



HSS registered

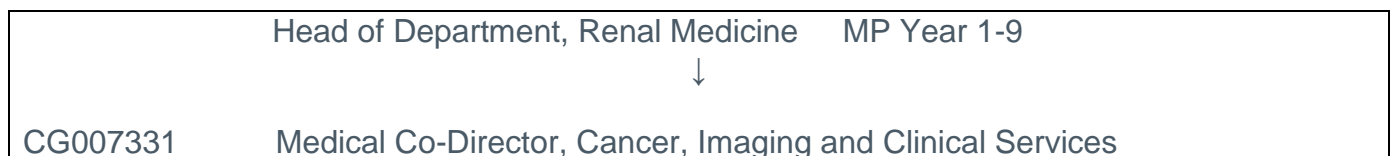
Consultant – Physician - Nephrology

Position Details

Position Number: CG006713
Classification: MP Year 1-9
Agreement: Medical Practitioners Agreement
Directorate: Cancer, Imaging and Clinical Services
Department: Renal Medicine
Location: Sir Charles Gairdner Osborne Park Health Care Group

Reporting Relationships

This position reports to:



Positions under direct supervision:

Registrars/Fellows

Resident Medical Officers

Interns

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. In collaboration with the Head of Department and other Consultants works to achieve national, state and NMHS performance standards and targets. Works within the scope of clinical practice as defined and recommended by the North Metropolitan Health Service Medical Credentialing Committee.



Vision

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

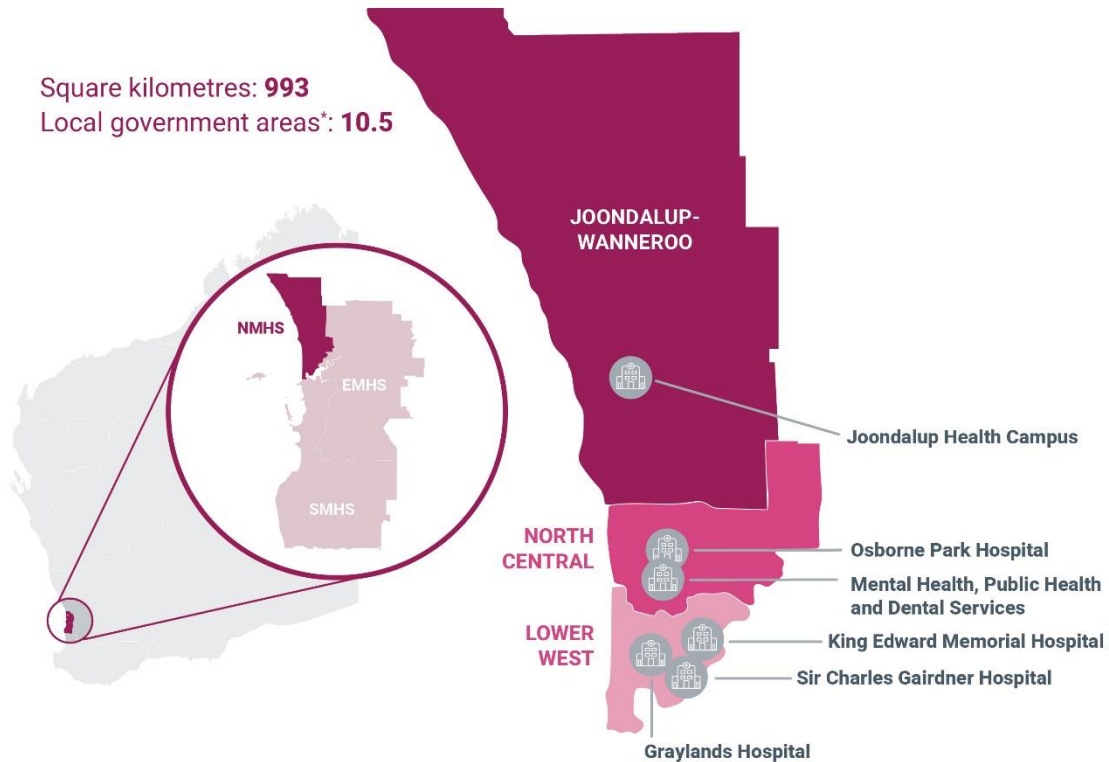


Mission

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



Square kilometres: **993**
Local government areas*: **10.5**



North Metropolitan Health Service

Established in 2016, NMHS embraces best practice to deliver safe, high-quality care to patients and the community.

NMHS is one of the largest health services in WA, providing a comprehensive range of adult specialist medical, surgical, mental health and obstetric services across three tertiary hospitals and two secondary hospitals. Additionally, a range of state-wide, highly specialised multidisciplinary services is offered from several hospital and clinic sites.

