



## HSS Registered

# Consultant - Paediatrician - General

Medical Practitioners Agreement: Year 1- 9

Position Number: 111402

Paediatrics / Medical Services

Armadale Health Service / East Metropolitan Health Service

## Reporting Relationships

Director Clinical Services  
MP Year 1 - 9  
Position Number: 005986



Head of Department General Medicine  
MP Year 1 - 9  
Position Number: TBA



**This Position**



Directly reporting to this position:

Title	Classification	FTE
Various Positions	TBA	



Also reporting to this supervisor:

Various

## Key Responsibilities

Leads the multidisciplinary team to provide specialist medical 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 EMHS (East Metropolitan Health Service) performance standards and targets. Works within the scope of clinical practice as defined and recommended by the EMHS Area Medical Credentialing Committee.

## Brief Summary of Duties (in order of importance)

- The Hospital Executive Director holds each 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

- 1.1 Provides specialist support of all paediatric and neonatal patients and provides a consultation service on request.
- 1.2 Participates on the on-call specialist roster to be continuously available to supervise inpatients and respond to consultation request in a timely manner.

The Key Performance Indicators for this position as they relate to your areas of responsibility are listed as follows:

- Performance
  - WEAT: 90% of patients pulled to relevant ward areas within 4 hours
  - Length of Stay: within HRT benchmark for each relevant ward

### 2. Clinical

- 2.1 Leads the provision of specialist consumer centred medical care to patients and provides a consultation service on request.
- 2.2 Undertakes clinical shifts at the direction of the Head of Department.
- 2.3 Consults, liaises and support patients, carers, colleagues, nursing, allied health, support staff, external agencies and the private sector to provide coordinated multidisciplinary care.
- 2.4 Responsible for ensuring patients next of kin/guardian are involved in decision making regarding their care.
- 2.5 Clinically reviews or assesses patients on the day of admission, or earlier if required when on-call or admitted under their care.
- 2.6 Conducts regular clinical review of patients at appropriate intervals with doctors in training ensuring that the medical record (including discharge summaries) is accurately updated after review of each patient.
- 2.7 Reviews patients at the request of hospital staff, the patient or their family on the same day of the request.
- 2.8 Facilitates timely discharge of patients by actively addressing any delays in patient admission, treatment or discharge, including through regular participation in multidisciplinary team meetings.
- 2.9 Authorises and supports registrar/s in conducting clinical review of all inpatients daily and to facilitate appropriate discharges before 10:00 and is generally available for discussion by phone to assist Registrars when necessary.
- 2.10 Actively and openly manages clinical incidents through open disclosure.
- 2.11 Provides preliminary advice to doctors both internal and external to EMHS and refers requests for inter-hospital transfers to the bed manager/operations centre advising if transfer is time critical.
- 2.12 Responsible for the clinical review and clinical management of patients referred to Outpatient services.
- 2.13 Works with the Head of Department 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.
- 2.14 Completes clinical documentation and undertakes other administrative/management tasks as required.

- 2.15 Participates in departmental and other meetings as required to meet organisational and service objectives.
- 2.16 Complies with Medical Staff Guidelines issued by some hospitals.

### **3. Education/Training/Research**

- 3.1 Engages in continuing professional development/education and ensures continuous eligibility for the relevant specialist medical registration as per essential criterion 1.
- 3.2 Educates doctors in training, medical students and other members of the multidisciplinary team through ward rounds, formal presentations, tutorials and other modalities.
- 3.3 Develops and participates in evidence based clinical research activities relevant to speciality.

### **4. EMHS Governance, Safety and Quality Requirements**

- 4.1 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.
- 4.2 Undertakes performance development review of staff under their supervision and submits them to the Head of Department.
- 4.3 Initiates, implements and participates in audit, quality improvement and research activities in consultation with the Head of Department to systematically evaluate service delivery and meet customer needs.
- 4.4 Participates in relevant clinical governance committees including regular clinical reviews, Root Cause Analysis (RCA) and morbidity/mortality reviews as required and implements endorsed recommendations.
- 4.5 Attends to medico legal issues that arise concerning patients that have been under their care and advises the Head of Department about complaints they receive pertaining to themselves or other doctors.
- 4.6 Responsible for ensuring, as far as practicable, the provision of a safe working environment in consultation with staff under their supervision.
- 4.7 Performs duties in accordance with Government, WA Health, East Metropolitan Health Service and Departmental / Program Specific Policies and Procedures including the relevant Occupational Safety and Health legislation, Equal Opportunity legislation and WA Health Code of Conduct.

### **5. Undertakes other duties as directed.**

## Work Related Requirements

### Essential Selection Criteria

1. Eligible for registration by the Medical Board of Australia and Fellowship of the Royal Australasian College of Physicians or equivalent.
2. Demonstrated extensive knowledge, clinical experience and skills in the practice of area of Paediatric Medicine including in associated diagnostic and therapeutic procedures.
3. Demonstrated high level skills in all aspects of the CanMEDS competency framework.
4. Demonstrated experience and commitment to clinical teaching and clinical research.
5. Demonstrated knowledge and application of quality improvement principles and practices.
6. Demonstrated ability to provide leadership, facilitate effective multidisciplinary teamwork and provide patient centric care.
7. Demonstrated high level communication, interpersonal, negotiation and conflict resolution skills.
8. Current knowledge of legislative obligations for Equal Opportunity, Disability Services and Occupational Safety and Health, and how these impact on employment and service delivery.

### Desirable Selection Criteria

1. Post final fellowship sub specialty, education, research or quality improvement training or qualifications.
2. Knowledge of current clinical governance systems.

### Appointment Prerequisites

Appointment is subject to:

- Evidence of registration by the Medical Board of Australia must be provided prior to commencement.
- Working with Children (WWC) Check, compulsory check for people who carry out child-related work in Western Australia.
- Completion of 100 Point Identification Check.
- Successful Criminal Record Screening Clearance.
- Successful Pre-Employment Integrity Check.
- Successful Pre-Employment Health Assessment.

## Certification

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the position.

..... Manager / Supervisor Name	..... Signature or	..... HE Number	..... Date
..... Dept. / Division Head Name	..... Signature or	..... HE Number	..... Date

As Occupant of the position I have noted the statement of duties, responsibilities and other requirements as detailed in this document.

..... Occupant Name	..... Signature or	..... HE Number	..... Date
..... Effective Date			

HSS Registration Details (to be completed by HSS)

..... Created on	..... Last Updated on
	24/05/2018