



## ROLE DESCRIPTION

<b>Role Title:</b>	Medical Practitioner, Service Resident Medical Officer
<b>Classification Code:</b>	MDP2
<b>LHN/ HN/ SAAS/ DHA:</b>	SA Health - Northern Adelaide Local Health Network
<b>Hospital/ Service/ Cluster</b>	Lyell McEwin Hospital, Modbury Hospital
<b>Division:</b>	Medicine
<b>Department/ Section / Unit/ Ward:</b>	Various
<b>Role reports to:</b>	Divisional Director (Medical), Division of Medicine
<b>Role Created/ Reviewed Date:</b>	Nov 2018, April 2020 & Nov 2020, May 2021, June 2022, May 2024
<b>Criminal and Relevant History Screening:</b>	<input type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Working With Children Check (WWCC) (DHS) <input checked="" type="checkbox"/> Vulnerable (NPC) <input type="checkbox"/> General Probity (NPC)
<b>Immunisation Risk Category Requirements:</b>	<input checked="" type="checkbox"/> Category A (direct contact with blood or body substances) <input type="checkbox"/> Category B (indirect contact with blood or body substances) <input type="checkbox"/> Category C (minimal patient contact)

## ROLE CONTEXT

### Primary Objective(s) of role:

The Division of Medicine is committed to the achievement of best practice in the design and delivery of services to its patients. This involves the pursuit of quality improvement and innovation in every aspect of its operation.

- > Responsible for the delivery of a high quality Medical service to patients within Medical Sub-Specialties at Lyell McEwin Hospital
- > Required to undertake undergraduate and postgraduate teaching and to participate in quality assurance activities of Medical Sub-Specialties

### Key Relationships/ Interactions:

#### Internal

- > Responsible to the Director of Physician Training and ultimately to the Divisional Director (Medical), Division of Medicine for the provision of clinical services.
- > Reports to a Consultant, within the relevant department of each rotation Medical Sub-Specialties
- > Responsible for the supervision of Junior Medical Staff, eg Intern and Medical Students.
- > Ward rounds – In patients
- > Education & Training

#### External

- > Liaises with other health providers in the community and hospital sector and with the broader community in the pursuit of comprehensive patient care.
- > Clinics - Out Patients
- > Education & Training

**Challenges associated with Role:**

Major challenges currently associated with the role include:

- > Nil noted

**Key Result Area and Responsibilities**

Key Result Areas	Major Responsibilities
	<ul style="list-style-type: none"><li>&gt; Provide medical services in to Medical Sub-Specialties to ensure the highest standard of patient care.</li><li>&gt; Assist with teaching of medical students.</li><li>&gt; Provide assistance to Interns for clinical problems as required.</li><li>&gt; Liaise with other relevant departments in matters pertaining to the provision of clinical care in Medical Sub-Specialties</li><li>&gt; Ensure coordinated provision of acute services by liaising with the ambulance service, general practitioners, community health nurses, domiciliary care services, etc as required</li><li>&gt; Maintain and improve personal knowledge and skills</li><li>&gt; Complete discharge summaries in a timely manner, consistent with Divisional Clinical Handover Policy.</li><li>&gt; Ensure that transfer of care communication be completed in a timely manner.</li><li>&gt; Communicate with all health professionals whilst coordinating care of inpatients.</li><li>&gt; Showing enthusiasm and commitment to the provision of patient care and self-education and education and training of others</li></ul>
<b>Contribute to the ongoing commitment to policies and procedures of NALHN:</b>	<ul style="list-style-type: none"><li>&gt; participating in Quality improvement activities</li><li>&gt; participate in Performance Enhancement activities, including performance appraisals</li><li>&gt; complying with LMHS Delegations of Authority</li><li>&gt; Complying with the DHS Code of Fair Information Practice</li><li>&gt; Behaving towards patients, their family and other staff in a professional manner which respects their individual rights.</li></ul>
<b>Contribute to activities that ensure the safety and quality of clinical services by:</b>	<ul style="list-style-type: none"><li>&gt; Initiating and supporting clinical improvement activities with the aim of achieving safe, evidence based, best practice clinical services. This will involve evaluation of clinical processes and service outcomes, including patient safety, identifying possible areas for improvement and implementing the required changes.</li><li>&gt; Maintaining and implementing required changes.</li><li>&gt; Actively supporting and contributing to risk management activities</li><li>&gt; Reporting sentinel events, potential medical negligence claims and adverse patient incidents.</li></ul>
<b>Contribute to the efficient management of financial and material resources of the Unit by:</b>	<ul style="list-style-type: none"><li>&gt; Using facilities, equipment and supplies in the most cost efficient manner.</li><li>&gt; Contribute to casemix management by ensuring that appropriate practices are in place to ensure the timely coding of required data.</li></ul>
<b>Contribute to a patient focused approach in the provision of clinical services by:</b>	<ul style="list-style-type: none"><li>&gt; Adhering to and supporting practices that ensure patients' rights are respected.</li><li>&gt; Investigating and addressing patient complaints in a positive, constructive manner.</li><li>&gt; Maximising the participation of consumers in planning and evaluating services.</li></ul>

## **Knowledge, Skills and Experience**

### **ESSENTIAL MINIMUM REQUIREMENTS**

#### **Educational/Vocational Qualifications:**

- > Bachelor of Medicine; Bachelor of Surgery (MBBS) or equivalent, registrable with the Medical Board of Australia as a Medical Practitioner with General Registration.

