

PENINSULA HEALTH

POSITION DESCRIPTION

Position Title: Emergency Physician

Cluster: As per letter of Appointment

Location: Based at Frankston and Rosebud but may be required to work across all sites

Agreement: Medical Specialists Enterprise Agreement 2018-2021 and individual Letter of Appointment

Hours: As per contract

Operationally Reports to: Clinical Director of Emergency Services

Professionally Reports to: Executive Director of Medical Services and Clinical Governance



OVERVIEW OF PENINSULA HEALTH

Peninsula Health is the major metropolitan health service for Frankston and the Mornington Peninsula. We care for a population of 300,000 people, which swells to over 400,000 people during the peak tourism seasons between December and March.

We care for our community across the life continuum from obstetrics, paediatrics, emergency medicine, intensive care, critical care, surgical and general medicine, rehabilitation, and oncology, through to aged care and palliative care. We also provide extensive services in community health, health education and promotion, ambulatory care, and mental health.

Peninsula Health has over 6000 staff and 750 volunteers. We have undergone significant growth and transformation in recent years and are recognised as a leading metropolitan health service and major teaching and research hospital.

Our vision is to provide exceptional health and community care and our purpose is to work together to build a healthy community.

OUR VALUES

Our values are at the core of everything we do. In representing Peninsula Health, we expect all employees and volunteers to:



BE THE BEST

We strive for excellence in all that we do.



BE A ROLE MODEL

Together, our behaviours build our culture.



BE OPEN AND HONEST

We are transparent, accountable and innovative.



BE COMPASSIONATE AND RESPECTFUL

We embrace diversity, advocate and care for our consumers, support our peers and grow our teams in a safe, kind and meaningful way.



BE COLLABORATIVE

Our impact is better and stronger when we are inclusive and engaging of a broad network of people.



POSITION SUMMARY

Peninsula Health provides a comprehensive range of acute, rehabilitative, aged care, palliative, residential, psychiatric and community health services from multiple sites to a population of approximately 300 000 people at Frankston and surrounding suburbs and the Mornington Peninsula.

Specific services provided include Emergency and Ambulatory, Medicine and Critical Care, Surgery and Anaesthetics, Women's, Children's, Adolescents, Aged Care Medicine, Rehabilitation, Palliative Care, and Psychiatry

The SMS has main roles as follows:

Medical care of patients, customers, or clients within all areas of the emergency departments according to a roster developed by the Clinical Director.

Supervision and teaching of Registrars, Hospital Medical Officers, and Medical Students in the assessment, management treatment and disposition of patients.

Proactively managing Patient Safety, Clinical Risk, Quality Improvement, Customer Relations, and Infection Control issues as they relate to patients within their care: including the specific notification of all Incidents or Near Misses relating to patients within their care

Supporting the development of evidence based medicine approach with their patients

Supporting the development of relevant Research activities; and ensuring that all proposed research proposals are forwarded to the Human Research Ethics Committee for approval

Supporting the ongoing delivery and development of Training programs for Registrars, Junior Medical Officers, Interns and Medical Students within the department and in conjunction with Director Emergency Education, Directors of Emergency Medicine Training, Medical Workforce Unit and Clinical Dean.

KEY RESPONSIBILITIES

- Provision of Consultant care within the model of care of the Emergency Departments
- Manage departmental flow in conjunction with nursing leads
- Supervision of registrars, junior medical staff, interns and medical students within the Department
- Acting as Department Supervisor and designated team leader on a rostered basis
- Participate in the clinical support, on call, evening and weekend roster
- Participate in Department audits and various working parties that exist within the Department and throughout Peninsula Health as a delegate of the Department of Emergency Medicine

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KEY RESULTS AREAS/MAIN PRIORITIES

OPERATIONAL/CLINICAL PERFORMANCE

- Ensure familiarity with the expected standards of performance in the role and actively contribute to own personal development.
- Maintain a good working knowledge of and adherence to standards and legislation relevant to the role (such as Child Safe Standards, Aged Care Act etc) and actively promote compliance to any such standards and legislation.
- Complete all mandatory training by the due date.
- Undertake any additional tasks as requested that reasonably fall within the scope of the position and classification.
- Recognise, respond and escalate changes in the patient's condition
- Provide specialist emergency medicine care to all patients presenting to the emergency department
- Maintain Emergency Department Key Performance as designated by DHHS, Peninsula Health and Emergency Department Leadership.

PENINSULA HEALTH VALUES

- Display the Peninsula Health values when carrying out duties and in all dealings with patients, consumers, clients, volunteers and colleagues.
- Contribute to a supportive and inclusive work culture that embraces diversity.

CONSUMER FOCUS AND PERSON CENTRED CARE

- Ensure an excellent standard of service is offered by partnering with patients, consumers and/or carers and the community at all levels of health care provision, planning and evaluation.
- Demonstrate a commitment to the patient 'Charter of Healthcare Rights.'
- Maintain a professional and friendly approach in all interpersonal communication with patients, consumers and colleagues.
- Recognise and respond to the needs and requirements of each individual patient, consumer and/or carer.

