



Consultant – Intensivist

Position number:	SM112526
Classification:	Medical Practitioners Agreement: Consultant Year 1 - 9
Group / Area Service:	Rockingham Peel Group
Directorate:	Acute and Community Medicine
Department:	Intensive Care

Reporting Relationships

This position reports to: Head of Department – Intensive Care Medicine, AMA Consultant Year 1 – 9, Position Number SM117088

Positions under direct supervision: Nil

Key Responsibilities

Leads the multidisciplinary team to provide specialist intensive care services to patients. Promotes patient safety and quality of care. Provides leadership, orientation, training, supervision and education, where relevant, for doctors in training, health service medical practitioners and other health workers.

In collaboration with the Head of Department and other Consultants works to achieve national, state and South Metropolitan Health Service (SMHS) performance standards and targets.

Works within the scope of clinical practice as defined and recommended by the SMHS Area Medical Credentialing Committee.

SMHS Values

The SMHS considers the values, attributes and attitudes of candidates along with the assessment of competency-based criteria of the position as part of employee recruitment and ongoing performance development.

SMHS is unified across its hospitals and services by its values and behaviours that provide a strong expectation of conduct for all SMHS staff no matter where they work.



Commitment to Equity, Diversity and Inclusion

SMHS is committed to creating an equitable, diverse and inclusive workforce which reflects the diversity of our SMHS community. SMHS recognises the need for an open and inclusive workplace culture where diversity is valued, and the social and cultural backgrounds of all employees are respected. At SMHS, everyone should feel safe and have an opportunity to contribute and be a part of our team, and work in an environment free from bullying, harassment, and discrimination.

Environmental Statement

SMHS is committed to driving opportunities to reduce its environmental footprint and promote environmentally sustainable work practices. As a health care provider, we believe it is our responsibility to reduce our emissions for the health and wellbeing of our community. It is also our responsibility to use resources wisely for the health of the planet.



SMHS is a smoke and vape free health service.

Brief Summary of Duties

- The Hospital Executive Director holds each bedcard Consultant responsible for the care of all patients assigned to them, understanding that after hours, the responsible Consultant is the Consultant on duty/on-call unless the patient has recently undergone a procedure.
- Each Consultant is responsible for the orientation, education and supervision of the junior medical staff allocated to them. Supervision is especially important during procedures.

1. Specific Duties Relevant to Specialty/Sub Specialty

- Attends MET calls during working hours.
- Assists in managing and transferring inpatients requiring intensive care at other sites due to clinical or non-clinical reasons.
- Participates in multidisciplinary quality improvement programs in the department and with other disciplines.

2. Clinical

- Leads the provision of specialist consumer centred medical care to inpatients and outpatients and provides a consultation service on request for other patients.
- Undertakes clinical shifts at the direction of the Head of Department (HOD) including participation in the on-call/after-hours/weekend rosters.
- Consults, liaises with and supports patients, carers, colleagues, nursing, allied health, support staff, external agencies and the private sector to provide coordinated multidisciplinary care.
- Responsible for ensuring patients are involved in decision making regarding their care.
- Conducts regular clinical reviews of patients at appropriate intervals with junior doctors and coordinates patient care with a focus on actively addressing unnecessary delays in patient admissions, treatment, or discharge.
- Reviews patients who deteriorate or whose condition is causing concern to hospital staff, or if requested by the patient or relatives as soon as possible.
- Authorises and supports registrar/s in conducting clinical review of all inpatients daily and to facilitate appropriate early discharges and is generally available for discussion by phone to assist registrars when necessary.
- Provides preliminary advice to doctors both internal and external to SMHS and refers requests for interhospital transfers to the appropriate governance manager advising if transfer is time critical.
- Responsible for the clinical review and clinical management of patients referred to Outpatient services.
- Works with the HOD and other Consultants to distribute planned and unplanned patient demand across the specialty and other hospital sites and champions clinical service redesign to improve systems of care.
- Ensures clinical documentation, including discharge summaries, are completed on time and undertakes other administrative/management tasks as required.
- Participates in departmental and other meetings as required to meet organisational quality and service objectives.
- Works within the scope of clinical practice as approved by the SMHS Area Medical Credentialing Committee.