#### **Personal Abilities/Aptitudes/Skills:**

#### **Experience:**

- > Suitable experience in Medicine

#### **Knowledge:**

### **DESIRABLE CHARACTERISTICS**

#### **Educational/Vocational Qualifications:**

- > |

#### **Personal Abilities/Aptitudes/Skills:**

- > Ability to relate well to other medical practitioners, health professionals, patients and the public
- > Clinical skills appropriate for duties in the Division of Medicine
- > High level of skill in negotiation and communication.
- > Skill in problem solving and decision making at both the clinical and the individual level.
- > Commitment to quality management philosophy and devolved responsibility.
- > Commitment to patient and relative participation in patient care.
- > Ability to react positively to change

#### **Experience:**

#### **Knowledge:**

- > Understanding of Work Health and Safety principles and procedures
- > Understanding of the Australian National Safety & Quality Health Service Standards.
- > Understanding of quality improvement principles.
- > Understanding of the rights and responsibilities of patients and their families.



### Special Conditions:

- > It is mandatory that no person, whether or not already working in SA Health, may be appointed to a position in SA Health unless they have provided a satisfactory current Criminal and Relevant History Screening, as required by the *SA Health Criminal and Relevant History Screening Policy Directive*.
- > For appointment in a Prescribed Position under the *Child Safety (Prohibited Persons) Act (2016)*, a current Working with Children Check (WWCC) is required from the Department for Human Services Screening Unit. For other positions, a satisfactory National Police Certificate (NPC) assessment is required.
- > For 'Prescribed Positions' under the *Child Safety (Prohibited Persons) Act (2016)*, the individual's WWCCs must be renewed every 5 years from the date of issue; and for 'Approved Aged Care Provider Positions' every 3 years from date of issue as required by the *Accountability Principles 2014* issued pursuant to the *Aged Care Act 1997* (Cth).
- > Appointment is subject to immunisation risk category requirements. There may be ongoing immunisation requirements that must be met.
- > Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work appropriate to classification, skills and capabilities either on a permanent or temporary basis subject to relevant provisions of the *Public Sector Act 2009* for Public Sector employees or the *SA Health (Health Care Act) Human Resources Manual* for Health Care Act employees.
- > The incumbent may be required to participate in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.

### General Requirements:

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Directives, Determinations and Guidelines, and legislative requirements including but not limited to:

- > *Work Health and Safety Act 2012* (SA) maintaining your own health and safety and not place others at risk and comply with any reasonable instruction that is given to allow SA Health to comply with the WHS Act, and when relevant WHS Defined Officers must meet due diligence requirements.
- > *Return to Work Act 2014* (SA), facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.
- > Meet immunisation requirements as outlined by the *Immunisation for Health Care Workers in South Australia Policy Directive*.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > *Children and Young People (Safety) Act 2017* (SA) 'Notification of Abuse or Neglect'.
- > Disability Discrimination.
- > *Independent Commissioner Against Corruption Act 2012* (SA).
- > *Information Privacy Principles Instruction*.
- > Relevant Awards, Enterprise Agreements, *Public Sector Act 2009*, *Health Care Act 2008* and the *SA Health (Health Care Act) Human Resources Manual*.
- > Relevant Australian Standards.
- > Duty to maintain confidentiality.
- > Smoke Free Workplace.
- > To value and respect the needs and contributions of SA Health Aboriginal staff and clients, and commit to the development of Aboriginal cultural competence across all SA Health practice and service delivery.
- > Applying the principles of the *South Australian Government's Risk Management Policy* to work as appropriate.

The SA Health workforce contributes to the safety and quality of patient care by adhering to the South Australian Charter of Health Care Rights, understanding the intent of the National Safety and Quality Health Service Standards and participating in quality improvement activities as necessary.

### Performance Development:

The incumbent will be required to participate in the organisation's Performance Review & Development Program which will include a regular review of the incumbent's performance against the responsibilities and key result areas associated with their position and a requirement to demonstrate appropriate behaviours which reflect a commitment to SA Health values and strategic directions.

#### **Handling of Official Information:**

By virtue of their duties, SA Health employees frequently access, otherwise deal with, and/or are aware of, information that needs to be treated as confidential.

SA Health employees will not access or attempt to access official information, including confidential patient information other than in connection with the performance by them of their duties and/or as authorised.

SA Health employees will not misuse information gained in their official capacity.

SA Health employees will maintain the integrity and security of official or confidential information for which they are responsible. Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.

#### **White Ribbon:**

SA Health has a position of zero tolerance towards men's violence against women in the workplace and the broader community. In accordance with this, the incumbent must at all times act in a manner that is non-threatening, courteous, and respectful and will comply with any instructions, policies, procedures or guidelines issued by SA Health regarding acceptable workplace behaviour.

