

Eastern Health

POSITION DESCRIPTION

Position Title:	Renal / Obstetric Medicine Physician
Award Classification:	At the appropriate classification rate commensurate with level of experience in accordance with the Medical Specialists (Victoria Public Health Sector) (AMA Victoria/ ASMOF) (Single Interest Employers) Enterprise Agreement 2022 – 2026 or its successor
Award / Agreement Name:	Medical Specialists (Victoria Public Health Sector) (AMA Victoria/ ASMOF) (Single Interest Employers) Enterprise Agreement 2022 – 2026 or its successor
Reports to:	Clinical Director, Renal & Obstetric Medicine (EH)

EASTERN HEALTH – HEALTHIER TOGETHER

Eastern Health is one of Melbourne's largest metropolitan public health services. We provide a comprehensive range of high quality acute, sub-acute, palliative care, mental health, drug and alcohol, residential care, community health and statewide services to people and communities that are diverse in culture, age and socio- economic status, population and healthcare needs. *'Being part of Eastern Health is being part of a welcoming team of healthcare experts'* is achieved through Eastern Health's strategic goal of HEALTHIER TOGETHER.



1. POSITION PURPOSE

- To provide excellent clinical care for his/her patients.
- To provide leadership for junior medical and other clinical staff.
- To support the health service's teaching, research and clinical governance programs.

2. MAJOR DUTIES AND/OR RESPONSIBILITIES

2.1 Provision of Clinical Services

- Assume clinical responsibility for patients under his/her care.
- Participate in setting the standards for high quality, compassionate clinical care within the Department.
- Actively support junior medical staff within the Department of Renal Medicine (DORM) and provide appropriate supervision in the provision of clinical services.
- Provide regular advice to junior staff in the management of seriously ill patients and when advice is requested.
- Ensure that the rostered registrar conducts a daily ward round and communicates appropriately with the departmental specialist staff concerning patient management, admissions and discharges.
- Ensure that urgent DORM inpatient consultations and requests for consultation from the Emergency Department are attended promptly.
- Review existing practices and promote change, when evidence-based and/or deemed necessary.
- Review the adequacy of the medical content of clinical records, including documentation of significant patient management decisions.
- Regularly attend inpatient and non-inpatient areas as allocated (Refer to Apnx 1).
- Contribute to home and satellite dialysis services throughout the health service.
- Be an active member of the obstetric medicine clinical care team, with an active participation to further establishing the clinical model.
- Be an active member of the transplant medicine clinical care team.
- Engage in outpatient services as required at sites other than Box Hill, including specifically Maroondah, Angliss, Peter James and Healesville campuses.
- Provide leadership to the outreach registrar and other junior and senior staff for all outpatient services, and for inpatient care to other campuses as required.
- Contribute to the integration of the health service evenly and fully across its domain, with due care to ambulatory and bedbound patients, medical, allied health, nursing and administrative staff.

2.2 Communication

- Ensure that patients and families are given adequate information upon which to base treatment decisions and follow-up.
- Develop effective communication with and be receptive to patient, relative and peer groups.
- Support multi-disciplinary teamwork.

- Provide advice to and liaise with staff from other units as required.
- Ensure discharged patients have documentation of their care for LMO follow up.

2.3 Quality and Clinical Review Activities *(refer also to section 5)*

- Participate in the Department quality activities program, including audit activities, review of deaths and analysis of relevant clinical and key performance indicators (KPIs).
- Attend Department meetings where necessary.
- Assist in developing and implementing clinical pathways where appropriate.
- Assist in developing protocols and guidelines where required.
- Assist in resolving patient and relative complaints.
- Notify the Department Head and/or Chief Medical Officer of any sentinel event or serious adverse incident within the Department.
- Co-operate with the Box Hill Hospital Clinical Review Committee.

2.4 Education, Research & Professional development *(refer also to section 4)*

- At all relevant sites, to coordinate and supervise undergraduate, postgraduate and general staff teaching, with specific encouragement to contribute to clinical research as appropriate.
- Maintain an active interest in research and contribute meaningfully to scientific publications and other academic ventures, with a view to assume operational responsibility for designated research programs and studies.
- Attend medical stream educational activities.
- Comply with College requirements for ongoing professional education.

2.5 Efficiency

- Support the efficient utilisation of resources, including efficient bed utilisation.
- Without compromising patient care, maximise revenue through benchmarking of productivity/efficiency measures with comparable hospitals.
- Monitor agreed WIES targets and other throughput targets where applicable for the Department.
- Work within the budgetary provisions for the delivery of clinical services.
- Give reasonable notification of absences prior to periods of leave.

