



HSS registered

Consultant – Physician – Medical Oncology

Position Details

Position Number: CG002104
Classification: MP Year 1-9
Agreement: Medical Practitioners Agreement
Directorate: Cancer, Imaging & Clinical Services
Department: Medical Oncology
Location: Sir Charles Gairdner Hospital

Reporting Relationships

This position reports to:

CG002104	Head of Department – Medical Oncology	Year 1-9
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Positions under direct supervision:

Primary Purpose of the Role

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. Promotes, develops and participates in clinical research including clinical trials. In collaboration with the Head of Department and other Consultants works to achieve national, state and NMHS performance standards and targets. Enhances the reputation of the department for clinical excellence at a state and national level. Works within the scope of clinical practice as defined and recommended by the Sir Charles Gairdner Hospital Medical Credentialing and Scope of Clinical Practice Committee.

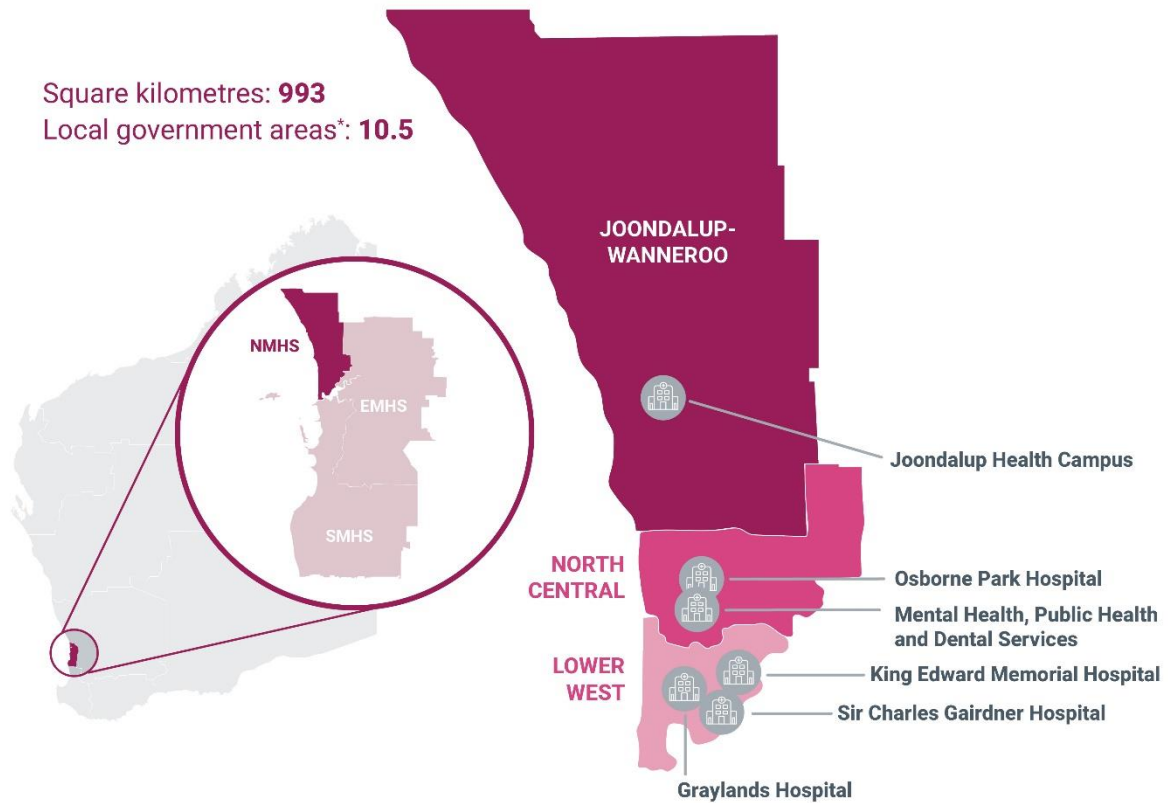
Vision

A trusted partner, delivering excellent health care for our people and our communities.



Mission

To promote and improve the health of our people and our communities.



North Metropolitan Health Service

Since our establishment in 2016, NMHS has embraced best practice to deliver improved clinical outcomes in the face of rising challenges for all healthcare providers. With a budget of \$2.16 billion and 8,917 full-time equivalent (FTE) staff, we serve a population of 736,907 people (about 28% of Western Australia's total population) within a catchment area of almost 1,000 square kilometres. The population we serve is projected to increase by 17% between 2021 and 2031, and the number aged 65 years and older will increase by 41% over the same period. NMHS provides a comprehensive range of adult specialist medical, surgical, mental health and obstetric services in WA, delivered across three tertiary hospitals and two secondary hospitals, all fully accredited. NMHS oversees the provision of contracted public health care from Joondalup Health Campus operated under a public-private partnership. A range of statewide, highly specialised multidisciplinary services is offered from several NMHS hospital and clinic sites.



Our values



Care

We show empathy, kindness and compassion to all.



Respect

We are inclusive of others and treat everyone with courtesy and dignity.



