

# POSITION DESCRIPTION

## Visiting Medical Officer - Intensive Care Medicine. Apply via eCredential

### What we can expect from each other

As employees of NSW Health there is no higher responsibility than to provide a high quality and caring environment for our patients, clients and co-workers. It only takes one person to make a difference, either positive or negative. When we choose to work within the Western NSW Local Health District, **we are choosing to commit to and be accountable for demonstrating the CORE values and behaviours of Collaboration, Openness, Respect and Empowerment.**

<b>CLASSIFICATION</b>	Visiting Medical Off
<b>STATE AWARD</b>	Not Applicable
<b>VACCINATION CATEGORY</b>	Category A

<b>PRIMARY PURPOSE</b>	Provide Intensive Care Services at Orange Hospital, ensuring high quality critical care management to patients within the ICU and its outreach, work collaboratively across departments and participate in the teaching and quality assurance activities of the unit.
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<b>KEY ACCOUNTABILITIES</b>	<p>Clinical Care and Service Provision</p> <p>The Intensive Care Unit at Orange Hospital is a Level 5 NSWLHD service with approved training posts in Intensive Care Medicine. Our unit is a state of the art 9 bed facility providing tertiary care in critical care medicine to the district. The successful applicant would be expected to provide clinical care to patients referred to, or requiring the care of, the Orange Health Service at a level consistent with the standards expected of a Specialist Intensivist, with monitoring of clinical indicators and outcomes.</p> <p>The position involves providing care to the patients in the ICU as well as participation in whole of hospital initiatives including rapid response services, provision of procedural support and participation in the Western NSW Telehealth advice service (Critical Care Advisory Service) to optimise care and transfer of critically ill patients within the hospital as well as in the district.</p> <p>Training, mentorship and support of junior staff</p> <p>The successful applicant would be expected to promote clinical meetings, participate in undergraduate and postgraduate teaching activities and contribute to Hospital Grand Rounds. The supervision of the JMO staff allocated to the service will need to be in accordance with the requirements of the CICM, in order to maintain accreditation for registrar training.</p> <p>Clinical Quality and Audit activities</p> <p>Specific duties in addition to clinical duties will include ICU administrative duties and participation in quality and risk management systems for Intensive Care Services in line with Ministry of Health and</p>
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	<p>College requirements in order to ensure ongoing improvement in service provision. This will include the undertaking of a non-clinical portfolio which complements the applicant's area of clinical interest and is commensurate with roster allocation.</p> <p>Service Planning and Management</p> <p>Key aspects of the position are to promote teamwork, active participation in meetings, both within and outside the department, with initiatives in discharge planning, resource allocation and budgeting to ensure effective management and delivery of high quality services. Intensive Care VMOs deputise for the Director of Intensive Care in promulgating the operational policies, participate in hospital planning committees and represent the hospital in external forums as required in negotiation with the Director of Medical Services or General Manager</p>
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<b>SELECTION CRITERIA</b>	<ol style="list-style-type: none"><li>1. Current Authority to Practice as a Medical Practitioner with the Medical Board of Australia/Australian Health Practitioner Regulation Agency (AHPRA) or eligibility for same.</li><li>2. Fellowship of the Royal College of Intensive Care Medicine of Australia and New Zealand or other specialist recognition as provided for in the Staff Specialist (State) Award or under the Health Insurance Act 1973.</li><li>3. Australian/New Zealand citizen or permanent resident, or eligible for sponsorship to work in Australia.</li><li>4. Demonstrated technical and professional competence as a Consultant Intensivist, with clinical hospital experience within the last two years.</li><li>5. Demonstrated participation in, and commitment to quality assurance activities relevant to the practice of Intensive Care Medicine.</li><li>6. Demonstrated excellent interpersonal, communication and negotiation skills, especially with senior medical practitioners and clinicians.</li><li>7. Commitment to minimising unwarranted clinical variation and to work within the culture of Orange Hospital ICU including attendance, documentation, handover, supervision of trainees and agreed clinical portfolios.</li><li>8. Commitment to equitable participation in the on-call roster with other Consultant Intensivists, as rostered.</li></ol>
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<b>KEY CHALLENGES</b>	
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	<ul style="list-style-type: none"> <li>This is a challenging role which necessitates excellent clinical service provision and demands outstanding inter-professional collaboration skills with a commitment to integrate into the existing team.</li> </ul>
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KEY RELATIONSHIPS	WHO	WHY
	Executive staff within Orange Health Service.	Ensuring efficient day to day operations of service.
	All medical staff within Orange Health Service.	Supervision, support, mentoring, management.
	Medical Staff in other facilities, Ministry of Health, other peak government health authorities.	For a range of matters including budgetary, complaints, personnel management.

