



Job Description Form



GOLDFIELDS

Landscape Photos: Tourism Western Australia

Position Title

Position number: 616853

Senior Medical Practitioner

Regional Overview

The Goldfields region of the WA Country Health Service covers the Goldfields-Esperance Region of Western Australia. The region is located in the south eastern corner of Western Australia and covers 770,488 sq km (including offshore islands). The WA Country Health Service Goldfields consists of two main health campuses located in Kalgoorlie & Esperance, and three smaller hospitals located in Laverton, Leonora and Norseman. The Goldfields is a culturally rich region with a number of Aboriginal communities spread out across the region, 16 distinct Aboriginal language groups and an Aboriginal population that represents 12.3 per cent of our total population, with 1 in 10 people, on average, identifying as Aboriginal – this in comparison to the state average of 3.6 per cent. The region supports a wide range of industry, including mining, agriculture, aquaculture and tourism. Mining is the predominant sector in the central and northern parts of the region, with a well-established agricultural sector in the south.

About the WA Country Health Service

Our Strategic Priorities



Our Values

Community

We live and work in country communities. We are invested in the health, wellness and viability of country communities and the vibrancy, diversity and future of country WA.

Compassion

We are inclusive, respectful, and considerate. We care deeply about the people in our care and country communities.

Quality

We provide safe, high-quality care, constantly striving to innovate, improve and achieve trust in our care.

Integrity

We bring honesty, collaboration and professionalism to everything that we do.

Equity

We are passionate about fairness in healthcare for all Western Australians, especially the most vulnerable and disadvantaged people and communities.

Curiosity

We continually enquire and seek to understand, using the best evidence, insight and research to improve care.

Our Vision

To be a global leader in rural and remote healthcare.

Our Mission

To deliver and advance high quality care for country WA communities.

Directorate Overview

This portfolio provides the region with medical leadership and governance. It also supports the following: medical and surgical specialities and visiting medical practitioners. This portfolio has a regional focus on medical workforce (engagement and clinical training), regional improvement, safety, quality and risk management.

Our Directorate actively supports and encourages diversity and inclusion across all occupational groups through the development and implementation of initiatives aimed at accessing and improving employment and mentoring opportunities for all people. Our strategies are located at www.wacountry.health.wa.gov.au

Position Details

Position Number:	616853	Registration Date:	April 2022
Classification:	MP Year 1-3	Location:	Esperance
Award / Agreement:	Medical Practitioners Agreement		
Organisational Context:	Regional		

Position Overview

Works as part of the multidisciplinary team at Esperance Health Campus within the Emergency Department. Promotes leadership, management, training, supervision and education for medical officers within the Emergency Department. Promotes patient quality and safety within the emergency department.

Reporting Relationships

Responsible to:

615191: Senior Medical Practitioner (Head of Department)



This position:

616853: Senior Medical Practitioner
MP Year 1-3



Positions under direct supervision:

Nil

Other positions reporting to this position:

Nil



Key Duties/Responsibilities

1. CLINICAL

- 1.1. Provides clinical management of Emergency Medicine patients utilising evidence based practice.
- 1.2. Assists with Australian Triage Standards and National Emergency Access Target requirements when clinically safe.
- 1.3. Participates fully in the Emergency Department roster including day and night shifts, as required.
- 1.4. Maintains quality patient medical records in accordance with health service protocols.
- 1.5. Fully supports and promotes electronic clinical systems and educates in the use of electronic discharge summaries and communication of patient information to health care providers.
- 1.6. Liaises with members of the health care team and private practitioners to meet the needs of patients under their care.
- 1.7. Supports medical and nursing colleagues in the performance of their clinical duties.

