



## HSS Registered

# Consultant - Surgeon - Ophthalmology

Medical Practitioners Agreement: Year 1-9

Position Number: 602136

Ophthalmology Department / Service 4

Royal Perth Bentley Group / East Metropolitan Health Service

### Reporting Relationships

Medical/Service Co-Director MP Year 1-9 Position Number: 602509	Medical/Service Co-Director MP Year 1-9 Position Number: 602505
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Head of Department, Ophthalmology MP Year 1-9 Position Number: 602564
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<b>This Position</b>
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Clinical supervision and direction of the staff allocated to the Consultant	
<b>Title</b>	<b>FTE</b>
Senior Registrars	2
Registrars	5
Resident Medical Officers	2
Interns	0



Also reporting to this supervisor:

- Consultants, 2.45 FTE
- Senior Registrars, 2 FTE
- Registrars, 5 FTE
- Resident Medical Officers, 2 FTE
- Interns, 0 FTE

### Key Responsibilities

Leads the multidisciplinary team to provide specialist surgical 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 performance standards and targets. Works within the scope of clinical practice as defined and recommended by the EMHS Area Medical Credentialing Committee.

## EMHS Vision and Values

### Our Vision

***Healthy people, amazing care.  
Koorda moort, moorditj kwabadak.***

**Healthy people** refers to the commitment we have as an organisation to ensure our staff, patients and the wider community have access to comprehensive healthcare services, in order to maintain healthy lives.

**Amazing care** reflects the sentiment of those consumers accessing our healthcare services from feedback provided to us. This common statement resonates with the health service, and reflects our intentions in our practice and work every day.

As a health service which celebrates diversity of culture and languages, it is also important that our vision is shared in the Noongar language.

### Our Values

Our Values reflect the qualities that we demonstrate to each other and our community every day. Our staff make a difference every day to the patients, families and consumers they provide care, advice and support to. The EMHS values capture the shared responsibility that we uphold as most important, which are:

- **Kindness** – kindness is represented in the support that we give to one another. This is how we demonstrate genuine care and compassion to each and every person.
- **Excellence** – excellence is the result of always striving to do better. This is represented by constant improvements to the way in which we deliver our services, which results in a high performing health service.
- **Respect** – we demonstrate respect through our actions and behaviours. By showing each other respect, in turn we earn respect.
- **Integrity** – integrity is doing the right thing, knowing it is what we do when people aren't looking that is a true reflection of who we are.
- **Collaboration** – collaboration represents working together in partnership to achieve sustainable health care outcomes for our community with a shared understanding of our priorities.
- **Accountability** – together we have a shared responsibility for ensuring the best health care outcomes for our community. This is a reminder that it is not only our actions, but also the actions we do not do, for which we are accountable.



Royal Perth Hospital staff share a strong sense of pride in the longstanding principles of Servio, Latin for 'to serve' which adorns our historic crest. The principles of this statement, adopted in 1937 bear testimony to the longstanding tradition of excellence in service that we strive to perpetuate into the future.

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

- 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

- 1.1 Undertakes Neuro-Ophthalmology clinic and cataract and strabismus surgery.

### 2. Clinical

- 2.1 Leads the provision of specialist consumer centred medical care to inpatients and outpatients and provides a consultation service on request for other patients.
- 2.2 Undertakes clinical shifts at the direction of the Head of Department including participation in the on-call/after hours/weekend rosters.
- 2.3 Consults, liaises with and supports 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 are involved in decision making regarding their care.
- 2.5 Conducts regular clinical reviews of patients at appropriate intervals with junior doctors and coordinates patient care with a focus on actively addressing unnecessary delays inpatient admissions, treatment or discharge.
- 2.6 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.
- 2.7 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.
- 2.8 Provides preliminary advice to doctors both internal and external to EMHS and refers requests for inter-hospital transfers to the appropriate governance manager advising if transfer is time critical.
- 2.9 Responsible for the clinical review and clinical management of patients referred to Outpatient services.
- 2.10 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.
- 2.11 Ensures clinical documentation, including discharge summaries, are completed on time and undertakes other administrative/management tasks as required.
- 2.12 Participates in departmental and other meetings as required to meet organisational quality and service objectives.
- 2.13 Works within the scope of clinical practice as approved by the EMHS Area Medical Credentialing Committee.
- 2.14 Champions the CanMED values and complies with appropriate guidelines for medical staff.

**3. Education/Training/Research**

- 3.1 Engages in continuing professional development/education and ensures continuous eligibility for the relevant specialist medical registration.
- 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 and audit activities relevant to specialty.
- 3.4 Participates in mandatory training activities to ensure compliance with East Metropolitan Health Service policy.
- 3.5 Completes an annual professional development review of their performance with the Head of Department.

**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 Actively participates in the Peak Performance program. Submits performance plans to the Head of Department for staff under their supervision.
- 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 the EMHS Vision and Values, WA Health Code of Conduct, Occupational Safety and Health legislation, the Disability Services Act and the Equal Opportunity Act and Government, WA Health, EMHS and Departmental / Program specific policies and procedures.

**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 EMHS Values.

### Essential Selection Criteria

1. Eligible for registration with the Medical Board of Australia and Fellowship of the Royal Australasian and New Zealand College of Ophthalmology.
2. Demonstrated extensive knowledge, clinical experience, judgement and skills in the practice area of Neuro-Ophthalmology including in associated diagnostic and therapeutic procedures.
3. Demonstrated high level skills in all aspects of the CanMEDS competency framework.
4. Demonstrated experience in clinical teaching, audit 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.

### Desirable Selection Criteria

1. Post final fellowship sub specialty, education, research or quality improvement training or qualifications.
2. Knowledge of current clinical governance systems.
3. 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 being provided prior to commencement.
- 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.

Dept./Division Head Name	Signature or	HE Number	Date
Dr Jean-Louis deSousa		12156	03 April 2020

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	May 2020
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