



HSS Registered December 2021

## Consultant – Physician - Nephrology

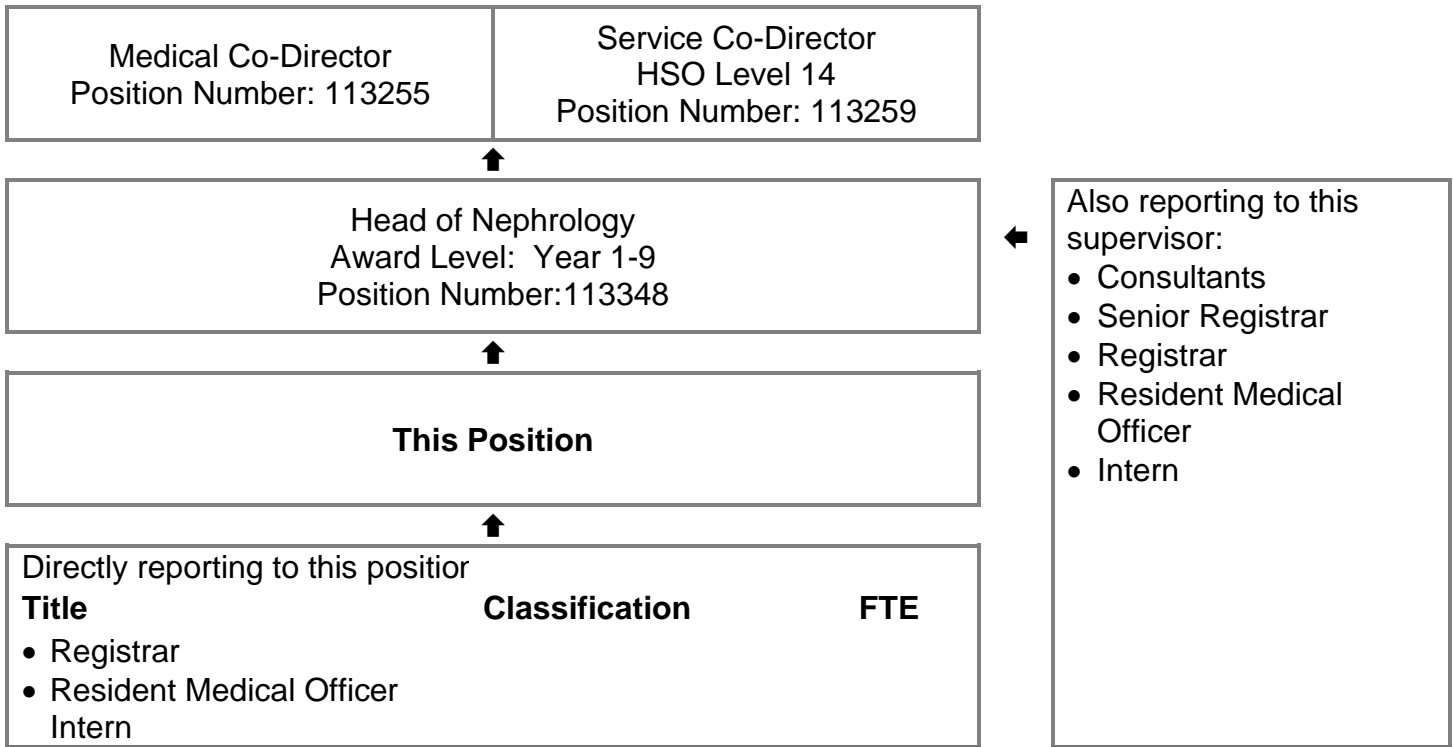
**Medical Practitioners Agreement: Year 1-9**

**Position Number: 115065**

**Nephology / Service 1**

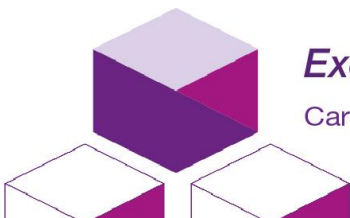
**Fiona Stanley Fremantle Hospital Group / South Metropolitan Health Service**

### Reporting Relationships



### Key Responsibilities

As part of an interdisciplinary team, leads the provision of nephrology and/or renal transplantation services to patients. Promotes personalised safe and timely care. Actively addressed clinical risks and delays in patient care for individual patients. Educates and supervises junior medical staff and other health workers.



*Excellent health care, every time*

Care ■ Integrity ■ Respect ■ Excellence ■ Teamwork

## 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.



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

### 1. Scope of Practice

- 1.1 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.
- 1.2 Every patient in the acute hospital is to be reviewed by a consultant in the specialty as per clinical need and departmental policy.
- 1.3 Every consultant is responsible for the supervision of the junior medical staff caring for their patients.