NMHS also oversees the provision of contracted public health services by Joondalup Public Hospital, which is operated under a public private partnership.



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

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

- 1.1 Participates in inpatient and outpatient clinical management and supervision of patients with kidney disease including those with a kidney transplant, on haemodialysis or peritoneal dialysis.
- 1.2 Participates in the assessment of potential living kidney donors and kidney transplant candidates.
- 1.3 Participates in visiting Nephrology services to rural Western Australian locations, according to the proposed recommended service delivery of NMHS.
- 1.4 Maintains orientation and treatment-specific protocols according to the best available evidence.
- 1.5 Leads the provision of specialist patient centred medical care to patients and provides a consultation service on request for other patients.
- 1.6 Undertakes clinical shifts at the direction of the Head of Department including participation in the on-call/after-hours/weekend rosters.
- 1.7 Consults, liaises and support patients, carers, colleagues, nursing, allied health, support staff, external agencies and the private sector to provide coordinated multidisciplinary care.
- 1.8 Responsible for ensuring patients are involved in decision making regarding their care.
- 1.9 Clinically reviews or assesses patients on the day of admission or as soon as is practicable.
- 1.10 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.
- 1.11 Coordinates with junior staff the review of patients who deteriorate or whose condition is causing concern to hospital staff, or when requested by the patients or carers/relatives when clinically appropriate.
- 1.12 Facilitates timely discharge of patients by actively addressing any delays in patient admission, treatment, or discharge, including through regular participation in multidisciplinary team meetings.
- 1.13 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.
- 1.14 Actively and openly manages clinical incidents through open disclosure.
- 1.15 Provides preliminary advice to doctors both internal and external to NMHS and refers requests for interhospital transfers to the bed manager/operations centre advising if transfer is time critical.
- 1.16 Responsible for the clinical review and clinical management of patients referred to Outpatient services.
- 1.17 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.



- 1.18 Completes clinical documentation and undertakes other administrative/management tasks as required.
- 1.19 Participates in departmental and other meetings as required to meet organisational and service objectives.
- 1.20 Complies with Medical Staff Guidelines.

2. Education / Training / Research

- 2.1 Engages in continuing professional development/education and ensures continuous eligibility for the relevant specialist medical registration as per essential criterion 1.
- 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 activities relevant to speciality.
- 2.4 Participates in mandatory training activities to ensure compliance with North Metropolitan Health Service policy.
- 2.5 Completes an annual professional development review of their performance with the Head of Department/Head of Speciality.

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

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

4. NMHS Governance, Safety and Quality Requirements

- 4.1 Ensures, as far as practicable, the provision of a safe working environment in consultation with staff under their supervision.
- 4.2 Participates in an annual performance development review and undertakes performance development review of staff under their supervision.
- 4.3 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.
- 4.4 Completes mandatory training (including safety and quality training) as relevant to role.
- 4.5 Performs duties in accordance with Government, WA Health, North Metropolitan Health Service and Departmental / Program specific policies and procedures.
- 4.6 Abides by the WA Health Code of Conduct, Occupational Safety and Health legislation, the Disability Services Act and the Equal Opportunity Act.

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 with the Medical Board of Australia.
2. Fellowship of the Royal Australasian College of Physicians (RACP) or equivalent with demonstrated experience in the provision of services in all aspects of renal medicine
3. Demonstrated knowledge, clinical experience and skills in the practice of area of Nephrology including conservative care pathway and associated diagnostic and therapeutic procedures in a high acuity, complex hospital environment.
4. Demonstrated experience and knowledge in all aspects (ie donor and patient assessment for suitability for transplantation) and types of kidney transplantation including recent clinical experience in an acute transplanting unit.
5. Demonstrated experience and commitment to clinical teaching and clinical research.
6. Demonstrated knowledge and application of quality improvement principles and practices.
7. Demonstrated ability to provide leadership, facilitate effective multidisciplinary teamwork and provide patient centric care in a positive collaborative culture.
8. Demonstrated high level communication, interpersonal, negotiation and conflict resolution skills.
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. Attainment of higher degree, post-FRACP fellowship in a subspecialty area, education, research or quality improvement training or qualifications relevant to the position.
2. Demonstrated previous or current peer-reviewed funding for research.
3. Evidence of research leading to presentations in education meetings, conferences and/or peer-reviewed publications.
4. Demonstrated experience and participation in clinical trials and conducting audits.
5. Knowledge of current clinical governance systems.

Appointment Prerequisites

Appointment is subject to:

- Evidence of registration by the 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.



Certification

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the position.

Manager/Supervisor

Name: Wai Lim

Signature/HE:



He45884

Date: 5 October 2023

Dept./Division Head

Name: David Mountain

Signature/HE:

He46330

Date: 17 October 2023

Position Occupant

Name:

Signature:

Date:

