

POSITION DESCRIPTION

Position	Consultant Specialist Anaesthetist
Division	Medical Services
Classification	As per experience – by EBA
Enterprise Agreement	Medical Specialists (Victorian Public Health Sector) (AMA Victoria/ASMOF) (Single Interest Employers) Enterprise Agreement 2022-2026
Reports To	Director of Medical Services
Direct Reports	Nil
Infection Control Risk Category	A

Approved	Director Medical Services	Approval Date	July 2023
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<p>PRIMARY OBJECTIVE (or purpose):</p> <p>Provide specialist anaesthetic services, including appropriate pre and post-operative care, within credentialed privileges to patients of Portland District Health at the relevant site and location as directed by the Director of Medical Services. This includes performing a share of on-call duties and responsibilities.</p> <p>As a member of Medical Services, the appointee will contribute to the overall performance of the team consistent with Portland District Health's Strategic Plan.</p>

PORTLAND DISTRICT HEALTH VALUES			
Compassion	Accountability	Respect	Excellence
PDH CARE GOALS			
Person-centred	People's values, beliefs and specific needs and circumstances guide the delivery of care and organisational planning.		
Safe	Avoidable harm is eliminated.		
Effective	The right care is delivered in the right way, at the right time with the right outcomes.		
Connected	Staff and consumers work together to achieve shared goals; people experience service and support continuity as they move through the service system.		

KEY ACCOUNTABILITIES		
Key Results Area	Key Activities	Performance Measures
Leadership and team work	<ul style="list-style-type: none"> Work towards the provision of best practice care to all patients in the context of current professional knowledge and organisational resources. Promote and maintain a customer focused ethos and a sense of pride and purpose in the service. Provide clinical leadership and supervision/teaching for junior medical staff as well as other clinical staff. Ensure appropriate interaction and service integration with other relevant services, especially the Surgical Services and Emergency Department. Participate actively in the service audit, other Quality Assurance, Improvement 	<ul style="list-style-type: none"> Participation in annual staff appraisal Staff satisfaction 100% Compliance with mandatory competencies

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	<p>Activities and clinical meetings and overall clinical governance.</p> <ul style="list-style-type: none"> • Promote and maintain appropriate standards to meet all required professional requirements and accreditation measures. • Promote and encourage compliance with College Maintenance of Professional Standards programs. • Assist the Director Medical Services in strategic and service development issues consistent with the PDH Strategic Plan and evolving service/clinical trends. • Further develop clinical skills consistent with special interests and the role of PDH. • Promote and develop clinical research activities within the department. 	
Professional Development and Scope of Practice	<ul style="list-style-type: none"> • Demonstrate continual professional development and learning • Shares knowledge willingly • Complete mandatory training and education 	<ul style="list-style-type: none"> • 100% Compliance with mandatory competencies • Participation in annual staff appraisal
Quality and Safety	<ul style="list-style-type: none"> • Work collaboratively with the Quality Team to implement improvement plans • Conduct audits as required and contribute to the development and implementation of actions to address deficits • Contribute to quality improvement activities within the department, in accordance with PDH policies to ensuring a high level of work quality • Maintain a safe and high quality environment at all times in accordance with PDH policies • Reports all incidents through Riskman • Ensuring staff follow PDH Infection Control policies, procedures and guidelines 	<ul style="list-style-type: none"> • Completes relevant audits and initiates actions • Contribution to Quality Improvement/Progress reports • Demonstrated use of the incident management system
Information Management	<ul style="list-style-type: none"> • Displays and promotes correct documentation techniques and initiates regular documentation auditing to ensure legal, professional and organisational standards are met and maintained. • Abide by the PDH's requirements pertaining to appropriate Information Security and Information Management regulations and report an accidental or malicious breach of these regulations to the appropriate department. • Ensure consumer information is accurate and only released in line with the Health Records Act requirements 	<ul style="list-style-type: none"> • Ensures all information management meets the legislative requirements and organisational standards

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Occupational Health and Safety	<ul style="list-style-type: none"> • Is familiar with and ensure that all appropriate actions are taken to implement OH&S policy and procedures and that legislative requirements are met within the service • Report any incidents or potential hazards in accordance with PDH policies and procedures including effective reporting via Riskman • Assist in the planning, development and implementation of OH&S measures • Demonstrate a commitment to health and safety in line with PDH's OHS policies, procedures, training requirements and legislative/regulatory requirements, driving a high standard for others to follow • Know what to do in an emergency situation 	<ul style="list-style-type: none"> • Participation in team meetings where key OH&S issues are discussed and resolved • Evidence of hazard and incident reporting using Riskman • Maintains compliance with mandatory OHS training requirements for both self and team
OTHER DUTIES		
	<ul style="list-style-type: none"> • Exhibits a commitment to PDH Values including team based above and below behaviours • Undertake special projects or reports as reasonably required on a wide range of issues 	<ul style="list-style-type: none"> • PDH values modelled at all times • Demonstrated use of incident management system
	<ul style="list-style-type: none"> • Practice in accordance with the relevant health care or industry standards • Complies with family violence risk assessment and management activities aligned to the Multi-Agency Risk Assessment and Management (MARAM) Framework, the Family Violence Information Sharing Scheme (FVISS) and Child Information Sharing Scheme (CISS) legislative requirements and related PDH procedures. • Comply with all relevant PDH policies and procedures • Perform all other duties as directed within the limits of skill, competence and training to maximise flexibility and effectiveness 	<ul style="list-style-type: none"> • Adherence to applicable health care or industry standards • Demonstrated completion of mandatory training • Adherence with PDH policy and procedures