Innovation

We strive for excellence and are courageous when exploring possibilities for our future.



Teamwork

We work together as one team in a spirit of trust and cooperation.



Integrity

We are honest and accountable and deliver as promised.

Please refer to [NMHS Values – Organisational/Individual Behaviours](#) for information on individual behaviours that reflect the organisation's values.

Our strategic priorities

We are focussing on six strategic priorities for the 2020-2025 period:



Enabling healthy communities

We build healthy and engaged communities



People-centred care

We will place our consumers' and their carers' best interests and experience at the core of all we do



Integration and connection

We will build strong connections and partnerships



Innovation and adaptive models of care

We will use research and technology to improve outcomes



Trusted, engaged and capable people

We will invest in our people and our culture



Sustainable and reliable

We will reduce harm, waste and unwarranted variation



Key Accountabilities (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. Clinical

- Leads the provision of specialist consumer centred medical care to patients and provides a consultation service on request for other patients.
- Undertakes clinical shifts at the direction of the Head of Department.
- Consults, liaises and support patients, carers, colleagues, nursing, allied health, support staff, external agencies and the private sector to provide coordinated multidisciplinary care.
- Responsible for ensuring patients are involved in decision making regarding their care.
- Clinically reviews or assesses patients on the day of admission, or earlier if required when on-call or admitted under their care.
- 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.
- Reviews patients at the request of hospital staff, the patient or their family on the same day of the request.
- Facilitates timely discharge of patients by actively addressing any delays in patient admission, treatment or discharge, including through regular participation in multidisciplinary team meetings.
- Authorises and supports registrar/s in conducting clinical review of all inpatients daily and to facilitate appropriate discharges before 10:00 and is available for discussion by phone to assist registrars when necessary.
- Actively and openly manages clinical incidents through open disclosure.
- Provides preliminary advice to doctors both internal and external to NMHS and refers requests for inter-hospital transfers to the bed manager/operations centre advising if transfer is time critical.
- Responsible for the clinical review and clinical management of patients referred to Outpatient services.
- 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.
- Completes clinical documentation and undertakes other administrative/management tasks as required.
- Participates in departmental and other meetings as required to meet organisational and service objectives.
- Complies with Medical Staff Guidelines issued by some hospitals.



2. Education/Training/Research

- Engages in continuing professional development/education and ensures continuous eligibility for the relevant specialist medical registration as per essential criterion 1.
- Educates doctors in training, medical students and other members of the multidisciplinary team through ward rounds, formal presentations, tutorials and other modalities.
- Develops and participates in evidence based clinical research activities relevant to speciality.
- Participates in mandatory training activities to ensure compliance with North Metropolitan Health Service policy.
- Completes an annual professional development review of their performance with the Head of Department/Head of Specialty.

3. NMHS Values: *Care, Respect, Innovation, Teamwork, Integrity*

- Reflect the NMHS values in the way you work, behave and make decisions.

4. NMHS Governance, Safety and Quality Requirements

- 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.
 - Undertaking all required mandatory training in a timely manner & ensures attendance at regular updates.
 - Undertakes performance development review of staff under their supervision and submits them to the Head of Department/Head of Specialty.
 - 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.
 - Participates in relevant clinical governance committees including regular clinical reviews, Root Cause Analysis (RCA) and morbidity/mortality reviews as required and implements endorsed recommendations.
 - 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.
 - Responsible for ensuring, as far as practicable, the provision of a safe working environment in consultation with staff under their supervision.
 - Performs duties in accordance with Government, WA Health, WA Health, North 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

The following criteria should be considered in the context of the NMHS Vision, Mission and Values.

Essential Selection Criteria

1. Eligible for registration by the Medical Board of Australia.
2. Fellowship of the Royal Australasian College of Physicians or equivalent.
3. Demonstrated extensive knowledge, clinical experience and skills in the practice area of Medical Oncology including in associated diagnostic and therapeutic procedures.
4. Demonstrated high level skills in all aspects of the relevant college competency framework.
5. Demonstrated experience and commitment to clinical teaching.
6. Demonstrated experience and commitment to clinical research, including investigator-initiated prospective research.
7. Demonstrated ability to lead research activities, as evidenced by first author publications, competitive grant application success, or project leadership.
8. Demonstrated ability to engage in research or clinical leadership activities at a state and national level.
9. Demonstrated knowledge and application of quality improvement principles and practices.
10. Demonstrated ability to provide leadership, and work in a collaborative manner with colleagues.

Desirable Selection Criteria

1. Demonstrated experience in undergraduate or postgraduate education, quality improvement activities, or clinical research.
2. Demonstrated experience in a high acuity, complex hospital environment.
3. Additional postgraduate qualification.
4. Demonstrated post-FRACP experience in any subspecialty Medical Oncology practice area.

Appointment Prerequisites

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 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/HE:
Date:

Dept./Division Head

Name:
Signature:
Date:

Position Occupant

Name:
Signature:
Date:

One team, many dreams.

Care / Respect / Innovation / Teamwork / Integrity

