



## Postgraduate Fellow Intensive Care John Hunter Hospital, Newcastle

**Applications use Recruitment No 411515 via <http://nswhealth.erecruit.com.au/>**

Applications are invited for the position of Postgraduate Fellow in the Hunter New England Local Health District in the following category:

**Temp Full time Postgraduate Fellow commencing February 2018 for a 12 month assignment**

**Advertising commence 16<sup>th</sup> August and close 22<sup>nd</sup> August 2017**

All applicants must be currently registered or eligible for registration with Medical Board of Australia.

The successful applicant will join the senior medical team of the John Hunter Intensive Care Unit. The Fellow year at John Hunter Hospital provides a unique opportunity to transition to the role of a junior specialist in a well-supported environment. Fellows have significant autonomy in the management of a diverse range of critical care patients including both adult and paediatric patients. Other aspects of the role include providing critical care telemedicine support and retrieval coordination across the region, as well as supporting the ICU Liaison service, MET team and the Trauma team within the hospital.

Other activities within this dynamic and diverse department include an extensive undergraduate and postgraduate education program, an active research group, regular simulation training, an established echo credentialing process, and an evolving ECMO service. Opportunities exist to develop your professional portfolio depending on your areas of interest, skills and experience.

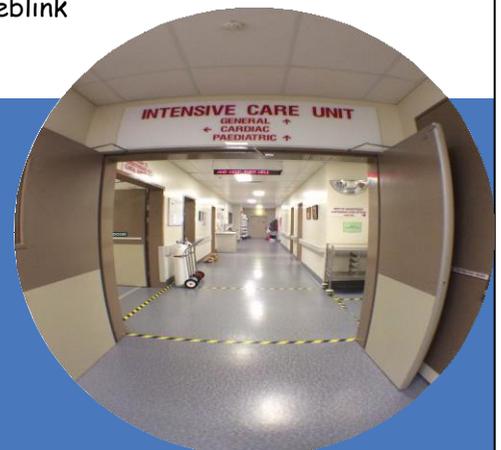
The John Hunter Hospital is a major teaching hospital and is the primary tertiary referral Centre for trauma in northern NSW, covering all surgical specialties including cardiothoracic. It is the only Level 1 trauma centre in NSW outside Sydney and has the busiest emergency department in the state. It includes John Hunter Children's Hospital, one of the three tertiary Paediatric hospitals in the state. The busy Intensive Care Unit provides Adult and Paediatric Intensive Care Services and supports a Medical Retrieval Service. John Hunter is the region's largest hospital with around 728 beds. Patients from the Hunter and beyond are referred to John Hunter for treatment in a range of specialties.

**For a confidential discussion about this exciting opportunity please contact:**

Ms Karen Austin and or Dr Ken Havill - P: (02) 49214241

E: [karen.austin@hnehealth.nsw.gov.au](mailto:karen.austin@hnehealth.nsw.gov.au)

**Online** Applications can only be made at the above weblink



**Health**  
Hunter New England  
Local Health District

# The Hunter *Where career and lifestyle meets*

## Newcastle and the Hunter – beach days ... Harbour sights ... city nights...

Newcastle is a coastal city and busy port within easy reach of Sydney. The population of the Newcastle Greater Metropolitan area is 540,796. There are superb surfing beaches and recreational opportunities, and the nearby Hunter Valley is one of Australia's premier wine producing districts. Newcastle is a great place to live and work. Enjoy living with lake or ocean side views, in new suburban estates, on small or large rural properties, mountain cabins or inner city semi-detached and apartment living at affordable prices. Newcastle is less than 30 min to Sydney (by air) from Australia's fastest growing, regional airport and offers easy access to the spectacular beauty of Byron Bay and the world heritage listed Great Barrier Reef.

The Hunter is a great place to live and work. With Australia's largest regional population it has the benefits of a big city with the ease of a country town. The Hunter has a great environment, heritage, culture and gourmet living.



Enjoy spectacular coastline and pristine waterways. Newcastle boasts some of Australia's best beaches. Cafes, bars and restaurants surround its large working harbour and adjacent foreshore and parklands.

Maitland offers city services in a unique heritage setting, while Cessnock is home to one of Australia's most famous wine regions. Muswellbrook and Singleton are bustling regional centres underpinned by the mining industry. With more horse studs than Britain and Ireland combined, Scone and the Upper Hunter attract the international set.

