**POSITION TITLE:** SAFEMED PHYSICIAN LEADER

**JOB SUMMARY:**

The SAFEMED Physician Leader is responsible for overall oversight of the SafeMed program, fostering multidisciplinary teamwork, providing medical expertise for complex medical patients and/or calling upon needed specialists for consultations and referrals, and assisting the members of the SafeMed team in coordinating care for participating patients. She will encourage other physicians to work with the SafeMed Program by calling and speaking formally at meetings and informally to physicians whose patients are appropriate for the program. She will assist the SafeMed Nurse and Pharmacist Leaders with developing an after hospital medication management and care plan for participants in SafeMed prior to discharge, with supervising Community Health Outreach Workers (Pharmacy Technicians and/or LPN/MA/Health Coach) implementing this medication management plan beyond the doors of the hospital, and with providing ongoing assistance with coordination of care for participants with multiple chronic illnesses. Specifically, the Physician will serve as an integral member of the SafeMed team responsible for helping to loversee community health activities, including but not limited to: discharge medication reconciliation, comprehensive medication therapy management review and disease management for discharged patients, targeted MTM interventions, helping to lead small group SafeMed Support Sessions to assist participants in safe medication use and chronic disease self-management. Assists and collaborates with program staff in the development of after hospital care plans to prevent exacerbations for participants post discharge. Supervises overall implementation of the SafeMed care transitions program. The SafeMed Physician will model appropriate behavior as exemplified in the Mission, Vision and Values of the program.

**EDUCATION/TRAINING REQUIRED**:

* MD degree and Board Certification in Internal Medicine or Family Practice; Extensive primary care and inpatient experience preferred.
* Licensed or eligible for licensure as a Physician

**RELEVANT EXPERIENCE REQUIRED**:

* Understands and interprets complex written materials and technical reports.
* Comfortable speaking to small groups as well as to patients one on one.
* A strong interest in educating patients.
* Ability to communicate complex information to patients in a manner that is understandable to patients with low health literacy.
* Demonstrates exceptional customer service and ability to interact effectively with physicians, patients, and the healthcare staff.
* Ability to work with information systems, automated and technical pharmacy equipment.
* Demonstrated ability to work independently and to consistently exercise sound judgment and initiative in a wide range of circumstances.
* An effective planner with strong skills in scheduling and organizing work flows.

**PATIENT GROUPS SERVED**

Neonates (0-28 days)  Children (2-12 years)  Adults (18-64 years)  All Patient Groups

Infants (29 days – 23 months)  Adolescents (13-17 years)  Geriatrics (65 years and older)  N/A

**PHYSICAL DEMANDS/CONDITIONS:**

* The physical activities of this position may include climbing, pushing, standing, hearing, walking, reaching, grasping, kneeling, stooping, and repetitive motion.
* Must have good balance and coordination.
* The physical requirements of this position are: medium work - exerting up to 50 lbs. of force occasionally and/or up to 25 lbs. of force frequently.
* Required to have close visual acuity including color, depth perception, and field of vision to perform an activity, such as assessing patients, preparing and analyzing data and figures; transcribing; viewing a computer terminal; or extensive reading.
* Frequent invasive and non-invasive patient contact.
* Exposure to patient body fluids as well as exposure to hazardous or poisonous materials.
* Ability to drive a car
* Ability to react quickly to emergency situations.

**INTERNAL CONTACTS:**

* Daily contact with the primary care practice/outpatient center team, particularly licensed practical nurses and medical assistants serving specific patient populations, and physicians.

**EXTERNAL CONTACTS:**

* Frequent contact with patients, patient family members, students, and visitors.
* Occasional contact with physician office personnel and representatives from community agencies.

**SUPERVISION PROVIDED BY THIS POSITION TITLE:**

* Supervises pharmacy technicians and students/pharmacy residents dedicated to the SafeMed population-based healthcare improvement program.

**POSITION TIME REQUIREMENTS:** 20 - 25% time.

**STATEMENT OF NON-INCLUSIVITY:**

* This job description is not to be construed as a complete listing of the duties and responsibilities that may be given to any employee. The duties and responsibilities outlined in this position may be added to or changed when deemed appropriate and necessary by the person who is managerially responsible for this position.

**JOB FUNCTIONS – SAFEMED Physician Leader**

**1. Clinical Practice Expert: Provides advanced level of direct and indirect care to individual patients/families and/or groups of patients/families in collaboration with physicians and interdisciplinary team members.**

**Standards:**

* Provides independent and collaborative medication management of health care problems, disease prevention, and medication side effect resolution for specific patients and patient populations in accordance with practice protocols, state Rules and Regulations, and standards of the health system.
* Obtains, analyzes and interprets history, including presenting symptoms, physical findings, and diagnostic information to develop appropriate medication action plan.
* Performs comprehensive and problem-focused physical examinations and medication therapy management interventions
* Employs appropriate diagnostic and therapeutic interventions and regimens with attention to safety, cost effectiveness, simplicity, acceptability, adherence, and efficacy.
* Oversees the implementation of appropriate medical treatment in collaboration with other interdisciplinary team members.
* Formulates interventions based on scientific rationale, evidence-based standards of care, and practice guidelines and translates this care to others while leading and modeling systems of care.
* Initiates appropriate and timely consultation and/or referral when necessary.
* Serves as a consultative resource for staff providing expert knowledge of disease processes and medication therapies that impact clinical practice and patient outcomes.
* Identifies learning needs of individual and groups of patients and families.
* Provides anticipatory guidance, counseling, and health maintenance to promote health, reduce risk factors, and prevent disease and disability, based on age, developmental stage, family history, and ethnicity across the continuum of health.

