

POSITION DESCRIPTION

Resident Medical Officer

Our CORE values	Collaboration Openness Respect Empowerment	<i>transforming your experience</i>
Organisation	NSW Health	
Local Health District / Agency	South Western Sydney Local Health District	
Position Classification	JMO Resident Medical Officer	
State Award	Public Hospital Medical Officers (State) Award	
Category	Medical Officers Emergency Medicine	
Vaccination Category	A+	
Website	www.swslhd.health.nsw.gov.au	

PRIMARY PURPOSE

The purpose of the position is to provide medical care and support, as part of a multi-disciplinary team, which is consistent with the level of clinical competency and experience. This includes the assessment and management of patients across several clinical departments under the supervision of senior practitioners whilst developing broad skills in clinical decision making and practice.

RESPIRATOR USE

NSW Health workers may be required to use a respirator, as part of their appointment with NSW Health. Where a respirator is required for use, workers will be instructed in their safe use; including donning, doffing and fit checking. Staff may be required to complete fit testing to selected respirator/s to assess their facial fit/seal.

At all times when a health worker is required to use a respirator, the health worker must not have any facial hair present. Processes are in place to support workers that need to keep facial hair due to religious observance requirements and/ or health conditions.

ESSENTIAL CRITERIA

- This position is subject to an appropriate supervision level which can be supported by the health agency. If the incumbent's registration conditions include supervision requirements, the level of supervision must be able to be supported by the health agency for this role.
- Valid Working with Children Check
- Cleared National Police Check
- Aged Care Check for Australian Government funded positions
- To be employed by NSW Health you are required to provide evidence of vaccination to comply with the NSW Health Occupational Assessment, Screening & Vaccination against Specified Infectious Diseases Policy, this includes any amendments made from time to time

KEY ACCOUNTABILITIES

Emergency Department

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- Participate in educational activities in the Emergency Department.
- Attend acute patients attending for emergency care.
- Participate in the roster rotation for medical staff.
- Responsible for the care of patients for inpatients when rostered for night ward shifts, including review and appropriate documentation of clinical findings and management plans

Research and Teaching

- Contribute to research projects to contribute to scholarly knowledge that leads to better patient outcomes and to develop skills and understanding of quality research.
- Attend monthly education sessions as rostered
- Participate in formal appraisal of own performance with the Term Supervisor at both mid and end of each term.

Orientation

- Attend all applicable organization-wide, hospital, department and role orientation sessions.
- Complete mandatory training as required by the hospital, local health district and NSW Health.

Supervision

- The Resident Medical Officer will receive direct supervision and support from the CMOs, Trainees, and Consultants.
- The Resident Medical Officer will have access to a supervisor at all times
- This position may be expected to assist and support more Junior Medical Staff depending on team structure during day hours and also on after hours.

Participation in an After Hours Roster and After Hours Supervision

- JMOs are required to participate in the after-hours roster. JMOs participate in nights and weekend staffing.
- There are also consultants on call arrangements in place for each specialty.

Other responsibilities

- Model the NSW Health CORE Values of Collaboration, Openness, Respect and Empowerment.
- Actively monitor and manage own safety and wellbeing, seeking assistance when needed.

KEY CHALLENGES

- Balancing professional development and hospital mandated training and education requirements with the delivery of high level medical care and services in a challenging, demanding and varying environment.
- Participating in difficult and critical conversations with colleagues, patients, families, clients and carers.
- Formulating management plans for patients in consultation with more senior medical staff.
- Commitment to patient care and accurate record documentation of patient history and physical examinations.

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KEY RELATIONSHIPS

Who	Why
Patients/Consumers/Families/carers/guardians accompanying a patient	To communicate information regarding hospitalisation, treatment, and progress in a sensitive, timely, and clear way as essential for optimal patient care and experience.
Consultants providing clinical supervision	To enable positive working relationships whilst under direct supervision to facilitate professional development. To participate in discussion and decisions, escalate issues, propose solutions, receive guidance, and provide regular updates regarding patients and their management. To enable supportive working connections whilst working in a challenging and complex environment, with the aim of upholding personal health and wellbeing.
Inpatient (ward) teams, including other clinical staff/streams/divisions across medical, nursing and allied health	To co-coordinate patient care and follow up as part of a multi-disciplinary team and across other supporting teams that is timely, progressive and positive for each clinical care episode To promote positive working relationships between inpatient professional groups.
Community based health professionals and services, including General Practitioners and emergency services such as Police and Ambulance	To maintain continuity of high level health care in the transition to home and local based care. To provide the patient with links to non-hospital based clinicians and emergency services and assistance with identifying sources of information to achieve health outcomes. To promote best clinical practice through collaborative efforts between primary care providers and hospital providers.

SELECTION CRITERIA

1. MBBS or equivalent, currently registered or eligible for registration with the Medical Board of Australia in an appropriate registration category.
2. Minimum of 12 months experience working as a Medical Officer (not observer) , with proven recent clinical ward experience.
3. Demonstrated excellent computer and communication skills (written and verbal), ability to document accurate and legible clinical records and provide clear information/directions to peers and patients.
4. Demonstrated ability to work effectively as part of a multidisciplinary team
5. A professional attitude and flexibility in work role with a preparedness to participate in after-hours duty and on-call rosters.
6. High commitment to education, Demonstrated commitment to participate in educational activities.
7. Demonstrated ability to work independently within a supervised complex clinical environment.
8. Demonstrated organisational and time management skills.

OTHER REQUIREMENTS

- Move between services and geographical locations to deliver patient care
- Participate in ward rounds and clinical handover, to transfer information, accountability and responsibility for a patient or group of patients, following the ISBAR protocol, National Australian Standards.

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- Complete mandatory training as required by the hospital, local health district or specialty network, and NSW Health
- Attend all applicable organization-wide, hospital, department and role orientation sessions
- Conduct all required responsibilities and tasks of the role in a manner that is consistent with legislation, local and state-wide delegations, procedures, policies and manuals, which include but are not limited to the following areas:
 - NSW Health Code of Conduct
 - performance management and development
 - work, health and safety
 - records management
 - confidentiality and privacy
- All staff are expected to take reasonable care that their acts and omissions do not adversely affect the health and safety of others, that they comply with any reasonable instruction that is given to them and with any policies/procedures relating to health or safety in the workplace, as well as notifying any hazards/risks or incidents to their managers.
- Act as role model and promote a culture and supporting practices that reflect the organisational values through demonstrated behaviours and interactions with patients/clients/employees
- Comply with supervision requirements as set out by the Australian Health Practitioner Regulation Agency

Decision Making

- To exercise independent judgement, initiative and problem solving skills, but this should be exercised in consultation with supervising medical staff.
- To ensure appropriate input from key decision makers and achieve consensus when possible.
- To respect the professional values of staff.

Communication

- Works co-operatively within a team environment and actively contributes to team activities including pro-actively participates in team meetings and decision making processes.
- To deal with matters in a confidential manner.

Challenges/ Problem Solving

- Working in a complex environment where there are competing priorities and strict deadlines.
- Developing strong working relationships with a multidisciplinary workforce.
- Demonstrating initiative to resolve issues.