgraduate teaching, and research (including experience with clinical research/clinical trials).

POSITION DIMENSIONS:

- Human Resources Management: X.X FTE
- Financial: Details of budget
- Delegations: In line with HNE Health Delegations, Policies and Procedures.

For information about the organisation please go to http://www.hnehealth.nsw.gov.au/about_us