Port Stephens is a blue bay resort area while Lake Macquarie – a lake twice the size of Sydney Harbour – offers the perfect place for sailing, swimming and fishing



As a centre for manufacturing, retail, health, tourism education, environmental services, information technology, call centres, finance and insurance, the Hunter offers real employment choices for your partner.

For the kids there is a choice of many public and private schools as well as child-minding centres. The University of Newcastle is regarded as one of Australia's best, known worldwide for its schools of Medicine, Engineering and Architecture. There is also a highly regarded TAFE with 16 campuses.

Enjoy living with lake or Oceanside views, in new suburban estates, on small or large rural properties, mountain cabins or inner city semi-detached and apartment living at affordable prices.

The Hunter is so close to everything that counts. Less than two hours' drive from Sydney or 30 minutes by air, it also offers easy access to NSW's holiday coast, Queensland's Gold Coast and the scenic Central Coast.



### Useful websites to visit:

<http://www.visitnsw.com/destinations/north-coast/newcastle-area/newcastle?gclid=CKy7sPuW9sECFVgkvQodFaIAiw>  
<http://www.hnehealth.nsw.gov.au/>



**Health**  
Hunter New England  
Local Health District



*Every Patient, Every Time*

<b>POSITION TITLE</b>	Postgraduate Fellow
<b>POSITION NUMBER</b>	1958
<b>DIVISION</b>	Critical Care Services
<b>DEPARTMENT</b>	Intensive Care
<b>LOCATION</b>	John Hunter Hospital
<b>UNIT</b>	2635
<b>COST CENTRE</b>	554719
<b>CLASSIFICATION</b>	Postgraduate Fellow
<b>AWARD</b>	Public Hospital (Salaried Senior Medical Officers State) Award
<b>VACCINATION STATUS</b>	Category A
<b>REPORTS TO</b>	Director Intensive Care Services
<b>TOGETHER WITH</b>	Staff Specialists
<b>DIRECT REPORTS</b>	Director Intensive Care Services

**PURPOSE OF POSITION**

Provide clinical management and treatment of patients of the Intensive Care Services within the scope of practice granted by the Hunter New England Health (HNEH) Medical and Dental Appointments Advisory Committee. The role includes:

- Providing quality Intensive Care Services including clinical leadership and operational management of Intensive Care Services. John Hunter ICU also provides a paediatric critical care service and involvement in this care will be required
- To provide Intensive Care Services to patients within Intensive Care, High Dependency and hospital wards, including the Medical Retrieval Service, Rapid Response Team service and Trauma response services
- To complement the clinical, teaching, training and research activities of the HNE Intensive Care Network

**KEY ACCOUNTABILITIES**

Clinical Practice:

- To provide clinical care, coordination of care and management of patients within John Hunter Hospital, John Hunter Children’s Hospital, Royal Newcastle Centre and Calvary Mater Newcastle requiring Intensive Care or High Dependency when on duty
- To provide clinical advice and support to practitioners referring patients to the Greater Newcastle Intensive Care service and to assist in arranging transport/retrieval to an appropriate critical care facility as required.
- Participation in the Intensive Care Staff specialist roster including out-of-hour’s roster commitments.
- Out-of-hours roster commitments include
  - Attend evening handover
  - At all times being accessible by phone
  - Being responsible to oversee patient flow within the ICU and HDU