KEY SELECTION CRITERIA – SPECIALIST KNOWLEDGE

QUALIFICATIONS/ EXPERIENCE and/or SPECIALIST KNOWLEDGE –

ESSENTIAL:

- MBBS, FANZCA or equivalent
- Specialist Registration with AHPRA
- Experience in adult, obstetric and paediatric anaesthesia
- Substantial clinical experience consistent with requirements
- Experience in teaching at undergraduate and graduate level
- Work experience in non-urban environment
- Experience in self-management and organisation of work to achieve agreed outcomes
- Comprehensive knowledge regarding delivery of anaesthetic services and operating theatre requirements
- Understanding of customer service for internal and external customers and a commitment to meeting their needs in a helpful and courteous manner
- Awareness of medico-legal issues, clinical risk management, clinical governance and relevant legislation
- Good understanding of the Victorian Public Health system; in particular the clinical and quality requirements for anaesthetic service delivery
- High level verbal and written communication and interpersonal skills
- Highly developed organizational skills
- Ability to work and contribute effectively in a multi-disciplinary team
- Ability to work in an environment of organisational change

DESIRABLE:

- Sub specialty skills

OTHER REQUIREMENTS:

- Current employee police check
- Current employee Working with Children's check.
- Current Victorian Driver's licence
- Current evidence of immunisation history and serology results
- 6 months probationary period

This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Portland District Health's discretion and activities may be added, removed or amended at any time.

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JOB DEMANDS CHECKLIST

Portland District Health endeavours to provide a safe working environment for all staff. The table below describes the demands and risk factors associated with this job. Applicants must review this information to ensure they can comply with these requirements. Successful applicants will be required to sign the acknowledgment at the end of the position description to confirm their ability to perform the job demands of this position.

Frequency definitions		
I	= Infrequent	Activity may be required very infrequently
O	= Occasional	Activity required occasionally, not necessarily all shifts
F	= Frequent	Activity required most shifts, up to 50% of the time
C	= Constant	Activity that exists for the majority of each shift and may involve repetitive move for prolonged periods
N/A	= Not Applicable	Activity not performed

Aspects of normal workplace		Frequency				
Demands	Description	I	O	F	C	N/A
Physical Demands						
Sitting	Remain seated to perform tasks		✓			
Standing	Remain standing to perform tasks				✓	
Walking	Periods of walking required to perform tasks				✓	
Bending	Forward bending from waist to perform tasks	✓				
Kneeling	Remain in a kneeling position to perform tasks	✓				
Lifting/Carrying	Light lifting and carrying	✓				
	Moderate lifting and carrying	✓				
	Assisted lifting (mechanical, equipment, person assist)	✓				
Climbing/Working at heights	Ascending and descending ladders, stools, scaffolding					✓
Pushing/Pulling	Moving objects (eg: trolleys, beds, wheelchairs, diagnostic equipment, cleaning equipment)	✓				
Reaching	Arms fully extended forward or raised above shoulder to perform tasks	✓				
Crouching	Adopting a crouching posture to perform tasks	✓				
Foot movement	Use of leg and/or foot to operate equipment (or machinery)		✓			
Head postures	Holding head in a position other than neutral (facing forward) to perform tasks			✓		
Fingers/Hand/Arm movement	Repetitive movements of fingers, hands and arms (eg: computer keyboard, computer mouse, touch screens)			✓		

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Aspects of normal workplace		Frequency				
Demands	Description	I	O	F	C	N/A
Physical Demands						
Grasping/Fine manipulation	Gripping, holding, clasping with fingers or hands				✓	
Driving	Operating a motor powered vehicle (eg: use of hospital cars to undertake duties, making deliveries, ride on mower, forklift, bus etc.)	✓				

Aspects of normal workplace		Frequency				
Demands	Description	I	O	F	C	N/A
Psychosocial Demands						
Shift work	Rotation of shifts on a rostered basis including day, afternoon or night				✓	
Distressed people	Highly emotional people crying, upset, unhappy (eg: emergency or grief situations)		✓			
Aggressive/Unpredictable people	Raised voices, yelling, swearing and arguing (eg: people affected by drugs or alcohol, dementia, mental illness)		✓			
Exposure to distressing situations	(eg: Child abuse, delivering bad news, viewing extreme injuries, viewing deceased)		✓			
Environmental Demands						
Gases	Working with explosive or flammable gases requiring precautionary measures					✓
Liquids	Working with corrosive, toxic or poisonous liquids or chemicals requiring PPE					✓
Noise	Prolonged and frequent periods of background noise levels which necessitates people raising their voices to be heard					✓
Biological hazards	Exposure to body fluids, bacteria, infectious diseases requiring PPE					✓
Cytotoxic hazards	Handling and/or preparation of cytotoxic materials					✓
Radiation						✓

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Acknowledgement:

I acknowledge that I have received a copy of this position description and understand the requirements of this position. I agree to work in accordance with this position description.

As the incumbent of this position, I confirm I have read the job demands checklist as attached, understand its content, and agree to work in accordance with the requirements of this position.

I accept that the position description as stated above may need amending and updating periodically due to changes in responsibilities and organisational requirements. Changes to the position description will be consistent with the purpose for which the position was established.

EMPLOYEE NAME:		
EMPLOYEE'S SIGNATURE:		DATE:
MANAGER'S NAME:		
MANAGER'S SIGNATURE:		DATE: