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| POSITION TITLE: | **Surgical Intern** | |
| DATE OF EFFECT: | **11th January 2016** | |
| TYPE OF EMPLOYMENT: (eg; Full Time, Part Time, Casual) | **Full time-76 hours per fortnight** | |
| DIVISION: | **Medical** |
| ACCOUNTABLE TO:  [The manager [title] that is responsible for this position] | **Director of Medical Services** |
| DIRECT REPORTS:  [Positions (titles) that report directly to this position] | **Director of Emergency/Supervisor of Intern Training, Surgical or Orthopaedic VMOs and Registrars** |
| LIAISES WITH: [Other key departments and positions [title] that this  position interacts with on a regular basis] | **Medical, Nursing, Allied Health and support staff** |

Northeast Health Wangaratta (NHW) is a busy sub-regional integrated health service of 208 beds and is the major referral facility for the greater part of North East Victoria. NHW provides a wide range of acute specialist medical and surgical services including; an emergency department, critical care unit, obstetrics and gynaecology, paediatrics and specialised aged care, community rehabilitation, and inpatient, community, aged and psycho-geriatric mental health services. There is also a broad range of community health services and NHW auspices a number of other regional services in post acute care, palliative care and infection control.

The duties of this position are to be performed with adherence to the purpose and values of Northeast Health Wangaratta’s strategic plan and compliance with the Code of Behaviour for staff of Northeast Health Wangaratta.

**Vision**

To be recognised leaders in rural healthcare

**Our Values**

Caring

Excellence

Respect

Integrity

Fairness

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| CODE OF BEHAVIOURFOR STAFF AT NORTHEAST HEALTH WANGARATTA |
| Caring about what we do |
| We Will: |
| * Treat people equally |
| * Honour confidentiality |
| * Respect and uphold the rights of others |
| Caring about those we serve |
| We will: |
| * Exercise openness and fairness in our dealings with others |
| * Strive to provide the highest level of service |
| Demonstrating Professionalism |
| We will: |
| * Acknowledge our limitations |
| * Be willing to seek advice |
| * Maintain professionalism in all our interactions |
| Leading by Example |
| We will: |
| * Use our knowledge and skills to perform our duties to the best of our ability |
| * Cultivate and maintain relationships that support the goals of the organisation |
| Supporting each other |
| We will: |
| * Seek to resolve conflict rapidly and constructively |
| * Foster a safe, healthy and creative environment |
| **Encouraging Innovation** |
| We will: |
| * Value our interest in entrepreneurial activities |
| * Channel our creativity into tangible initiatives |
| **Respecting Difference** |
| We will: |
| * Recognise and tolerate individual differences in others, including gender, spiritual values, sexual preferences, age, disability and culture. |
| **Communicating Openly and Honestly** |
| We will: |
| * Communicate courteously |
| * Discuss differences in a clear and calm manner. |
| * Refrain from using behaviours that are abusive, intimidating or patronising. |

**KEY SELECTION CRITERIA** (Pre-requisites)

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| [Identify the skills, knowledge & attributes required by the individual in this position to enable them to achieve the relevant outcomes]  **Essential**   * Provisional Registration as a Medical Practitioner with AHPRA * Ability to comply with the “Behavioural Outcomes” for this role (listed below) * A current National Police Check (renewed every 3 years) * A current Working with Children Check (renewed every 5 years) * Statutory Declaration for applicable workers who have lived overseas |

### ROLE STATEMENT [eg this role is responsible for coordinating or managing the team. Consider the skills & attributes current or previous incumbents possess in this role which enables them to perform the job successfully. Consider the “team fit”.]

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| The primary role of theInternis to consolidate clinical skills in the provision of high quality patient care and develop collaborative relationships with other junior and senior medical staff and nursing, allied health and other support staff. |

The Intern assists and promotes these strategies by ensuring duties are performed within legislative /policy / guideline compliance including but not restricted to the NHW policies and procedures and relevant legislation pertaining to the delivery of health care.