- Being responsible to oversee patient management plans
- Providing direct patient care when required
- Providing support, advice and assistance to non-specialist Intensive Care medical staff
- Attending ICU/HDU when requested or when considered necessary within a reasonable time (30min)
- On site minimum until 10pm
- Participation in the supervision and training of junior medical, nursing, health students and allied health staff.
- Participation in ongoing development of a safe system of care for all patients requiring critical care intervention.
- To actively participate in training and orientation programmes for Intensive Care staff.
- Coordination of Retrieval service when on duty.
- Coordination and assessment of referrals to Intensive Care, Rapid Response Team Service and the Intensive Care component of the Trauma Team response when on clinical duty.
- Efficient management of admissions and discharges to Intensive Care in coordination with in charge nurses when on duty.
- Act in accordance with the HNE Health Values Charter and the NSW Health Code of Conduct
- Participate in relevant patient safety and quality education and delivery services in accordance with the National Patient Safety and Quality Standards, Work Health & Safety Act and NSW Health risk management frameworks
- Ensure that work is conducted in a manner that demonstrates values of cultural respect in accordance with HNE Health's Closing the Gap strategy
- Actively work to improve workplace safety within HNE Health by:
  - Performing work in a manner that is safe and does not pose a risk to others
  - Complying with all WHS policies, procedures and education provided by HNE Health
  - Reporting any identified safety matters
  - Speaking up about safety issues, including speaking to colleagues who are observed to work in an unsafe manner
- Engage and participate in the implementation and utilisation in the tools, tactics and culture of Excellence
- Undertake work according to the agreed 90 day plan actions
- Attend monthly accountability meetings with the unit manager
- Thank staff personally and through catch-ups with the manager for their efforts as a team member and patient carer
- Use the teams Standards of Behaviour to recognise above the line behaviour and speak up about behaviour that is below the line
- When handing the care of a patient to another team member talk about that team member in a way that makes the patient feel confident and trusting in the care they will receive
- Undertake Ps & Ds (Personal Needs, Position, Placement, Discomfort/Pain, Devices, Documentation) with patient within scope of practice as required

## Research:

- Initiate, facilitate and cooperate with research projects
- Support other research programs conducted within the Greater Newcastle Sector
- Attained or enrolled in higher academic degree

## Quality:

- Attend and participate all mortality and mobility meetings unless on leave or agreed other commitment
- Attend minimum 50% of senior staff meetings
- Participate in annual personal Professional Development Reviews

## Administration:

- Required to participate, coordinate and manage non-clinical portfolios related to Intensive Care in negotiation with the director

## Education:

- To actively participate and support education and training of Medical , Nursing and Allied Health staff
- Support the Teaching role of the HNE LAHN in the provision of medical undergraduate education

## **CHALLENGES**

Major challenges for the occupant of the position include:

- The Intensive Care network is new and evolving. The major challenges include the development of principles and guidelines which will be applicable across the network and the ongoing development of the Paediatric Intensive Care service
- Training and Currency
- To meet professional development, education and training requirements as required by the College of Intensive Care Medicine.

## **COMMUNICATION**

High level communication is expected with patients, families and colleagues is essential, with key relationships with:

- Physicians
- Paediatricians
- Surgeons
- Anaesthetists
- Junior medical officers
- Emergency physicians
- Retrieval services
- General Intensive care
- Nursing and allied health staff
- Peers and colleagues
- Hospital management

## Key Internal Relationships

- Clinical Streams
- Multidisciplinary teams
- Consumers/Carers
- Other Clinical Divisions
- Hospital Administration
- Other doctors, nurses, Allied and clerical staff

## Key External Relationships

- Consumer/Carers
- GP's
- Community
- Police and Ambulance

## DECISION MAKING

- Clinical decisions associated with the management and treatment of the patients in Intensive Care Services JHH
- Clinical decision making should occur in accordance with department, facility and HNEH policies, procedures and guidelines, and specific guidelines issued by the Ministry of Health.
- Clinical care of patients and coordination of Intensive care clinical service when on duty.
- Admission and Discharge of patients to Intensive Care and coordination of Intensive Care activity when on clinical duty
- The efficient and cost effective allocation of critical care resources from ICU and retrieval services when on duty
- Duties may include attendance, participation and chairing relevant committees and meetings, both in HNE and NSW
- Coordinating and determining appropriateness of Medical retrieval including appropriate transport vehicle. Considering the safety of both patients and staff

## SELECTION CRITERIA

- A Primary Medical degree registrable with the Australian Health Practitioner Regulation Agency (AHPRA).
- Fellowship of the college of Intensive Care Medicine (CICM) or other specialist recognition as provided for in the Staff Specialist (State) Award or Health Insurance Act (1973).
- Demonstrated competence and experience in adult and/or paediatric Critical Care within a tertiary Intensive Care Unit.
- Commitment to undergraduate and post graduate teaching and supervision of: • Trainee specialists • Interns and resident medical officers • Postgraduate nurses • Medical Students • Undergraduate nurses • Allied Health staff, and Medical Management.
- Demonstrated ability to work as a member of a multidisciplinary team.
- Demonstrated commitment to maintaining personal knowledge and skills by participating in continuing education and professional standards programs, and/or participate in critical care research.
- Demonstrated commitment in all areas of quality improvement, best practice medicine, and use of information technology related to Critical Care.
- Demonstrated high level verbal and written communication skills

## POSITION DIMENSIONS:

Human Resources Management: X.X FTE

Financial: Details of budget

Delegations: In line with HNE Health Delegations, Policies and Procedures.