2. CLINICAL ADMINISTRATION

- 2.1. Ensures the ongoing application of continuous quality improvement principles in systematically evaluating and meeting customer needs.
- 2.2. Ensures compliance with relevant standards, legislation and regulatory requirements, in line with WACHS policies.
- 2.3. Participates in governance-led departmental and doctor's committee meetings as required, such as the Medical Advisory Committee (MAC) meetings, Employee Development (ED) clinical governance meetings and Morbidity and Mortality (M&M) meetings.
- 2.4. Attends to medicolegal issues that arise concerning patients that have been under their care and advises the Senior Medical Practitioner (Head of Department) (SMP – HOD) / Regional Director Medical Services (RDMS).
- 2.5. Assists the SMP – HOD and RDMS with complaints management, as required.

3. EDUCATION

- 3.1. Acts as a role model and mentor to medical students and medical colleagues during their placement.
- 3.2. Supervises junior medical staff, including the assessment of staff performance in relation to clinical competence, adherence to departmental protocols, timely and accurate documentation, communication with patients, relatives, peers, other staff and doctors in other hospitals and in the community.
- 3.3. Participates in professional educational activities, regular performance review and provides evidence of maintaining current knowledge and skills.
- 3.4. Organises and participates in ongoing training of medical students and GP / locum staff.
- 3.5. Supervises and teaches nursing, allied health and other support staff, as appropriate.

4. LEADERSHIP

- 4.1. Demonstrates professional standards and ethics as appropriate to the seniority and leadership role of clinical staff and according to the WA Country Health Service (WACHS) Code of Conduct.
- 4.2. Demonstrates excellence in interpersonal skills when dealing with patients, colleagues, nursing, allied health and support staff.
- 4.3. Participates in doctor's clinical meetings, clinical governance and quality improvement and audit activities, including but not limited to the department M&M meetings, peer review activities, Clinical Incident Management (CIM) Policy Review and other clinical governance activities, as directed.
- 4.4. Develop, implement and monitor Quality Assurance measures.
- 4.5. Assessment of subordinate medical staff performance in relation to clinical competence, adherence to departmental protocols, timely and accurate documentation, communication with patients, relatives, peers, and other medical colleagues in other hospitals and in the community.

5. LEADERSHIP

- 5.1. Other duties as directed by the SMP – HOD and RDMS.



Work Related Requirements

The following criteria are to be read together with the Brief Summary of Duties and considered in the context of the WACHS Values.

Essential

1. Eligible for registration by the Medical Board of Australia.
2. Fellowship of the Australian College of Rural and Remote Medicine (FACRRM) or Fellowship of the Australian College of General Practice (FRACGP) or equivalent experience.
3. Demonstrated skills and experience in Emergency Medicine.
4. Demonstrated health management experience including the ability to plan, prioritise, make decisions, meet deadlines and manage resources.
5. Demonstrated commitment to continuing education.
6. Demonstrated capacity to work effectively and to lead in a team environment.
7. Demonstrated high level of communication, interpersonal, negotiation and conflict resolution skills.
8. Demonstrated commitment to the effective management of clinical risk and improving quality.
9. Eligible for and/or in possession of a current C or C-A class drivers' licence.

Desirable

1. Experience in rural area emergency medicine.
2. Possession of a current Advanced Life Support Certificate.
3. Sound understanding of rural and remote area health service provision including clients from a variety of cultural/ethnic backgrounds.
4. Current knowledge and commitment to Equal Opportunity, Disability Services and Occupational Health and Safety in all aspects of employment and service delivery.

Appointment Pre-requisites

Appointment is subject to:

- Evidence of registration by the Medical Board of Australia must be provided prior to commencement.
- Provision of the minimum identity proofing requirements.
- Successful Criminal Record Screening Clearance.
- Successful Pre-Employment Health Assessment.
- Successful WA Health Integrity Check.
- Successful Working With Children Check.
- Completion of training for Mandatory Reporting of Child Sexual Abuse.
- Evidence of a current C or C-A Class driver's licence or other specialised licence class.

WA Country Health Service –
GOLDFIELDS

11 April 2022

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