<b>OTHER REQUIREMENTS</b>	<p><b>Professional Behaviour and Communication</b></p> <ul style="list-style-type: none"> <li>All employees are required to achieve, uphold and model a high standard of professional behaviour and communication.</li> <li>Any conduct on your part, whether during or outside business hours, which has the capacity to affect or damage the professional reputation of NSW Health, or your ability to uphold that reputation or image, could lead to disciplinary action, including dismissal</li> <li>Appropriate professional behaviour incorporates all levels of interpersonal behaviour, including formal and informal communication with colleagues, patients and carers All employees are responsible for:             <ul style="list-style-type: none"> <li>Complying with all current NSW Health and WNSWLHD policies, including the NSW Health Code of Conduct</li> <li>Complying with profession-specific Code of Ethics/Code of Professional Conduct and Scope of Practice</li> </ul> </li> </ul> <p><b>Privacy</b> All employees are expected to comply with personal information protection principles and health privacy principles as per the NSW Health Privacy Manual for Health Information, NSW Health and WNSWLHD privacy policies and procedures, and relevant legislation: Privacy and Personal Information Protection Act 1998 (NSW) Health Records and Information Privacy Act 2002 (NSW)</p> <p><b>Performance</b></p>
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All employees will:

- Have a performance agreement with their manager, linking individual performance objectives and role requirements to corporate objectives
- Participate in an annual performance appraisal
- Be responsible, with the support of their managers, for proactively developing their own performance to meet expectations and achieve objectives
- Actively contribute to their performance management by having open and honest conversations with managers and colleagues and providing and receiving constructive feedback

### Quality Improvement

WNSWLHD complies with the National Safety and Quality Health Service Standards. All employees are expected to:

- Be aware of and comply with their responsibilities under the Standards
- Actively participate in quality improvement initiatives within their teams
- Participate in organisation-wide quality improvement activities as required

### Workplace Health & Safety

All employees have responsibilities under the Workplace Health & Safety Act of 2011. Signing this Position Description confirms you understand the responsibilities relevant to your role.

### Risk Management

All employees are expected to notify into the incident management system any incidents and patient complaints which occur in your own area (both clinical and corporate incidents).

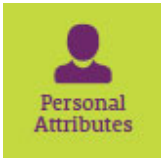
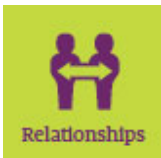


All employees will:

Identify and manage risks in your own area, and report risks to your manager which are beyond your capacity or authority to manage.

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

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NSW Public Sector Capability Framework		
Group and Capability	Level	Behavioural Indicators
<b>Personal Attributes</b> Manage Self	Advanced	<ul style="list-style-type: none"> <li>Act as a professional role model for colleagues, set high personal goals and take pride in their achievement</li> <li>Actively seek, reflect and act on feedback on own performance</li> <li>Translate negative feedback into an opportunity to improve</li> <li>Maintain a high level of personal motivation</li> <li>Take the initiative and act in a decisive way</li> </ul>
<b>Relationships</b> Communicate Effectively	Advanced	<ul style="list-style-type: none"> <li>Present with credibility, engage varied audiences and test levels of understanding</li> <li>Translate technical and complex information concisely for diverse audiences</li> <li>Create opportunities for others to contribute to discussion and debate</li> <li>Actively listen and encourage others to contribute inputs</li> <li>Adjust style and approach to optimise outcomes</li> <li>Write fluently and persuasively in a range of styles and formats</li> </ul>
<b>Results</b> Think and Solve Problems	Advanced	<ul style="list-style-type: none"> <li>Undertake objective, critical analysis to draw accurate conclusions that recognise and manage contextual issues</li> <li>Work through issues, weigh up alternatives and identify the most effective solutions</li> <li>Take account of the wider business context when considering options to resolve issues</li> <li>Explore a range of possibilities and creative alternatives to contribute to systems, process and business improvements</li> <li>Implement systems and processes that underpin high quality research and analysis</li> </ul>
<b>Business Enablers</b> Technology	Advanced	<ul style="list-style-type: none"> <li>Show commitment to the use of existing and deployment of appropriate new technologies in the workplace</li> <li>Implement appropriate controls to ensure compliance with information and communications security and use</li> </ul>

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## NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
		<p>policies</p> <ul style="list-style-type: none"><li>• Maintain a level of currency regarding emerging technologies and how they might be applied to support business outcomes</li><li>• Seek advice from appropriate technical experts to leverage information, communication and other technologies to achieve business outcomes</li><li>• Implement and monitor appropriate records, information and knowledge management systems protocols, and policies</li></ul>