For information about the organisation please go to [http://www.hnehealth.nsw.gov.au/about\\_us](http://www.hnehealth.nsw.gov.au/about_us)

## General Responsibilities

It is a requirement that all HNE Health Service employees read, understand and adhere to HNE Health Policies & Procedures, paying particular attention to the following:

- Manual Handling
- Security
- Emergency Procedures
- Records Management
- Confidentiality
- Training and Orientation
- Infection Control
- Fire Safety
- Performance Management
- Complaints Handling
- Protection of Children

## POSITION REQUIREMENTS

### Qualifications, Registration and Experience

A Primary Medical degree registrable with the Australian Health Practitioner Regulation Agency (AHPRA).

Fellowship of the college of Intensive Care Medicine (CICM)

### Clinical

Postgraduate Fellows are clinically responsible for:

- The clinical management of Intensive Care patients, including relevant aspects of investigation, diagnosis, treatment, procedures, documentation and communication.
- Conducting handovers, ward-rounds and meetings to facilitate multidisciplinary input and continuity of care.
- Providing critical care services to the hospital wards, including through supporting the Medical Emergency Team (MET) response and the ICU Liaison Nurse.
- Providing critical care advice and coordinating retrievals for the catchment area of the Hunter Retrieval Service.
- Providing out-of-hours critical care services as required by the on call roster.

### Supervision of Junior Medical Staff

Postgraduate Fellows are responsible for supervising Registrars, Residents and Medical Students and ensuring that they are performing their duties in a competent and safe manner, in accordance with the Department's Policies, Procedures and Guidelines.

### Education and Training

Postgraduate Fellows are required to participate in the education, training and mentoring of junior medical staff including Intensive Care trainees and rotating registrars, residents and students, as well as nursing and allied health practitioners and students.

### Management, Quality Improvement and Research

Postgraduate Fellows are expected to actively contribute to the development of the Department through involvement with, and support of, management initiatives, quality improvement projects and research.

## LOCAL BACKGROUND AND ENVIRONMENT

**Hunter New England Local Health District (HNE Health)** is one of the largest health districts in New South Wales, covering a geographic area of almost 130,000 kilometers across the Hunter, New England and Lower Mid North Coast regions. HNE Health is responsible for the funding, organisation and delivery of public health services from Morisset in the south, to Tenterfield and Toomelah in the north, and as far west as Pilliga and Mungindi.

To effectively manage its vast range of hospital and community health services, HNE Health is divided into geographical clusters and acute hospital and mental health networks:

- **Greater Newcastle Cluster** includes John Hunter Hospital (including John Hunter Children's Hospital and the Royal Newcastle Centre), Belmont Hospital, Calvary Mater Newcastle, Mater Mental Health (including a PEC) James Fletcher Hospital and facilities at Waratah, New Lambton, Newcastle, Wallsend, Windale, Toronto, Nelson Bay, Raymond Terrace and Morisset.
- **Hunter Valley Cluster** includes Maitland Hospital and facilities at Cessnock, Kurri Kurri, Singleton, Dungog, Muswellbrook, Denman, Scone, Murrurundi, Merriwa, East Maitland, Rutherford, Woodberry and Beresfield.
- **Lower Mid North Coast Cluster** includes Manning Hospital and facilities at Taree, Forster, Bulahdelah, Gloucester, Wingham, Hawks Nest/Tea Gardens, Harrington and Stroud.
- **Peel Cluster** includes Tamworth hospital and facilities at Gunnedah, Manilla, Walcha, Barraba, Nundle, Walhallow, Werris Creek, Quirindi Premer and Tambar Springs,

- **Tablelands Cluster** includes Armidale Hospital and facilities at Inverell, Tingha, Warialda, Bundarra, Glen Innes, Guyra, Emmaville, Tenterfield, Uralla, Ashford, Bundarra and Bingara
- **Mehi Cluster** includes facilities at Moree, Narrabri, Boggabri, Mungindi, Boggabilla, Toomelah, Wee Waa, Gwabegar and Pilliga.

HNE Health services are supported by district-wide Clinical Networks and Streams, which link health professionals together to work collaboratively, improve service delivery and ensure equitable provision of high quality, clinically effective care.