**The Goals of Internship** (taken from “A guide for Interns in Victoria”, Dec 2009, PMCV).

* Consolidate and build on the theoretical knowledge you gained as an undergraduate and learn to apply it to caring for patients
* Develop the technical, clinical, personal and professional skills that form the basis of medical practice
* Take increasing responsibility for patient care, as your experience and understanding allows
* Start to develop professional judgement in the appropriate care of patients and the use of diagnostic and consultant services
* Work within the ethical and legal framework taught at medical school
* Contribute to a multidisciplinary health care team
* Explore personal career goals and expectations
* Encounter and develop strategies to deal with the professional and personal pressures associated with being a medical practitioner

**Learning Objectives** (note: refer to ACF for other specific learning objectives not detailed in this PD)

**Clinical Management**

* Take a comprehensive history with specific reference to prior medical conditions/ surgical treatments and perform a complete and accurate physical examination for each patient under your care and record this legibly in the patients medical record
* Identify and prioritise the issues/problems relevant to the patient’s presentation and future well-being and refer up deteriorating patients
* Develop a differential diagnosis, formulate an appropriate management plan and implement it after consultation with your clinical senior (Registrar/Consultant)
* Perform appropriate pathology ordering and investigation based on evidenced based practice and be able to correctly interpret the results
* Demonstrate competence and knowledge of medical and surgical conditions and treatments
* Make effective use of medical technology in the diagnosis and care of patients
* Become familiar with agreed protocols for the management of emergencies
* Perform common procedures for the management of acute conditions (with adequate supervision)
* Develop an appreciation of which patients and types of conditions require hospital admission as opposed to those who may be best managed within an outpatient, community and other ambulatory settings
* Complete an electronic discharge summary and send to the patients GP within one day of discharge
* Refer cases to the coroner promptly
* Undertake such duties as the DMS, VMO or HMO Manager may determine either by roster or from time to time as occasion may demand

**Professionalism**

* Develop a clear understanding of the medico-legal responsibilities and indemnity issues as appropriate to rural practice.
* Refer medico-legal issues to the Director of Medical Services for advice and direction
* Demonstrate a commitment to the principles of co-ordination of care and the provision of continuity of care
* Work as a member of a team of professionals, understanding the role and expertise of each member of the team.
* Develop time management skills
* Develop an appreciation for sharing knowledge and assisting others in the team to learn
* Make the most of opportunities to become involved in research and educational bodies/committees
* Learn to monitor your own health and welfare for your benefit and the benefit of patients, colleagues and family
* Appreciate the particular need and difficulty in maintaining confidentiality in rural/remote communities
* Demonstrate an awareness of the differing client needs with regards to resource availability especially in rural/remote communities
* Demonstrate respect for patients , their families and carers
* Demonstrate an awareness of cultural, ethical and religious beliefs as they may impact on patient’s and their families’ wishes
* Make such reports and issue certificates as are necessary by the nature of the appointment
* Advise the DMS, VMO or HMO Manager as early as possible when unable to attend to rostered duties because of sickness, accident or other event or if it is necessary to leave the hospital during a period of duty

**Communication**

* Develop an appreciation of how to communicate effectively with patients, their relatives, peers, supervising medical staff, nursing and allied health colleagues, departments where investigations are being conducted, referring doctors, medical records staff and switchboard staff
* Become familiar with the requirements for presenting patient case histories and clinical details at the bedside during ward rounds concisely and with appropriate sensitivity to each patients condition, needs and wishes
* Become familiar with the requirements for presenting at unit and other meetings, as well as to other clinical staff when requesting consultations from or transfer to other units
* Recognise the effect of language, cultural differences and socio-economic status on communication
* Develop an understanding of the requirements for informed consent and be able to obtain informed consent
* Be able to document precisely, accurately and legibly information related to patient care
* Provide safe and effective handover utilising current hospital programs and policies

**Organisation Strategic Priorities**

* Detail duties under each priority

**Quality & Innovation**

* Participate in peer review and quality improvement activities and ward based workshops

**People, Learning and Research**

* Attend weekly Medical staff education and training forum
* Attend monthly medical grand round
* Participate in clinical meetings and journal clubs
* Complete performance appraisal at 5 and 10 weeks with training supervisor, based on the Australian Curriculum Framework for Junior doctors

**Organisational Management**

* Meet and maintain standards of regulatory compliance for administrative and clinical information records & systems within the Australian Legislation and Regulation, Victorian Legislation and Regulation (ie Public Record Office of Victoria) and Northeast Health Wangaratta Policy and Procedure Framework.