### 2. Clinical Care and Teaching

- 2.1 The consultant leads the provision of medical care to inpatients and outpatients of the specialty, and provides a consultation service on request for other patients at FSH.
- 2.2 Undertakes clinical shifts at the direction of the Head of Specialty/Unit and/or the Service Co-Directors including participation in the on-call/after hours/weekend rosters.
- 2.3 Educates junior medical staff, medical students and other members of the interdisciplinary team through ward rounds, tutorials and other modalities.
- 2.4 Supports and liaises with patients, carers, colleagues, nursing, allied health, support staff, external agencies and the private sector to provide coordinated interdisciplinary care.
- 2.5 Includes patients in decision making regarding their care, and in open disclosure following an adverse event.
- 2.6 Gives preliminary advice to referring doctors and accepts appropriate referrals from doctors at FSH and from General Practitioners in the hospital's metropolitan and rural catchment areas. Notifies the Operations Centre of requests for interhospital transfers and advises them if the transfer is time critical.
- 2.7 Conducts regular clinical review of patients at appropriate intervals with junior doctors and coordinates patient care with a focus on actively addressing unnecessary delays in patient admission, treatment or discharge. Participates in interdisciplinary team meetings regularly.
- 2.8 Personally reviews inpatients who deteriorate or whose condition is causing concern to hospital staff, or if requested by the patient or relatives as soon as possible.
- 2.9 Ensures that the medical record, including the discharge summary, is accurately up-dated after review of each patient.
- 2.10 Works with the Head of Specialty and other consultants to distribute unplanned and planned patient demand across the specialty and champions' clinical service redesign to improve systems of care.

### 3. Clinical Safety, Patient Outcomes and Research

- 3.1 Champions the FSH values of commitment, accountability, respect and excellence, and complies with the FSH Guidelines for Medical Staff.
- 3.2 Participates in departmental and other meetings as required to meet FSH, SMHS, state, and national quality objectives.
- 3.3 Fulfills National Safety and Quality Health Services Standards requirements including but not limited to:

- Participation in the development, implementation, reporting and monitoring of quality assurance measures and activities.
- Participation in continuous safety and quality improvement activities such as regular morbidity/mortality reviews, peer review, clinical incident reporting and investigations that result in improvements to patient care, staff knowledge or the consumers' experience.
- Participates in mandatory training activities to ensure compliance with South Metropolitan Health Service policy
- Implementation of endorsed recommendations.
- Ensuring records and statistics are kept in accordance with established procedures.
- Completion of an annual professional development review of their performance with their Head of Specialty.

3.4 Encourages and participates in research and audit as means of enhancing patient care.

3.5 Undertakes continuing professional development and ensures continuous eligibility for relevant specialist medical registration.

3.6 Works within the scope of clinical practice as approved by the FSH Executive Director of Clinical Services on advice from the SMHS Credentialing Committee.

3.7 Attends to reports and medico legal issues that arise concerning patients that have been under their care and advises the Head of Specialty / Service Co-Directors about complaints they receive pertaining to themselves or other doctors.

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

4.1 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.

4.2 Ensures, as far as practicable, the provision of a safe working environment in consultation with staff under their supervision.

4.3 Participates in an annual performance development review and undertakes performance development review of staff under their supervision.

4.4 Supports the delivery of safe patient care and the consumers' experience including identifying, facilitating and participating in continuous safety and quality improvement activities, and ensuring services and practices align with the requirements of the National Safety and Quality Health Service Standards and other recognised health standards.

4.5 Completes mandatory training (including safety and quality training) as relevant to role.

4.6 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, Occupational Safety and Health 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 by the Medical Board of Australia
2. Fellowship or considerable progress towards fellowship of the Royal Australasian College of Physicians or equivalent.
3. Demonstrated extensive knowledge, clinical experience, skills and judgement in the practice of nephrology/renal transplantation, and in associated diagnostic and therapeutic procedures in a high acuity, complex hospital environment.
4. Demonstrated high level skills in all aspects of the CanMEDS competency framework including as a medical expert, communicator, collaborator, manager, health advocate, scholar and professional.
5. Demonstrated experience and commitment to including patients in decision making regarding their care and to open disclosure in an adverse event occurs.
6. 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.
7. Demonstrated experience and commitment to audit, clinical teaching and clinical research as means to advance the medical care of future patients.
8. Demonstrated high level interpersonal, negotiation and conflict resolution skills with an ability to liaise effectively with patients, individuals and the multidisciplinary team.
9. 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 of nephrology or renal transplantation.
2. Demonstrated experience and/or qualifications or training in education, research or quality improvement
3. Demonstrated experience in clinical leadership skills
4. Knowledge of current clinical governance systems.

### Appointment Prerequisites

Appointment is subject to:

- Evidence of registration by 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
- Provision of the minimum identity proofing requirements.
- Successful Criminal Record Screening Clearance.
- Successful Pre-Employment Integrity Check.
- Successful Pre-Employment Health Assessment.