### Hunter New England LHD Profile:

- Provides care and services for a population of more than 873,741 people, including 23 per cent of the state's Aboriginal and Torres Strait Islander population
- Employs 15,750 staff, including 1700 medical officers
- Is supported by 1600 volunteers
- Spans 25 Local Government Areas
- Spends \$1.7 billion per annum
- Has a head office in Newcastle and a regional office in Tamworth
- Is unique, in that it is the only local health district with a major metropolitan centre (Newcastle/Lake Macquarie), as well as a mix of several large regional centres and many smaller rural centres and remote communities within its borders

### John Hunter Hospital Services

- 24 hour Emergency Department
- 24 hour Radiology service with radiographer on site, CT, Angiography and MRI
- Day consultant and medical officer. Night medical officer and consultant on call
- 24 hour Pathology service- pathology technician on site 24 hour. Blood bank & basic pathology
- 24 hour Anaesthetic service – on site Anaesthetist till 12 midnight + on call, on site Anaesthetic medical officer 24 hour
- 24 hour Surgical Medical Officer cover
- 24 hour Medical Officer cover
- All major medical & surgical specialists available including adult & paediatric, thoracic, renal, cardiology, gastroenterology, endocrine, neurology, toxicology, interventional cardiology, nuclear medicine, general surgery, psychiatry, NICU, ICU, upper/lower GIT surgery, trauma surgery, orthopaedic, cardiothoracic surgery, renal transplant, ENT, plastic, vascular, chronic pain service

The ICU Fellow position provides anaesthesia services for the Greater Newcastle Sector. The JHH/RNC campus is a tertiary referral hospital for the Hunter New England Area Local Health District. It is the only major referral trauma centre in NSW outside Sydney and has the busiest emergency department in the state. John Hunter is the region's largest hospital with over 600 beds. Newcastle is a coastal city and busy port within easy reach of Sydney being only a 2 hour drive or 30 minutes by air. John Hunter is the network referral hospital of the area.

The General Intensive Care Services is a 16 bed level 6 Tertiary referral Intensive Care Unit. The Unit provides Adult and Paediatric Intensive Care clinical and retrieval services to the Lower and Upper Hunter regions and beyond, predominantly to the Mid North Coast and New England regions.

Almost all medical and surgical services are provided with the exception of major burns, spinal cord rehab, paediatric cardiac surgery and non-renal transplant services. Belmont and Maitland provide more limited services, generally to a less urbanised and healthier population. The Calvary Mater provides general medical, surgical oncology and toxicology services. It includes a 4-bedded ICU. The above three hospitals are 10-30 min away from the JHH if patient transfer is required.

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## KEY INTERNAL & EXTERNAL RELATIONSHIPS

### Key Internal Relationships

- Clinical Streams
- Multidisciplinary teams
- Consumers/Carers
- Other Clinical Divisions
- Hospital Administration
- Other doctors, nurses, Allied and clerical staff

### Key External Relationships

- Consumer/Carers
- GP's
- Community
- Police and Ambulance

## SUPERVISION ARRANGEMENTS

The Postgraduate Fellow is expected to be able to perform their duties autonomously at the level of a junior Intensive Care Specialist.

During normal hours on weekdays there are always at least two other Intensive Care Specialists rostered and immediately available for advice, backup, support and supervision.

During the daytime on weekends there is always one other Intensive Care Specialist rostered and available for assistance.

When rostered for after-hours on-call shifts, the Postgraduate Fellow will always have an Intensive Care Specialist co-rostered and available off-site to provide advice, and if required to attend onsite to provide assistance.

The Postgraduate Fellow will also be supervised by the Director of Intensive Care.

## PERFORMANCE MONITORING

The Postgraduate Fellow is responsible for:

- Compliance with all applicable public health organisation and hospital policies and protocols, and with applicable Policy Directives and Guidelines issued by the Department of Health, as amended and as in force from time to time, including the NSW Health Code of Conduct
- Compliance with NSW Health / Hunter New England LHD mandatory education requirements through HETI-Online
- Participation in continuing medical education and professional development and compliance with the College of Intensive Care Medicine continuing professional development requirements
- Participation in the Departmental Senior Staff Meetings, Morbidity and Mortality meetings and Annual Professional Development Reviews with the Director of Intensive Care