2.6 Performance Review *(refer also to section 8)*

- Participate in Eastern Health and Medical Stream performance review system.

3. SAFE PRACTICE AND ENVIRONMENT

Eastern Health is a child safe organisation, committed to promoting the wellbeing and cultural safety of Aboriginal children, children with disabilities and all children in their diversity. More information [here](#).

Occupational Health and Safety

Eastern Health is committed to provide and maintain a working environment for all staff that is safe and without risk to health. All staff are to take care of their own health and safety and the health and safety of any other person who may be affected by your acts or omissions at the workplace. Understand responsibilities and accountabilities to yourself and others in accordance with OH&S legislation and Eastern Health policies and promote a working environment that is congruent with these guidelines. This includes staff reporting of all clinical and OHS incidents and near misses, in particular those related to Occupational Violence, Manual Handling and Slips, trips and falls.

Staff are required to comply with all state legislative requirements in respect to the Occupational Health and Safety Act 2004 and the Workplace Injury Rehabilitation and Compensation (WIRC) Act 2013.

4. TRAINING AND DEVELOPMENT

Relevant, practical and timely education should direct, facilitate, enhance and support the professional growth and practice of employees in a health environment characterised by change. All programs should endeavour to promote evidence-based practice, a problem solving approach and to be competency based.

You are expected to participate in the personal development process on an annual basis.

5. QUALITY

As a staff member of Eastern Health staff are required to comply with Eastern Health performance standards and participate in continuous monitoring and improvement as part of your role. You are also required to comply with legislation, professional standards and accreditation standards.

As a staff member employed by Eastern Health services you must have and maintain the appropriate skills and knowledge required to fulfil your role and responsibilities within the organisation. In addition, you must ensure that you practice within the specifications of this position description, and where applicable within the agreed scope of practice.

You are responsible for ensuring safe high quality care in your work. This will include complying with best practice standards, identifying and reporting any variance to expected standards and minimising the risk of adverse outcomes and patient harm. In addition, you will ensure that service and care is consistent with the EH approach to patient and family centered care

6. CONFIDENTIALITY

Any information obtained in the course of employment is confidential and should not be used for any purpose other than the performance of the duties for which the person was employed. Staff are bound by the Information Privacy Act 2000 and the Health Records Act 2001.

7. EQUAL EMPLOYMENT OPPORTUNITY

You agree to adhere to the Equal Employment Opportunity policies and practices of the Health Service. Discriminatory practices, including sexual harassment, are unlawful. The Health Service will not tolerate discriminatory behaviour and any such conduct may lead to the invoking of the Disciplinary Policy and Procedure, which may result in termination of employment.

Our commitment to Diversity, Equity & Inclusion

Eastern Health is committed to creating a diverse and inclusive environment that welcomes and values all people. We recognise that diversity is essential in ensuring Eastern Health provides the best service to its consumers.

Aboriginal and/or Torres Strait Islander peoples, people from the LGBTIQA+ community, people living with disability and those from a culturally and linguistically diverse background, are strongly encouraged to apply.

For more information, please [click here](#).

8. PERFORMANCE DEVELOPMENT

A Performance Review, that includes agreed targets, will occur three (3) months from commencement and then annually on the basis of the duties and responsibilities outlined in this position description. This is an opportunity to review personal and the allocated work unit's service performance, facilitated by the setting of objectives/goals and ongoing evaluation of performance and achievement. Objectives will be developed annually, documented, discussed and agreed with the immediate line manager, who will act as the assessor. The incumbent is expected to demonstrate and show evidence annually of on-going self and allocated work unit's service development.

9. EASTERN HEALTH'S PROMISE

Our promise to our communities, patients, consumers and staff is that we will be **HEALTHIER TOGETHER**. Bolder than a vision for the future, our promise calls us to action. We know that working together is the only way we can achieve what is necessary for a healthier future.

Our values are ones in action and are the behaviours that matter most.

- Respect for all
- Safe always
- Partnering in care
- Learning and improving everyday

Learning from the challenges of the past and looking to the future, we understand that we are building towards a more engaged, more reliable, always safe health service in partnership with our people to improve every day.

