

POSITION DESCRIPTION

NNSWLHD Visiting Medical Officer Specialist in Intensive Care Medicine - Lismore Base Hospital (Apply via eCredential)

Our CORE values
Collaboration Openness Respect Empowerment



Organisation	NSW Health
Local Health District / Agency	Northern NSW Local Health District
Position Classification	Visiting Medical Off
State Award	Not Applicable
Category	Specialist Medical & Dental Practitioner Specialist Intensive Care Medicine (SMDO)
Vaccination Category	Category A
ANZSCO Code	253317 Intensive Care Specialist
Website	www.nnswlhd.health.nsw.gov.au/

PRIMARY PURPOSE

Provide contemporary comprehensive Specialist Intensive Care services at the primary facility and other facilities where applicable for optimal patient outcomes delivering a healthy community through quality care.

Provide clinical leadership, participate in quality improvement activities and provide training and education to clinicians across multiple disciplines to achieve quality education and safe clinical practice.

RESPIRATOR USE

NSW Health workers may be required to use a respirator, as part of their appointment with NSW Health. Where a respirator is required for use, workers will be instructed in their safe use; including donning, doffing and fit checking. Staff may be required to complete fit testing to selected respirator/s to assess their facial fit/seal.

At all times when a health worker is required to use a respirator, the health worker must not have any facial hair present. Processes are in place to support workers that need to keep facial hair due to religious observance requirements and/ or health conditions.

ESSENTIAL CRITERIA

Eligible for registration with the Medical Board of Australia as a Specialist Intensive Care Physician, and/or specialist international medical graduate pathways.

Valid NSW Employee Working With Children Check.

Responsibilities under WHS - Supervisor

As a leader you are expected to support the organisation achieve the aims of the safety management system, to

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establish and maintain a positive health and safety culture in the workplace and to consult with workers and others when making decisions that may impact upon the health, safety and welfare of those in the workplace.

KEY ACCOUNTABILITIES

Participate and support the development of a multidisciplinary Intensive Care team that works together to achieve optimal patient outcomes utilising evidence based best practice and relevant standards.

Undertake supervision, education and training within the clinical environment of medical staff (with a focus on junior medical staff), and across multiple disciplines to achieve quality education and foster safe clinical practice.

Utilise information systems to enable informed decision making and care planning, undertaking comprehensive and timely clinical documentation of patient care to enable all staff to access information as required to inform care.

Communicate with all stakeholders relevant to patient care to ensure effectiveness, efficiency and continuity of care that meets the patient's needs and deliver health outcomes that matter to patients and family/carers.

Actively participate in risk management and quality programs to improve organisational processes and own practices.

Comply with relevant legislation and regulations, NSW Ministry of Health policies and NNSWLHD procedures to assist in meeting Activity Based Funding, Commonwealth and State targets.

KEY CHALLENGES

- Managing and prioritising competing demands to meet service needs.
- Providing leadership in the resolution of conflicts.
- Participating in quality improvement activities including investigation and evaluation of adverse patient outcomes.

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KEY RELATIONSHIPS

Who	Why
Director of Medical Services and/or Head of Department	Professional and operational leadership and management. Provides guidance, direction and feedback in relation to the delivery of quality patient care
Medical officers and other healthcare professionals	Provide clinical leadership, teaching and patient management; collaborate regarding patient care to enable delivery of best practice and care
Medical administration	Liaise over administrative, contractual, remuneration and other matters to assist with the provision of efficient and effective clinical services
Patients/Clients, their families and relevant parties	To provide appropriate, high quality, patient centred care which meets needs and expectations in line with CORE values

SELECTION CRITERIA

1. Eligible for registration with the Medical Board of Australia as a Specialist Intensive Care Physician, and/or specialist international medical graduate pathways.
2. Demonstrated recent clinical experience in Intensive Care Medicine at the role delineation of the service.
3. Demonstrated ability to work effectively as part of a multidisciplinary team and provide leadership of a team.
4. Demonstrated effective clinical communication through the use of information technology and written, verbal and interpersonal skills.
5. Demonstrated commitment to teaching, continuing education, research and quality improvement.
6. Availability to participate in an on-call roster and to respond on site within a reasonable time.

OTHER REQUIREMENTS

Professional Behaviour and Communication

All employees are required to achieve, uphold and model a high standard of professional behaviour and communication.

- Any conduct on your part, whether during or outside business hours, which has the capacity to affect or damage the professional reputation of NSW Health, or your ability to uphold that reputation or image, could lead to disciplinary action, including dismissal
- Appropriate professional behaviour incorporates all levels of interpersonal behaviour, including formal and informal communication with colleagues, patients and carers

All employees are responsible for:

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- Complying with all current NSW Health and NNSWLHD policies, including the NSW Health Code of Conduct
- Complying with profession-specific Code of Ethics/Code of Professional Conduct and Scope of Practice

Workplace Culture

Your workplace behaviours and practices are expected to:

- Proactively contribute to a positive, productive and safe workplace culture
- Adhere to the CORE values of Collaboration, Openness, Respect and Empowerment identified in the NSW Health Workplace Culture Framework

Privacy

All employees are expected to comply with personal information protection principles and health privacy principles as per the NSW Health Privacy Manual for Health Information, NSW Health and NNSWLHD privacy policies and procedures, and relevant legislation:

- Privacy and Personal Information Protection Act 1998 (NSW)
- Health Records and Information Privacy Act 2002 (NSW)

Performance

All employees will:

- Have a performance agreement with their manager, linking individual performance objectives and role requirements to corporate objectives
- Participate in an annual performance appraisal
- Be responsible, with the support of their managers, for proactively developing their own performance to meet expectations and achieve objectives
- Actively contribute to their performance management by having open and honest conversations with managers and colleagues and providing and receiving constructive feedback

Quality Improvement

NNSWLHD complies with the National Safety and Quality Health Service Standards. All employees are expected to:

- Be aware of and comply with their responsibilities under the Standards
- Actively participate in quality improvement initiatives within their teams
- Participate in organisation-wide quality improvement activities as required

Workplace Health & Safety

All employees have responsibilities under the Workplace Health & Safety Act of 2011. Signing this Position Description confirms you understand the responsibilities relevant to your role.

Risk Management

All employees are expected to notify into the incident management system any incidents and patient complaints which occur in your own area (both clinical and corporate incidents).

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All employees will:

- Identify and manage risks in your own area, and report risks to your manager which are beyond your capacity or authority to manage