#### **Cultural Commitment:**

NALHN welcomes and respects Aboriginal and Torres Strait Islander people and values the expertise, cultural knowledge and life experiences they bring to the workplace. In acknowledgement of this, NALHN is committed to increasing the Aboriginal and Torres Strait Islander Workforce.

#### **Resilience:**

SA Health employees persevere to achieve goals, stay calm under pressure and are open to feedback.

## **Organisational Context**

## SA Health

SA Health is committed to protecting and improving the health of all South Australians by providing leadership in health reform, public health services, health and medical research, policy development and planning, with an increased focus on wellbeing, illness prevention, early intervention and quality care.

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health, the Minister for Health & Wellbeing. The State Government has reformed the governance of SA Health, including establishing 10 Local Health Networks (LHNs), each with its own Governing Board.

These reforms have taken a staged approach, with the most significant changes to taking place from 1 July 2019 when the new Governing Boards become fully operational.

SA Health is comprised of the Department for Health and Wellbeing and the following legal entities:

- > Central Adelaide Local Health Network
- > **Northern Adelaide Local Health Network**
- > Southern Adelaide Local Health Network
- > Women's and Children's Health Network
- > Barossa Hills Fleurieu Local Health Network
- > Eyre and Far North Local Health Network
- > Flinders and Upper North Local Health Network
- > Riverland Mallee Coorong Local Health Network
- > Limestone Coast Local Health Network
- > Yorke and Northern Local Health Network
- > SA Ambulance Service

### Northern Adelaide Local Health Network

The Northern Adelaide Local Health Network (NALHN) provides care to more than 400,000 people living in the northern metropolitan area of Adelaide as well as providing a number of state-wide services, and services to those in regional areas. NALHN works to ensure quality and timely delivery of health care, whilst building a highly skilled, engaged and resilient workforce based on a culture of collaboration, respect, integrity and accountability.

NALHN offers a range of primary health care services across the northern metropolitan area of Adelaide, with a focus on providing preventive and health promoting programs in the community, and transition and hospital substitution and avoidance programs targeted at chronic disease and frail aged.

Clinical leadership of care systems is central to the current national and state wide health reforms. NALHN care delivery is configured within clinical divisions that are patient-focused, clinically led groupings of services. Clinical Divisions are responsible for managing service delivery activities across NALHN campuses and units, bringing together empowered experts to directly make relevant decisions.

NALHN includes:

- > Lyell McEwin Hospital (LMH) - a 336-bed specialist referral public teaching hospital which has links to the University of Adelaide, University of South Australia and Flinders University. LMH provides a full range of high-quality medical, surgical, diagnostic, emergency and support services.
- > Modbury Hospital is a 174-bed, acute care teaching hospital that provides inpatient, outpatient, emergency services, Aged Care, Rehabilitation and Palliative Care. GP Plus Health Care Centres and Super Clinics
- > Aboriginal Health Services
- > Mental Health Services (including two statewide services – Forensics and Older Persons)
- > Sub-acute Services

The total operating budget for 23/24 for NALHN is \$1.02 bn with a workforce of 4,710 FTE / 6,325 head count.

## NALHN Governing Board

The Governing Board members bring to NALHN a wealth of knowledge and experience across many areas.

NALHN is confident that with the support of our highly qualified Governing Board, NALHN will be well placed to achieve better health service decisions tailored to local needs and deliver a safe, high quality and financially sustainable LHN into the future.

## Values

### SA Health Values

The values of SA Health are used to indicate the type of conduct required by our employees and the conduct that our customers can expect from our health service:

- > We are committed to the values of integrity, respect and accountability.
- > We value care, excellence, innovation, creativity, leadership and equity in health care provision and health outcomes.
- > We demonstrate our values in our interactions with others in SA Health, the community, and those for whom we care.

### Code of Ethics

The *Code of Ethics for the South Australian Public Sector* provides an ethical framework for the public sector and applies to all public service employees:

- > Democratic Values - Helping the government, under the law to serve the people of South Australia.
- > Service, Respect and Courtesy - Serving the people of South Australia.
- > Honesty and Integrity - Acting at all times in such a way as to uphold the public trust.
- > Accountability - Holding ourselves accountable for everything we do.
- > Professional Conduct Standards - Exhibiting the highest standards of professional conduct.

As a public sector employee, you have a responsibility to maintain ethical behaviour and professional integrity standards. It is expected that you act in accordance with the Code of Ethics, and contribute to a culture of integrity within SA Health.

The Code recognises that some public sector employees are also bound by codes of conduct relevant to their profession.

## Approvals

### Role Description Approval

I acknowledge that the role I currently occupy has the delegated authority to authorise this document.

**Name:**

**Role Title:**

**Signature:**

**Date:**

## Role Acceptance

### Incumbent Acceptance

I have read and understand the responsibilities associated with role, the role and organisational context and the values of SA Health as described within this document.

**Name:**

**Signature:**

**Date:**