**Comments/Examples:**

**2. Education/Clinical Staff Development: Provides leadership and collaborates with other health professionals and educational resources to establish staff education programs to address the specific needs of populations of patients.**

**Standards:**

* Applies adult education principles of teaching and learning in serving as an educator of advanced concepts for patient care and evaluates and shares outcomes with nursing staff, interdisciplinary team members, managers, and clinical educators.
* Assists the nurse and pharmacist leaders, clinical educators, nursing staff, and educational resources as needed to implement teaching initiatives, develop patient and staff education materials and/or continuing education programs.
* Serves in a consultative and resource capacity related to advance nursing practice to other divisions, departments, and the community.
* Contributes to team member learning through informal and formal planned contacts and as required participates in the management or precepting of clinical experiences for staff and students.

**Comments/Examples:**

**3. Program Implementation and Evaluation: Demonstrates effective collaboration and team building with program personnel, including other health professionals, divisions, and departments to generate knowledge and make practice changes based on the results of organizational and departmental quality improvement processes and evaluation findings.**

**Standards:**

* Collaborates in the design, implementation, and evaluation of strategies developed to address results of quality improvement processes.
* Communicates health advice, instruction, and counseling appropriately using evidence-based rationale. Reviews and disseminates evidence-based best practice and latest research findings to managers and staff in relevant clinical specialty areas.
* Facilitates team building through regular meetings, coaching, and collaborative clinical care with program managers and staff.
* Provides leadership and facilitates the interpretation and application of evaluation findings into changes in practice by managers and staff.
* Participates in evaluation efforts to investigate clinical issues, program fidelity, and program effectiveness.
* Collaborates to define specialty-based clinical quality indicators, monitor program activities, and analyze variance in processes and outcomes of care.
* Models through direct care and consultation to others within the system including leaders and medical staff and others the best of quality and safety science and outcomes derived by quality improvement initiatives.

**Comments/Examples:**

1. **Clinical Leadership: Provides leadership in meeting system, organizational, division, and departmental goals.**

**Standards:**

* Manages organizational functions and resources within his/her scope of responsibilities as a physician.
* Chairs and/or participates, providing clinical expertise, in unit, divisional, departmental, interdepartmental, or system committees or groups.
* Provides consultation for the design of patient care delivery methods and collaborates with other professionals to achieve unit, divisional, departmental, organizational, and system goals.
* Collaborates with the practice manager and staff to implement nursing care activities to achieve unit, divisional, departmental, organizational, and system goals.
* Consults with practice leadership to implement other special projects and tasks as needed.

**Comments/Examples:**

**5. Demonstrates accountability for professional responsibilities and self-development.**

**Standards:**

* Assures clinical competency and expertise in area of specialty with current state licensures and prescriptive authority as well as meeting appropriate privileging and credentialing standards within the health system.
* Understands, applies, and supports unit/departmental/hospital policies, procedures, and standards.
* Participates in professional nursing activities in the department, hospital, community, and professional organizations.
* Engages in self-evaluation and uses evaluative information, including peer review, to improve care and practice.
* Interprets own professional strengths, role, and scope of abilities into practice and collaborative professional relationships and practice.
* Participates in activities that enhance clinical expertise and professional development.
* Collaborates with specialty groups which influence the health care of specialty based patient population.

**Comments/Examples:**

1. **Performs other job functions. In addition to the responsibilities above, the SafeMed Physician Leader will be dedicated to the population-based healthcare improvement SafeMed program.**

**Standards:**

* Understand and implement the goals of the project.
* Assist in the development of the infrastructure to support the reporting of processes and outcomes of care for the project; and insure data is entered correctly for all collectors under this role’s management
* Attend scheduled project meetings to insure quality and track outcomes
* Have a patient-centered focus in the delivery of evidence based interventions and additional project related interventions with participants in this study
* Collaborate in and help lead team meetings to facilitate problem solving for program participants
* Implement changes to protocols as designed by the SafeMed team leaders.
* Assist in developing after hospital care plans to prevent exacerbations for program participants.
* Provide open access to address early signs or symptoms of exacerbation. In the outpatient center/primary care practice following discharge the SafeMed Physician Leader (and/or her team members) will:
  + be available by phone to address questions of program staff
  + be available to assist in addressing potential early exacerbations by protocol referral by outreach workers
  + be available in person to assist in assessing program participants and addressing potential early exacerbations in the Non-Acute Area of the hospital either through direct referral by outreach workers according to protocol or triage from the ED
* Supervise SafeMed outreach workers. Following discharge the SafeMed Physician Leader (and/or her team members) will:
  + be available by phone and in person to address participant and outreach worker questions
  + inform outreach workers of "after hospital care plan" for each patient and assist them in implementing plan and educating participants
  + participate in periodic case management meetings to assist outreach workers in supporting and addressing critical unanticipated needs of program participants
* Accept other job functions as assigned related to the project.

**Comments/Examples:**

**7. Assist in Leading and Facilitating SafeMed Support Sessions**

**Standards:**

* Works in collaboration with the SafeMed Pharmacist and Nurse Leaders to deliver content and moderate discussions
* Answers questions in a manner that ensures patient understanding
* Ensures that workshop participant attendance is documented
* Assists in health screenings and other health promotion activities for program participants
* Accept other job functions as assigned related to the project.

**Comments/Examples:**