

JOB DESCRIPTION FORM

POSITION IDENTIFICATION

Effective date of document

Nov 2017

Award

N/A

Award Type:

N/A

Title: Kimberley Renal Services GP

Reports to: Director of Kimberley Renal Services

Supervision of: Nil

Relationships Internal:

- All Kimberley Renal Services Staff
- Kimberley Aboriginal Medical Service Staff

Relationships External:

- Visiting Nephrology Specialist
- Aboriginal Medical Services staff throughout the Kimberley
- Other members of the multidisciplinary team
- Western Australian Country Health Service (WACHS)

Duty Statement

Working in a multidisciplinary framework within the Kimberley Renal Services Team, and with support from the visiting nephrologist, contributes medical expertise to enhance regional efforts in the prevention, early detection and better management of chronic kidney disease, and to ensure optimum care for clients on renal replacement therapies within the Kimberley region.

Key Responsibilities

1. Contribute medical expertise to the ongoing planning and development of the Kimberley Renal Service.

- Provide medical input into policy and planning processes affecting renal services in the region
- Provide representation when appropriate to advance the profile and reputation of the KRS.
- Participate in continuous quality improvement programs and supports the KRS Renal Health Centre Managers with any change processes to improve patients health outcomes, service efficiency and support accreditation of the KRS.
- Provide medical support across the KRS to the haemodialysis patients in collaboration with the Renal Health Centre Managers, KRS Medical staff the visiting Nephrologist, Royal Perth Hospital and regional health services to provide comprehensive care to this group of clients.
- Work closely with the Renal Health Centre team to ensure review of patient's pathology is completed monthly and Key Performance Indicator targets are achieved.
- Be available for after hours and weekend duties as rostered.
- Works in a manner which is consistent with the organizations philosophy and ensures service provision encompassing Continuous Quality Improvement is maintained throughout the service.
- Ensures that all medical correspondence and investigation results are reviewed and appropriate follow up occurs in a timely manner.
- Provides health education and counseling to patients during consultation in a culturally appropriate manner utilizing other healthcare staff when needed.
- Ensures that revenue is maximized by claiming appropriate Medicare Benefit Schedule if able.
- Ensure effective record collection including updating patient summaries, recording all details of consultations in MMEx patient record, organizing and ensuring appropriate follow up occurs in a timely manner.
- Utilize MMEx to provide detailed reports as required for reporting purposes.
- Ensure good working relationships with specialist nursing staff, dieticians, social workers and other members of the multidisciplinary team.
- Attend formal weekly multidisciplinary team meetings facilitate communication between professional groups when required.

2. Support the ongoing development and refinement of clinical protocols for clients with kidney disease.

- Contribute medical knowledge and expertise to the drafting and implementation of renal protocols including home therapies, satellite dialysis and primary care protocols
- Assist in promoting awareness and uptake of protocols and guidelines

3. Provide medical support and advice to primary health care providers about individual clients around the Kimberley with chronic kidney disease including end stage kidney disease, and for those on home haemodialysis, peritoneal dialysis or transplant recipients

4.

- Provide advice by phone to PHC health professionals regarding ongoing management of individual clients
- Ensure database of patients with early stages of CKD are maintained and reviewed as required.
- Visit local health services across the Kimberley on a regular basis, working alongside local staff to provide clinical review and care for Kidney disease clients with more complex needs.

5. Contribute medical expertise to the pre-dialysis work-up by the KRS team for clients approaching end stage kidney disease

- Work closely with the pre-dialysis coordinators, local PHC teams and visiting nephrologist to conduct regular clinical review, assessment and education of clients with advanced kidney disease.
- Assist in the provision of pre-dialysis education and support for clients and their families.
- Contribute medical expertise in the ongoing development and uptake of protocols and resources supporting quality pre-dialysis care.

6. Contribute to the development and implementation of strategies for education and training of primary health care providers, families and communities across the Kimberley, to enhance prevention, early detection and better management of kidney disease

- Identify and participate in opportunities for promotion and understanding amongst the generalist PHC workforce regarding the causes, prevention and management of kidney disease, including local in-services, local and regional educational workshops and others
- Develop and contribute to video-teleconference education sessions conducted by KRS staff. Engage with other medical staff to participate in education sessions.
- Develop and strengthen partnerships with other providers to enhance community knowledge and empower both individuals and communities to address preventable causes of kidney disease.

7. Participate in the broader regional chronic disease effort, including public health programs, education and health research, to further regional chronic disease knowledge and capacity

- Contribute to regular review and revision of regional Kimberley chronic disease and maternal and child health protocols relevant to kidney disease and its risk factors
- Support processes which seek to identify knowledge gaps and research questions of importance for Kimberley populations in the area of kidney health, and as part of the broader KAMS team, participate in the development and conduct of ethical and appropriate research projects which stand to benefit Kimberley people
- Support health trainees including medical students, GP residents, Aboriginal Health Workers, nurses, and allied health trainee, to development and interest in kidney health and to advance their skills in providing care for clients with kidney disease.

