



HSS Registered

Fellow – Nephrology (Transplantation)

Position Details

Position Number: 008380
Classification: Year 1-2
Agreement: Medical Practitioners Agreement
Directorate: Specialty & Ambulatory Services
Department: Renal Medicine
Location: Sir Charles Gairdner Osborne Park Health Care Group

Reporting Relationships

This position reports to:

000000	Head of Department	Year 1-9
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Positions under direct supervision:

Registrars

Resident Medical Officers

Interns

Primary Purpose of the Role

This position is suitable for senior registrars or junior consultants of good standing who are about to complete or have completed nephrology core training (as pre-specified by the RACP-SAC Nephrology or equivalent training overseas). This position will provide supervised clinical exposure in all areas of nephrology, with a predominant focus on kidney transplantation including understanding of the allocation system in Australia, interpreting immunological risk profile, assessment of potential kidney transplant candidates and potential live-kidney donors. The candidate will be expected to participate in research activity, with the aim to achieve at least one publication during the 12-month period.



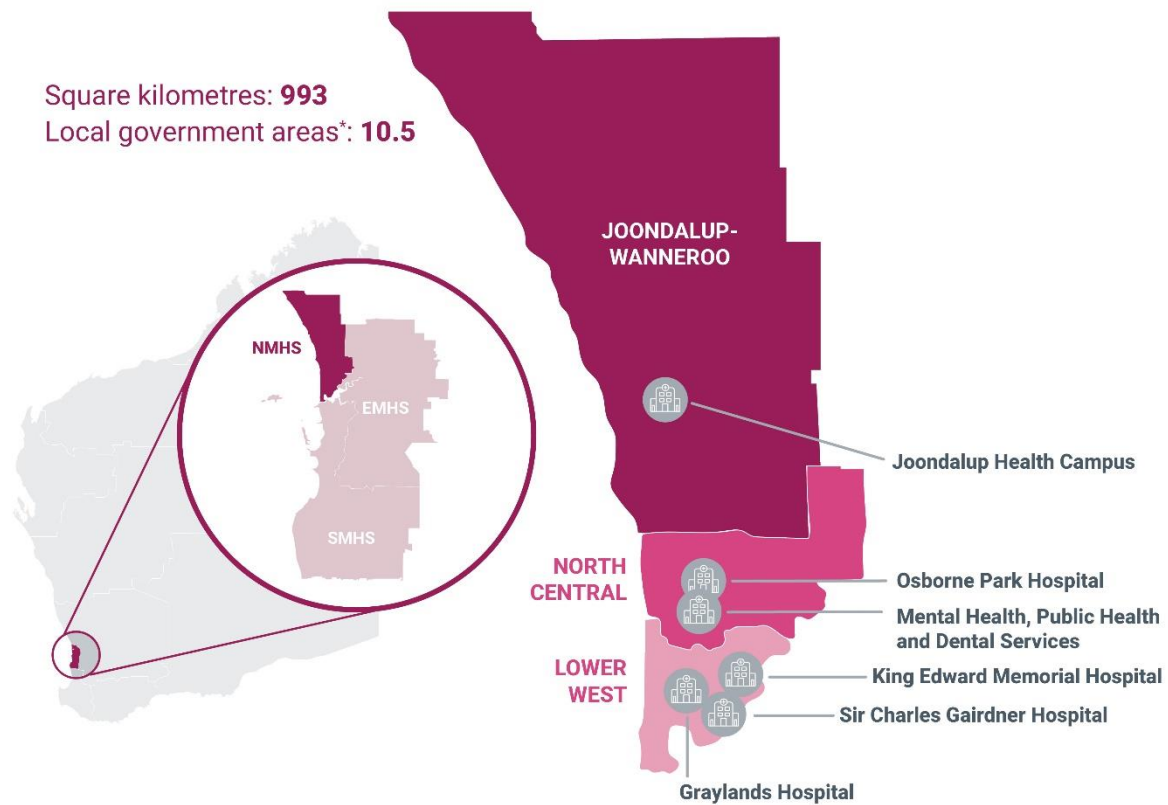
Vision

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

1. Clinical

- 1.1 Participates in inpatient and outpatient clinical management and supervision of patients with chronic kidney disease, particularly those with a kidney transplant.
- 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 to assess potential kidney transplant candidates and live-kidney donors.
- 1.4 Helps to maintain orientation and treatment-specific protocols according to the best available evidence.
- 1.5 Participation in the on-call/after-hours/weekend rosters (for junior medical staff).
- 1.6 Consults, liaises and support patients, carers, colleagues, nursing, allied health, support staff, external agencies, and the private sector to provide coordinated multidisciplinary care.
- 1.7 Responsible for ensuring patients are involved in decision making regarding their care.
- 1.8 Supervises, supports, mentors and educate Registrars, RMOs, Interns and medical students on a regular basis.
- 1.9 Where appropriate, assists consultants and other registrars to undertake procedures. Performs and supervises within their scope of practice as agreed with the supervising consultant for the patient.
- 1.10 Responsible for the clinical review and clinical management of patients referred to Outpatient services.
- 1.11 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.
- 1.12 Completes clinical documentation and undertakes other administrative/management tasks as required.
- 1.13 Participates and engages in continuing professional development and educational activities.
- 1.14 Participates in departmental and other meetings as required to meet organisational and service objectives.
- 1.15 Complies with Medical Staff Guidelines.

2. Research

- 2.1 To undertake and complete a research project in kidney transplantation under the guidance of the department and to present the research at a national/international meeting(s).

3. NMHS Governance, Safety and Quality Requirements

- 3.1 Ensures, as far as practicable, the provision of a safe working environment in consultation with staff under their supervision.
- 3.2 Participates in an annual performance development review and undertakes performance development review of staff under their supervision.
- 3.3 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.
- 3.4 Completes mandatory training (including safety and quality training) as relevant to role.
- 3.5 Performs duties in accordance with Government, WA Health, North Metropolitan Health Service and Departmental / Program specific policies and procedures.



3.6 Abides by the WA Health Code of Conduct, Occupational Safety and Health legislation, the Disability Services Act and the Equal Opportunity Act.

4. Undertakes other duties as directed.



Work Related Requirements

Essential Selection Criteria

1. Eligible for registration with the Medical Board of Australia.
2. Fellowship of the Royal Australasian College of Physicians (RACP) in Nephrology or have almost completed the Fellowship in Nephrology (or equivalent if overseas program).
3. Demonstrated knowledge, clinical experience, and skills in the practice of area of Nephrology relevant to the level of training.
4. Demonstrated clinical and procedural experience sufficient to undertake the safe care of patients of the specialty (chronic kidney disease, dialysis, and kidney transplantation).
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 a good 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. Prior experience in managing acute and chronic kidney transplant patients.
2. Demonstrated experience and participation in clinical research activity. Evidence of research leading to presentations in education meetings, conferences and/or peer-reviewed publications
3. Knowledge of current clinical governance systems.

Appointment Prerequisites

Appointment is subject to:

- 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

Dept./Division Head

Position Occupant

Name:

Signature/HE:

Date:

Name:

Signature:

Date:

Name:

Signature:

Date:

