



HSS Registered

Consultant – Surgeon – General Surgery
Medical Practitioners Agreement; Year 1-9
Position Number: 114020, 115091
General Surgery / Service 3
Fiona Stanley Fremantle Hospital Group / South Metropolitan Health Service

Reporting Relationships

Medical Co-Director (Service 3) Position Number: 113258	Service Co-Director (Service 3) HSO Level G14 Position Number: 113262
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Head of General Surgery Position Number: 113352
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This Position



Directly reporting to this position:		
Title	Classification	FTE
<ul style="list-style-type: none"> • Registrars • Resident Medical Officers • Interns 		

← Also reporting to this supervisor:

- Consultants.
- Senior Registrars.
- Registrars.
- Resident Medical Officers
- Interns

Key Responsibilities

As part of an interdisciplinary team, leads the provision of general surgery services to patients. Promotes personalised, safe and timely care. Leads and promotes the organisational culture of commitment, accountability, respect and excellence. Actively addresses clinical risks and delays in patient care for individual patients. Educates and supervises junior medical staff and other health workers. Works with the Head of Specialty and other consultants to manage unplanned and planned patient demand, achieve national performance outcomes and to meet the National Safety and Quality Health Services Standards.



Brief Summary of Duties (in order of importance)

Accountability:

The bed-card Consultant is responsible for the overall standard of medical care delivered to each patient, understanding that other Consultants in the specialty / subspecialty will be responsible for clinical decisions for the patient depending on the agreed medical governance model for the specialty. The bed-card Consultant is the leader of the team for that patient, but is not the sole decision maker.

Every consultant is responsible for the supervision of the junior medical staff caring for their patients.

1. Clinical

- 1.1 Leads the provision of specialist consumer centred medical care to inpatients and outpatients and provides a consultation service on request for other patients.
- 1.2 Undertakes clinical shifts at the direction of the Medical/Service Co-Director/Head of Department including participation in the on-call/after-hours/weekend rosters.
- 1.3 Consults, liaises with and supports patients, carers, colleagues, nursing, allied health, support staff, external agencies and the private sector to provide coordinated multidisciplinary care.
- 1.4 Responsible for ensuring patients are involved in decision making regarding their care.
- 1.5 Conducts regular clinical reviews of patients at appropriate intervals with junior doctors and coordinates patient care with a focus on actively addressing unnecessary delays in patient admissions, treatment or discharge.
- 1.6 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. .
- 1.7 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.
- 1.8 Provides preliminary advice to doctors both internal and external to SMHS and refers requests for inter-hospital transfers to the appropriate governance manager advising if transfer is time critical.
- 1.9 Responsible for the clinical review and clinical management of patients referred to Outpatient services.
- 1.10 Works with the Medical/Service Co-Director/ 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.
- 1.11 Ensures clinical documentation, including discharge summaries, are completed on time and undertakes other administrative/management tasks as required.
- 1.12 Participates in departmental and other meetings as required to meet organisational quality and service objectives.
- 1.13 Works within the scope of clinical practice as approved by the SMHS Area Medical Credentialing Committee.
- 1.14 Champions the RACS values and complies with appropriate guidelines for medical staff.

2. Education/Training/Research

- 2.1 Engages in continuing professional development/education and ensures continuous eligibility for the relevant specialist medical registration.
- 2.2 Educates doctors in training, medical students and other members of the multidisciplinary team through ward rounds, formal presentations, tutorials and other modalities.
- 2.3 Develops and participates in evidence based clinical research and audit activities relevant to specialty.

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- 2.4 Participates in mandatory training activities to ensure compliance with South Metropolitan Health Service policy.
- 2.5 Completes an annual professional development review of their performance with the Head of Department.

3. SMHS Governance, Safety and Quality Requirements

- 3.1 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.
- 3.2 Undertakes performance development review of staff under their supervision and submits them to the Head of Department.
- 3.3 Initiates, implements and participates in audit, quality improvement and research activities in consultation with the Medical/Service Co-Director/Head of Department to systematically evaluate service delivery and meet customer needs.
- 3.4 Participates in relevant clinical governance committees including regular clinical reviews, Root Cause Analysis (RCA) and morbidity/mortality reviews as required and implements endorsed recommendations.
- 3.5 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 about complaints they receive pertaining to themselves or other doctors.
- 3.6 Responsible for ensuring, as far as practicable, the provision of a safe working environment in consultation with staff under their supervision.
- 3.7 Performs duties in accordance with Government, WA Health, South 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.

4. Undertakes other duties as directed.

Work Related Requirements

Essential Selection Criteria

1. Eligible for registration with the Medical Board of Australia and Fellowship of the Royal Australasian College of Surgeons (RACS) or equivalent.
2. Demonstrated extensive knowledge, clinical experience, skills and judgement in the practice of general surgery, and in associated diagnostic and therapeutic procedures in a high acuity, complex hospital environment.
3. Demonstrated high level skills in all aspects of the RACS competencies:- Collaboration and Team Work, Communication, Health Advocacy, Judgement - Clinical Decision Making, Management and Leadership, Medical Expertise, Professionalism and Ethics, Scholarship and Teaching, Technical Expertise.
4. Demonstrated experience and commitment to including patients in decision making regarding their care and to open disclosure in an adverse event occurs.
5. Demonstrated experience and commitment to working in a coordinated multidisciplinary team and to ongoing clinical service redesign to improve the systems of care for patients.
6. Demonstrated experience and commitment to audit, clinical teaching and clinical research as means to advance the medical care of future patients.
7. Demonstrated high level interpersonal, negotiation and conflict resolution skills with an ability to liaise effectively with patients, individuals and the multidisciplinary team.
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 subspecialty, education, research or quality improvement training or qualifications.
2. Current “C” or “C.A.” class drivers licence.

Appointment Prerequisites

Appointment is subject to:

- Evidence of registration by the Medical Board of Australia being provided prior to commencement.
- Working With Children (WWC) Check, compulsory check for people who carry out child-related work in Western Australia.
- Provision of the minimum identity proofing requirements.
- 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** August 2021