8. Provide leadership in clinical governance and continuous quality improvement in care for Kimberley clients with kidney disease and its risk factors.

- Working closely with the KAMS population health unit, support local PHC services to routinely undertake clinical audit which includes review of systems and care for clients with kidney disease and its risk factor
- Contribute medical expertise to the ongoing evaluation of Kimberley Renal Services, working with KRS manager and KRS team as a whole to identify gaps and shortcomings in-service delivery and to refine develop systems and processes which build on strengths and address risks or weaknesses.
- Review monthly pathology for all home therapy patients within KRS.
- Contribute to monthly home therapies meetings with Fresenius.
- Attend and contribute to monthly KRS managers meeting.
- Provide medical expertise at monthly MD meetings at Broome, Derby, Kununurra and Fitzroy Crossing.
- Facilitate relationship between primary health care Aboriginal Medical Service GPs and KRS staff.

Selection Criteria

Essential

1. Eligible for registration in WA
2. Minimum 5 years postgraduate experience
3. Commitment to the philosophy and practice of Aboriginal Community Control
4. Well-developed communication and interpersonal skills
5. Ability to act as an effective member of a multidisciplinary health team
6. Federal Police Clearance
7. Working with Children Check

Desirable

1. FRACGP, FACRRM or equivalent
2. Previous experience in a management of clients with chronic disease and end stage kidney disease, including those on dialysis
3. Previous experience in Aboriginal Community Controlled Health sector
4. Post-graduate public health qualifications/ experience

Certification

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the position.

KAMS CEO

Signature: _____ Date: ____/____/____

As occupant of the position I have noted the statement of duties, responsibilities and other requirements as detailed in this document.

Name of employee: _____

Date Appointed: ____/____/____

Signature: _____ Date: ____/____/____

About KAMS and KRS

www.kamsc.org.au

Kimberley Aboriginal Medical Services

KAMS (Kimberley Aboriginal Medical Services) is a regional Aboriginal Community Controlled Health Service (ACCHS) resource organisation providing a collective voice for a network of member ACCHS from towns and remote communities across the spectacular Kimberley region of Western Australia.

Our major role is in advocacy and support for our ACCHS members, in addition to KAMS being directly responsible for the provision of comprehensive primary health care in 5 remote Aboriginal community clinics at Balgo, Billiluna, Mulan, Beagle Bay and Bidyadanga. Our member ACCHS are based in Kununurra (OVAHS – Ord Valley Aboriginal Health Service), Halls Creek (YYMS – Yura Yungi Medical Service), Derby (DAHS – Derby Aboriginal Health Service) and BRAMS (Broome Regional Aboriginal Medical Service).

The KAMS Centre for Aboriginal Primary Health Care Training Education and Research provides a model of integrated health education, incorporating accredited training for medical undergraduates and postgraduates, pharmacy trainees and Aboriginal Health Worker trainees through to Advanced Diploma level.

KAMS is also responsible for the development and management of Renal Services for the Kimberley, including satellite dialysis services and support and coordination of local primary health care services in the provision of renal education and prevention, early detection and better management of established kidney disease and coordination of care for those in advanced stages of kidney disease.

The KAMS regional collective of ACCHS is a major employer in the Kimberley, with Aboriginal people representing more than 70% of its 300+ strong workforce. KAMSC's regional support includes:

- Population Health
- Social and Emotional Well Being
- Health Promotion
- Information Technology
- Pharmacy Support and Training
- Corporate and Financial Services
- Accredited Aboriginal Primary Health Care Training and Education
- Research
- Regional Renal Services
- Undergraduate and Postgraduate Medical Training

Kimberley Renal Services

KRS (Kimberley Renal Services) provides specialised renal services in the Kimberley. It is a wholly owned subsidiary of the Kimberley Aboriginal Medical Service Ltd. KRS has seen rapid expansion of its services in recent years with funding from both Commonwealth and State Governments for new dialysis facilities in Derby, Kununurra and Fitzroy Crossing

Further, funding to KAMS from the WA State Government has allowed implementation of a comprehensive Kimberley Renal Support Service (KRSS) to enhance regional efforts in prevention, early detection and better management of chronic kidney disease; provide timely pre-dialysis education and preparation; enhance training and support for patients on home dialysis options; and create a skilled, robust and culturally safe regional renal workforce to ensure that Kimberley people with kidney disease have access to the best of care, as close to home as possible.

These comprehensive renal services are provided in partnership with the visiting nephrologist from RPH; Fresenius Medical Care (FMC) who provide state-wide home therapies services; WA Country Health Services (WACHS); and local health service providers.

The model developed in the Kimberley is an innovative one which brings together primary, secondary and tertiary services in a culturally safe framework which aims to provide patients, families and communities with the best possible services, whilst building regional workforce capacity and providing diverse career paths for local Aboriginal people.

Website: www.kamsc.org.au