**Facilities & Environment**

* Understand and comply with the general principles of the Occupational Health and Safety Act
* Hospital provided accommodation is respected and any maintenance or faults are reported to engineering or medical workforce ASAP

**Community & Partnerships**

* Develop relationships and communicate effectively with General Practitioners in a timely manner
* Activate appropriate referrals, in consultation with other senior and junior medical staff to hospital or community agencies

**BEHAVIOURAL OUTCOMES**

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| * Team player   + Cooperates and works well with others in the pursuit of team goals   + Collaborates and shares information   + Shows consideration, concern and respect for the feelings and ideas of others   + Accommodates and works well with the different working styles of others   + Encourages resolution of conflict within the team * Demonstrated ability to withstand conflicting priorities   + Perseveres to achieve goals, even in the face of obstacles   + Copes effectively with setbacks and disappointments   + Remains calm and in control under pressure   + Accepts constructive criticism in an objective manner * Able to build relationships   + Establishes and maintains relationships at all levels   + Promotes harmony and consensus through diplomatic handling of disagreements   + Forges useful partnerships with people across departments and services   + Builds trust though consistent actions, values and communication * Possesses appropriate communication, consultation and interpersonal skills   + Collaborates and shares information   + Ensures good working relationships exist with internal and external customers, external health providers, government departments and all stakeholders * Customer service   + Respects the cultural needs of others   + Communicates effectively   + Treats patient’s family and visitors with respect at all times   + Abides by all NHW values of integrity, compassion, excellence and respect |

**Appraisal and Individual Development Work Plan**

### This will be completed during the 5th week of rotation and at the commencement of the 10 week of the rotation, both with the training supervisor. Copies of this will be kept by the Intern, training supervisor, medical workforce at NHW and the parent hospital.

### The position description will be reviewed annually.

**RISK ASSESSMENT / JOB ANALYSIS**

Northeast Health Wangaratta provides a safe working environment for staff as part of the process Risk Assessments have been carried out and this position could include some or all of the following.

***(Please mark (eg X or ✓) to those that apply to this position)***

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| **Aspects of Normal Workplace** | **Frequency** | | |
| Work Environment | Occasionally | Regularly | Continual |
| * Work with the possibility of extended hours | X |  |  |
| * Work in locations geographically separated from main facility | X |  |  |
| * Working off site which may include clients homes | NA |  |  |
| * Clinical areas |  |  | X |
| * Traveling or Driving in cars on a regular basis | NA |  |  |
| Work Activity | | | |
| * Manage demanding and changing workloads and competing priorities |  | X |  |
| * Undertake administrative tasks including intensive computer keyboarding work, filing, writing, concentrating for long periods of time |  | X |  |
| * Sitting at the computer for extended periods of time |  | X |  |
| * Sitting in meetings for extended periods of time | X |  |  |
| * Use of technology including photocopiers, telephones |  | X |  |
| * Undertake manual handling of equipment |  | X |  |
| * Patient Handling *(No Lift Program operates throughout NHW)* |  | X |  |
| * Exposure to Substances *(Protective equipment & procedures in place to prevent contact)* |  | X |  |
| Work relationships | | | |
| * Work in a team environment and at times independently |  |  | X |
| * Interaction with staff from other disciplines and departments |  |  | X |
| * Interacts with: * colleagues and other hospital staff, * members of the public * Patients and relatives |  |  | X |
| Training (Training completed at other hospital is recognised-please advise HMO Manager) | | | |
| * Workplace Health & Safety for Employees | Annually (via E3 Learning) | | |
| * Emergency Procedures | Annually (via E3 Learning) | | |
| * Manual Handling | Annually (via E3 Learning) | | |
| * Fire Extinguisher Training | Annually (via E3 Learning) | | |
| * Hand Hygiene | Annually (via E3 Learning) | | |
| * Basic Life Support (can include ALS, EMST or equivalent) | Annually (via E3 Learning) | | |
| * Aseptic Non Touch Technique (ANTT) | Annually (via E3 Learning) | | |

As the occupant of this position, I have read and I understand the above position description.

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| **Name:** [please print] |  |

**Signature:** **Date:**

Ref: Postgraduate Medical Council of Victoria. A guide for Interns in Victoria, Dec 2009.