

POSITION DESCRIPTION

Trainee - Unaccredited Position



Hunter New England
Local Health District

Our CORE values
Collaboration Openness Respect Empowerment



Organisation	NSW Health
Local Health District / Agency	Hunter New England Local Health District
Position Classification	JMO Unaccredited Trainee
State Award	Public Hospital Medical Officers (State) Award
Category	Medical Officers Intensive Care Medicine
Additional Training Focus	Critical Care
Vaccination Category	A+
Website	www.hnehealth.nsw.gov.au

PRIMARY PURPOSE

The Manning Base Hospital Unaccredited Trainee programme offers those interested in a career in Critical Care Medicine the opportunity to develop knowledge, skills and gain experience within an Intensive Care Department within a rural setting. This program seeks to develop and enhance practitioners with critical care skills, towards a career in Internal Medicine, Emergency Medicine, Intensive Care Medicine and Anaesthetics.

Upon completion of the Intensive Care programme the Unaccredited Trainee will be well prepared to apply for trainee positions or further training in Intensive Care, Emergency Medicine or Anaesthetics and will also have acquired many transferable skills that will be useful in other training programs. This role is also highly relevant to those wanting to be an acute generalist (e.g. ACCRM RACGP-Rural).

Participation in relief / nights are expected on an equitable basis.

See selection criteria for role related requirements.

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.

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ESSENTIAL CRITERIA

- 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

- Contributing to and participating in appropriate quality activities to improve the standard of care to patients.
- To gain experience in Intensive Care.
- To gain experience in the management of critically ill and deteriorating patients.
- To gain skills to be an acute "resuscitationalist".
- To gain skills in the assessment and management of acute pain.
- To gain technical skills as related to critical care / acute medicine, including vascular access, airway management and ventilation.
- To teach and supervise undergraduate students undertaking critical care rotations
- Provision of critical care services to patients in the ICU area.
- Rotation through the anaesthetics department and acquisition of airway and procedural skills.
- Participation in roster including after hours and weekend cover as required.
- Participation in educational activities of the Intensive Care Unit and educational programs set by the director of anaesthetics in OT, ED and the General Medicine Basic Physician Trainees.
- Liaising with seniors and team leaders to ensure appropriate admissions and discharges of patients and utilisation of department resources.
- Following safe work practices including Occupational Health and Safety, infection control, manual handling policies etc.
- Maintaining confidentiality and exercising discretion in relation to all HNE matters
- Providing ongoing communication and education with patients and their family members at all times.
- Acting in accordance with the HNE Local Health Values Charter and the NSW Health Code of Conduct.

KEY CHALLENGES

- Understanding and commitment to organisational mission and goals.
- Working in a complex environment where there are competing priorities and strict deadlines.
- Completing a comprehensive patient history by obtaining the history from the patient and from other relevant sources (eg medical record, family, nursing home, general practitioner, ambulance transfers sheet etc).
- Documenting the full history and physical examination within progress notes for admitted patients to the unit and documentation of reviews of other patients in the hospital whenever is required by the ICU team.
- Ensuring that appropriate investigations are ordered and followed up and that the management plan is altered necessarily.
- Ensuring appropriate and timely discharge summaries are completed and filling out "AORTICS" data forms (for outcome research with ANZICS).
- Formulating a management plan for every patient under the direction of the critical care specialist when rotating in other departments.
- Leading and participation in Rapid Response team calls across the hospital.
- Participating in a afterhours and weekend roster as designed by the Director of Intensive Care Medicine.
- Demonstrating initiative to resolve issues.

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- Showing a commitment to, and participating in, the effective handover of patients.
- Developing and exhibiting good communication skills.
- Legible, accurate and signed progress notes must be written every day and particularly after every ward round.
- Designing then communicating a discharge plan containing an accurate history of the admission and a clearly identified and attainable management plan.
- The completion of death certificates, cremation certificates, medical certificates and discharge scripts.
- Appropriate liaison for advice/help with supervising medical staff.
- Developing strong working relationships with a multidisciplinary workforce.
- Sharing information and learning experiences with colleagues.
- Demonstrating a commitment to personal development as a professional.

KEY RELATIONSHIPS

Who	Why
Senior Resident Medical Officer	The Senior Resident Medical Officer will maintain close, favourable, and formal relationships with the Director of Medical Services, Department Heads, Junior Medical Officers, Medical Administration, Medical Specialists, Hospital and Local Health District staff and other external service providers.
Professional Groups	The Senior Resident Medical Officer will promote positive relationships between professional groups and support a cooperative and harmonious multidisciplinary working environment.
Local Health District	The Senior Resident Medical Officer will promote a positive image of the Local Health District at all times.

SELECTION CRITERIA

1. MBBS or equivalent, currently registered or eligible for registration with the Medical Board of Australia in an appropriate registration category.
2. The Doctor must be a minimum PGY4 at the commencement of this role and hold a minimum of 1 year Critical Care experience.
3. Hold an interest towards a future career in Intensive or Acute Care Medicine (Emergency Medicine and Anaesthetics).
4. Demonstrated ability to work independently within a supervised complex clinical environment utilising skills, judgment and expertise to provide a high standard of care to all patients.
5. Demonstrated high level of organisational, communication and interpersonal skills including the ability to consult with patients and their families, multidisciplinary health care teams and broader internal and external stakeholders.
6. Demonstrated teamwork, time management and problem-solving skills as part of a multidisciplinary team.
7. Demonstrated excellent communication skills (verbal and written) with patients, relatives, medical and nursing colleagues and other staff.
8. Ability to work in a computerised environment.

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OTHER REQUIREMENTS

The Doctor will be required:

- To exercise independent judgement, initiative and problem-solving skills in consultation with supervising medical staff.
- To ensure appropriate input from key decision makers and achieve consensus when possible.
- To appropriately allocate teaching time according to evidence of learning need.
- To deal with matters in a confidential manner.
- To respect the professional values of staff.

Communication

- The doctor is a key person who works closely with all members of staff and must:
- Work as part of a multi-disciplinary team.
- Deal with matters of an urgent or sensitive nature.
- Must have the ability to exercise discretion, sensitivity and maintain confidentiality.
- Work co-operatively within a team environment and actively contribute to team activities including team meetings and decision making processes.

Performance Monitoring

In addition to the ongoing daily and routine assessments and reviews conducted in the unit a formal professional review and review of the procedural competency will be conducted three months after commencing work.

Supervision Arrangements

- The doctor will be under direct supervision by the Intensivists working in the unit and other departments specialists if rotating there.
- The Doctor will be required to provide support to interns and more junior Resident Medical Officers during shifts rostered in or after hours.