3. Education/Training/Research

- Engages in continuing professional development/education and ensures continuous eligibility for the relevant specialist medical registration.
- Educates doctors in training, medical students, and other members of the multidisciplinary team through ward rounds, formal presentations, tutorials and other modalities.
- Develops and participates in evidence based clinical research and audit activities relevant to specialty.
- Participates in mandatory training activities to ensure compliance with South Metropolitan Health Service policy.

4. SMHS Governance, Safety and Quality Requirements

- Commits to undertake the duties of the role in accordance with the WA Health Code of Conduct, the SMHS Vision and SMHS Values of Care, Integrity, Respect, Excellence and Teamwork.
- Fulfils National Safety and Quality Health Services Standards requirements including but not limited to:
 - Participating in continuous safety and quality improvement actions, such as audits, reviews and drills that result in improvements to patient care, staff knowledge or the consumers experience and that align with actions described within the standard.
 - Participating with the development, implementation, reporting and monitoring of quality assurance measures and activities.
 - Ensuring records and statistics are kept in accordance with established procedures.
- Initiates, implements and participates in audit, quality improvement and research activities in consultation with the Medical/Service Co-Director/Head of Department/Head of Specialty to systematically evaluate service delivery and meet customer needs.
- Participates in relevant clinical governance committees including regular clinical reviews, Root Cause Analysis (RCA) and morbidity/mortality reviews as required and implements endorsed recommendations.
- Attends to medico legal issues that arise concerning patients that have been under their care and advises the Medical/Service Co-Director/Head of Department/Head of Specialty about complaints they receive pertaining to themselves or other doctors.
- Ensures, as far as practicable, the provision of a safe working environment in consultation with staff under their supervision.
- Participates in an annual performance development review and undertakes performance development review of staff under their supervision.
- Completes mandatory training (including safety and quality training) as relevant to role.
- Performs duties in accordance with Government, WA Health, South Metropolitan Health Service and Departmental / Program specific policies and procedures, and applicable legislative obligations under the Public Sector Management Act, the Health Services Act, Work Health and Safety Act, the Disability Services Act and the Equal Opportunity Act.

5. Undertakes other duties as directed.

Work Related Requirements

The following criteria should be read together with the Brief Summary of Duties and considered in the context of the role and the SMHS Values.

Essential selection criteria

1. Eligible for registration with the Medical Board of Australia and Fellowship of the College of Intensive Care Medicine of Australian and New Zealand or equivalent.
2. Demonstrated extensive knowledge, clinical experience and leadership in the practice of area of intensive care medicine, including in associated diagnostic and therapeutic procedures.
3. Demonstrated experience in clinical teaching, audit, and clinical research.
4. Demonstrated knowledge and application of quality improvement principles and practices.
5. Demonstrated ability to provide leadership, facilitate effective multidisciplinary teamwork and provide patient centric care.
6. Demonstrated high level communication, interpersonal, negotiation and conflict resolution skills.

Desirable selection criteria

1. Post final fellowship sub-specialty, education, research or quality improvement training or qualifications.
2. Qualification in diagnostic ultrasound in critical care or currently progressing towards such qualification.
3. Knowledge of current clinical governance systems.
4. Current knowledge and commitment to Equal Opportunity in all aspects of employment and service delivery.

Appointment Prerequisites

Appointment is subject to:

- Evidence of registration by the Medical Board of Australia must be provided prior to commencement.
- Provision of the minimum identity proofing requirements
- Successful Criminal Record Screening Clearance
- Successful Pre-Employment Integrity Check
- Successful Pre-Employment Health Assessment.

The details contained in this document are an accurate statement of the deliverables and other requirements of the job.

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