10. ATTACHMENTS

- Attachment 1 Key Selection Criteria
- Attachment 2 Key Result Areas /Key Performance Indicators **(OPTIONAL delete this line if not using)**
- Attachment 3 Eastern Health /Department Information **(OPTIONAL delete this line if not using)**

11. NOTE

Statements included in this position description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all-inclusive.

Prior to accepting any offer of employment, prospective employees will be required to read and commit to the Eastern Health Code of Conduct, including (but not limited to) issues of Occupational Health and Safety, Equal Opportunity and Confidentiality.

Healthcare workers are strongly recommended to follow COVID vaccination recommendations provided in the [Australian Immunisation handbook \(based on ATAGI advice\)](#). Seasonal vaccination against influenza is a mandatory requirement of this role and employment is conditional on this being up to date prior to employment.

Signed: _____ Date: ____/____/____
Executive Director Medical and Clinical Governance Eastern Health (or delegate)

INCUMBENT STATEMENT

I _____ (Incumbent Name) have read, understood and accepted the above Position Description and associated Attachments.

Signed: _____ Date: ____/____/____

ATTACHMENT 1

KEY SELECTION CRITERIA

Position Title:	Renal / Obstetric Medicine Physician
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Essential

- Must be a registered medical practitioner in the State of Victoria.
- Must have significant clinical experience, with experience and training in Renal Medicine.
- Must hold a Fellowship of the Royal Australasian College of Physicians (RACP), and be a member of the Australian and New Zealand Society of Nephrology (ANZSN) or hold an equivalent qualification to enable recognition as a specialist Renal Physician.
- Must be recognised by Medicare as a specialist/consultant physician in Renal Medicine.
- Must participate in relevant college continuing education programs particularly related to Renal Medicine.
- Must have an interest and experience in the field of Obstetric Medicine.

Desirable According to Portfolio

- Hold a post-graduate research degree (e.g. MD or PhD).
- Have demonstrated clinical skills in all areas of Renal Medicine
- Have demonstrated skills and experience in Obstetric Medicine.
- Show a proven track record in clinical and/or basic research.
- Demonstrated experience in teaching medical students and HMOs.
- Teaching experience of other clinical staff – nursing and allied health.
- Familiarity with clinical information systems.

Aboriginal & Torres Strait Islander Candidates

Eastern Health's Aboriginal Workforce Plan 2023 – 2026 has recently been released. With a strong focus on cultural safety and belonging, actions included in the Workforce Plan provide practical supports for all Aboriginal and/or Torres Strait Islander staff.

An Aboriginal Employment Coordinator is available to ensure each person has culturally safe and positive employee experiences which foster belonging and access to diverse experiences and career pathways.

Should you require further information regarding this position or support to complete an application, please contact the Recruitment Manager for this position or Eastern Health's Aboriginal Employment Coordinator at Aboriginal.Workforce@easternhealth.org.au

ATTACHMENT 2

Key Result Areas /Key Performance Indicators

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- Punctuality in attendance.
- Efficient work practice and awareness of the need to meet current DHS targets in patient care.
- Appropriate supervision of all junior Renal Medicine medical staff at all times as the senior medical officer in the department.
- Excellence in medical documentation.
- Undertaking of specific tasks under the portfolio/s for administrative work, audit, patient safety and clinical guideline development, teaching and research as allocated by the Director of the Department of Renal Medicine.
- Representation of the Department of Renal Medicine and hospital internally within Eastern Health and externally in the broader health system.
- Professional and high standard working relationship with all staff in the Department of Renal Medicine.

ATTACHMENT 3

Eastern Health/Department/Specialty Information & additional position requirements

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Department / Specialty Area	Renal/Obstetric Medicine Physician
Campus / Physical Location	Angliss, Maroondah and Box Hill Hospitals, Peter James Centre

SPECIALTY SPECIFIC INFORMATION

Organisational Context

SPECIFIC DUTIES

Support the provision of clinical services by the Department of Renal Medicine

- Ongoing development of the Obstetric Medicine service
- Ward inpatient service at Box Hill Hospital
- Inpatient consultation services at Box Hill and Maroondah Hospitals
- Outpatient services at central and outreach hospitals
- On-call service across Eastern Health
- Clinical portfolios (e.g. home dialysis, outreach community services) as dictated by the Director

Participate in other key services provided by the Department of Renal Medicine

- Teaching: undergraduate and postgraduate duties
- Research: engage in established and new clinical research programs
- Administrative duties as dictated by the Director

When rostered on-call, provide a prompt telephone response to provide advice and/or to return to the hospital within 2 hours if this is clinically required.