QUALITY AND SAFETY

- Ensure patient and consumer safety and quality of care is the highest priority.
- Ensure any risks are identified and reported promptly and that prevention strategies are implemented to ensure the safety of all patients and consumers.

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- Maintain a good working knowledge of the National Safety and Quality Health Service Standards, take the initiative to pursue opportunities for quality improvement, and actively contribute to the accreditation of the service being delivered.
- Ensure and take all reasonable care for your personal safety and the safety of patients, consumers and colleagues.
- Ensure direct support workers are compliant with The Disability Worker Exclusion Scheme, which aims to strengthen the protections and safeguards for people with a disability.
- Ensure any hazards or incidents identified are reported promptly and that risk controls are implemented to eliminate/reduce risks and ensure the safety of staff as well as others.
- Actively participate in workplace health and safety initiatives and consult with colleagues and management in relation to issues that impact on the safety of the workplace.
- Comply with all Policies and Procedures, including the 'Hand Hygiene' Policy, 'Smoke Free Work Environment' policy and clinical/operational practice guidelines.
- Maintain confidentiality as per Peninsula Health policies and procedures and in accordance with relevant privacy and health records legislation.
- Actively involve patients, consumers and/or carers in quality and safety improvement activities.
- Maintain up-to-date immunisation status related to own health care worker category.
- Ensure that the principles of general and patient manual handling are adhered to.
- [Ensure compliance with relevant legislation and Peninsula Health Policy on medication management and medication safety and, work in partnership with patients, consumers and colleagues to promote medication safety.

PEOPLE AND CULTURE

- Create and develop a positive working relationship with team and colleagues.
- Act in accordance with the 'Code of Conduct' and 'Workplace Behaviour' Policies.
- Actively participate in relevant professional development.

SELECTION CRITERIA

ESSENTIAL CRITERIA

- Medical Practitioner Registered with Medical Board of Australia
- Fellowship of the Australasian College of Emergency Medicine
- Compliant Continuous Professional Development
- Working with Children's Check

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DESIRABLE CRITERIA

- Experience in leadership and management
- Research involvement and capability
- Active involvement in Quality improvement; knowledge and participation
- Teaching experience and mentoring skills

PERSONAL ATTRIBUTES

- **Medical Expertise**

To provide within the emergency department Specialist Emergency skills to all patients, family members and staff, to manage the individual patient whilst maintaining supervision, control and awareness of the complex departmental environment.

- **Prioritise and Decision making**

To make and prioritise timely decisions regarding the care of multiple patients with complex or multi-system problems. They will be able to accommodate a range of factors that impact on their own performance. They will have heightened situational awareness relating to both department and patient management, and respond accordingly.

- **Communication**

Maintain effective professional and patient-centred communication in a complex environment. They will have an expanded skill repertoire to adapt their communication in all circumstances. They will be able to use their communication skills to resolve difficult situations and to deliver Critical news in complex situations whilst recognising when to also involve others.

- **Teamwork and Collaboration**

Demonstrate confidence and flexibility in adapting to any team member role to treat any emergency patient. They will be able to function as an effective team leader within multifaceted scenarios. They will be able to collaborate with patients, family members and other health professionals on issues beyond the immediate clinical scenario

- **Leadership and management**

Will comfortably manage an emergency department, and will be able to clearly identify when and how to activate support systems. They will be able to supervise the clinical work of all junior clinicians working within the department. They will understand the role of the Emergency Department within the whole hospital system, and the contribution of these systems to patient safety.

- **Health Advocacy**

They will be able to systematically screen and intervene to protect and advance the health and well-being of all patients within the Emergency Department. When managing a patient they will integrate the broad range of factors which affect that patient beyond their Emergency Department encounter. They will proactively engage in health promotion.

- **Scholarship and Teaching**

They will be independently driven to undertake, maintain and develop through self directed learning, and skills maintenance. They will use evidence-based practice as the foundation for their clinical care and systematically evaluate its relevance. They will create and address meaningful research questions. T

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They will routinely seize the teachable moment and accept that providing education is an integral component of Emergency Medicine practice.

- **Professionalism**

They will be able to independently reflect on their professional ethics and standards of behaviour for the purpose of ongoing self-development. In times of clinical complexity and in the challenging Emergency Department environment, they will routinely adapt their behaviour to perform professionally and in the best interests of their patients and colleagues. This will be aided by maintaining a healthy work-life balance.

PERFORMANCE APPRAISAL/REVIEW

1. Where a new employee is appointed to this position, a review of the appointment will occur prior to the end of the six month probationary period.
2. A Performance Development Review will be conducted on an annual basis.

POSITION DESCRIPTION AUTHORISATION

AUTHORISED BY (Relevant Director)	
NAME :	
SIGNATURE:	DATE:

I have read and confirm I understand the information above.

POSITION INCUMBENT NAME :	
SIGNATURE:	DATE: