

POSITION DESCRIPTION

ISLHD - Staff Specialist Emergency Medicine

Our CORE values
Collaboration Openness Respect Empowerment



Organisation	NSW Health
Local Health District / Agency	Illawarra Shoalhaven Local Health District
Position Classification	Staff Specialist
State Award	Staff Specialists (State) Award
Category	Specialist Medical & Dental Practitioner Specialist
Website	www.islhd.health.nsw.gov.au/

PRIMARY PURPOSE

This role is to provide expert medical assessment and management of patients and the provision of optimal emergency care for the Illawarra Shoalhaven Local Health District in line with the strategies as determined by the Clinical Services Plan.

The position also involves JMO and student teaching and participation in service development for Emergency Medicine. Involvement in continuing medical education, peer review and quality improvement are also key requirements.

KEY ACCOUNTABILITIES

CLINICAL

- Provide an accountable and high standard service consistent with the defined scope of clinical practice for ISLHD and all NSW Health Policies and as required by other senior medical staff and the facility.
- Be dedicated to a teamwork philosophy and be able to demonstrate ability to work as a team member within the Department and the broader multidisciplinary team.
- Ensure detailed patient treatment plans are in place to support the timely management of patients and effective clinical handover processes in accordance with facility and ISLHD guidelines.
- Ensure a high standard of clinical record documentation is maintained, including the completion of all clinical records (including medication charts and other orders) to reflect clinical decisions and optimise data collection.
- Participate fully in the on call roster as required by the facility and in accordance with clinical privileges.
- Participate actively in research activities in the Department.
- Adapt clinical practice in accordance with contemporary evidence-based best practice and any clinical protocols as approved by ISLHD from time to time.

CLINICAL GOVERNANCE AND QUALITY IMPROVEMENT

- Participate in the management and governance of the department.
- Participate in Mortality and Morbidity meetings and any other quality improvement programs.
- Participate in appropriate committees and administrative meetings as required.
- Comply with ISLHD and facility clinical governance policies and programs.
- Participate in peer review and other Continuing Medical Education activities consistent with College and Australian Health Practitioner Regulation Agency (AHPRA) requirements to maintain professional standards.
- Ensure compliance with the Australian Commission on Safety and Quality in Healthcare standards as relevant to the speciality.

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EDUCATION & TRAINING

- Responsible for the supervision of all junior medical staff under the consultant's direction.
- Delegate graded duties to junior medical staff according to their knowledge, skills and abilities.
- Participate in teaching and training at all levels of undergraduate and postgraduate multidisciplinary education where required by the Head of Department/DMS in accordance with HETI, ISLHD and College training requirements.
- Participate in all training programs specified by the facility and/or ISLHD as requested.

PERFORMANCE MANAGEMENT

- Participate in the ISLHD Performance Management and Development Program and undertake a written annual performance review.
- Demonstrate clinical competency within the clinical privileges granted by MDAAC.

OTHER DUTIES

- Abide by the NSW Health Code of Conduct as amended from time to time.
- Comply with WH&S responsibilities including taking all reasonable care to ensure the safety of yourself and others in the workplace; reporting any unsafe conditions or equipment; attending educational programs regarding fire, safety and infection control.

KEY CHALLENGES

- Provision of clinical care consistent with the duties.
- Delivery of medical services within performance benchmarks, expenditure and revenue targets as relevant to the role.
- Providing leadership in the resolution of conflicts.

KEY RELATIONSHIPS

Who	Why
Medical, Nursing and Allied Health Practitioners and administration staff, management and others at other sites/districts	To provide and receive information for the care of the patient
Patients and their next of kin and carers	To provide and receive information for the care of the patient
NSW Ministry of Health and other Local Health District staff	To provide and receive information for the care of the patient

SELECTION CRITERIA

1. Specialist registration or eligible for specialist registration as a Medical Practitioner with the Australian Health Practitioner Regulation Agency (AHPRA).
2. Fellowship of the Australasian College for Emergency Medicine (FACEM) and/or equivalent specialist recognition.
3. Evidence of continuing medical education and self-monitoring/audit practices consistent with the scope of practice requirements of the position.
4. Proven capacity and/or experience in the provision of effective high quality services, demonstrated through successful clinical practice in an environment appropriate to the requirements of the position

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- including evidence of participation in quality improvement activities relevant to the specialty.
5. Demonstrated commitment to teaching with experience in teaching both undergraduate and post graduate students and other staff of the hospital.
 6. Demonstrate the skills and attitudes appropriate as a Senior Medical Practitioner including modelling a high standard of professional behaviour to junior medical staff.
 7. Demonstrated ability to work effectively and harmoniously with medical and other health services colleagues as part of a multi-disciplinary health care team and demonstrated ability to communicate effectively with patients, colleagues, and staff and to work as an effective member of the clinical team across multiple sites.
 8. Demonstrated experience in and commitment to research relevant to the role and needs of the Department.

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CAPABILITIES FOR THE ROLE

The NSW Public Sector Capability Framework applies to all NSW public sector employees. The Capability Framework is available via the [Public Service Commission website](#).

Capability Summary

Below is the full list of capabilities and the level required for this role. The capabilities in bold are the focus capabilities for this role. Refer to the next section for further information about the focus capabilities.

NSW Public Sector Capability Framework		
Capability Group	Capability Name	Level
 Personal Attributes	Display Resilience and Courage	Highly Advanced
	Act with Integrity	Highly Advanced
	Manage Self	Highly Advanced
	Value Diversity	Highly Advanced
 Relationships	Communicate Effectively	Highly Advanced
	Commit to Customer Service	Highly Advanced
	Work Collaboratively	Highly Advanced
	Influence and Negotiate	Highly Advanced
 Results	Deliver Results	Highly Advanced
	Plan and Prioritise	Highly Advanced
	Think and Solve Problems	Highly Advanced
	Demonstrate Accountability	Highly Advanced
 Business Enablers	Technology	Intermediate