

POSITION DESCRIPTION

Visiting Medical Officer in Renal Medicine - Apply via eCredential

Our CORE values
Collaboration Openness Respect Empowerment



Organisation	NSW Health
Local Health District / Agency	Central Coast Local Health District
Position Classification	Visiting Medical Off
State Award	Public Hospital Medical Officers (State) Award
Category	Specialist Medical & Dental Practitioner Specialist Sexual Health Medicine (SMDO)
Vaccination Category	Category A
ANZSCO Code	253322 Renal Medicine Specialist
Website	www.cclhd.health.nsw.gov.au

PRIMARY PURPOSE

Provide contemporary comprehensive specialist services for optimal patient outcomes.

Provide and support training to clinicians across multiple disciplines to achieve quality education and safe clinical practice.

To provide nephrology care including the diagnosis, treatment and management (including on call) of all patients with all forms of renal disease including hypertension, acute kidney disease, chronic kidney disease, dialysis and transplantation.

To provide care to acute and chronic transplants

COVID-19 VACCINATION COMPLIANCY

All NSW Health workers are required to have completed a primary course (2 doses) of a Therapeutic Goods Administration (TGA) approved or recognised COVID-19 vaccine (except for the Janssen COVID-19 vaccine which is approved by the TGA as a single dose primary course). New applicants must have completed the vaccination course prior to commencement with NSW Health, or provide an Australian Immunisation Register (AIR) Immunisation History Statement certifying the worker cannot have any approved COVID-19 vaccines available in NSW. A NSW Health agency may require further information about the medical contraindication (including but not limited to an Immunisation Medical Exemption form - IM011 form).

Acceptable proof of vaccination is the Australian Immunisation Register (AIR) Immunisation History Statement or AIR COVID-19 Digital Certificate. Booster doses are highly recommended for all health care workers who have completed the primary course of COVID-19 vaccinations.

RESPIRATOR USE

NSW Health workers may be required to use a respirator, as part of their appointment with NSW Health. Where a respirator is required for use, workers will be instructed in their safe use; including donning, doffing and fit checking. Staff may be required to complete fit testing to selected respirator/s to assess their facial fit/seal.

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At all times when a health worker is required to use a respirator, the health worker must not have any facial hair present. Processes are in place to support workers that need to keep facial hair due to religious observance requirements and/ or health conditions.

ESSENTIAL CRITERIA

Eligible for registration with the Medical Board of Australia as a Specialist Nephrologist, and/or overseas trained specialist pathways.

KEY ACCOUNTABILITIES

- Provide best practice evidence based clinical services to achieve quality patient outcomes.
- Undertake supervision and education within the clinical environment of junior medical staff and other relevant staff to foster safe clinical practice.
- Utilise information systems to enable informed decision making and care planning.
- Communicate with staff and clinicians to ensure quality and continuity of care.
- Actively participate in risk management and quality programs to improve organisational processes and own practices.
- Comply with relevant legislation and regulations, NSW Ministry of Health policies and CCLHD procedures to assist in meeting Activity Based Funding, Commonwealth and State targets.
- Participate in Quality improvement activities and provide a high level of customer service to all stakeholders including patients, staff and others.
- Demonstrated commitment to Caring for the Coast vision, goals and strategies, with demonstrated behaviours which align with the NSW Health CORE values and CCLHD Values and behaviours charter.

The role and responsibilities are to be carried out in a manner that is consistent with delegations, policies, procedures and operations systems of HealthShare NSW and in line with the NSW Health Code of Conduct. The following specific requirements should be noted:

Qualifications- Relevant qualification

Vaccination- Category A

Workplace Culture- Model the NSW Health CORE values and the HealthShare NSW values and ensure all workplace conduct is consistent with the behaviours associated with those values and the NSW Health Code of Conduct.

Finance and Assets- Manage allocated finance and resources efficiently and effectively in accordance with the HealthShare NSW Delegations Manual (and supporting corporate policies and documentation). This may include, but not be limited to, management of an allocated budget, assets and stores, corporate records, intellectual property and personnel records.

Risk Management- Undertake business unit risk planning and risk assessments, ensuring competence in risk management and assessment. Understand and abide by the organisation's risk policies, developing an understanding of the operational and risk management context, managing risk accordingly.

Work Health and Safety- Workers have a positive duty to demonstrate commitment to safety. This includes taking reasonable care for your own safety and others, participating with consultation arrangements and complying with work health and safety legislation, policies, procedures and safety instructions.

Workplace Diversity- Comply with and participate in the organisations workplace diversity policies and procedures.

Training- Comply with and participate in the organisation's training programs and policies, including participation in mandatory training.

Performance Review- A performance assessment will be conducted within three (3) months following commencement of employment. At least every twelve (12) months, a performance review will be undertaken.

KEY CHALLENGES

Administrative Matters

Attend Departmental, Divisional and CCLHD meetings as required.

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Participate in hospital and CCLHD committees which may include providing expert advice (in conjunction with colleagues) including equipment, clinical service development and future directions, if required.

Participate in at least 75% of Departmental Morbidity and Mortality meetings.

Participate in clinical quality activities –including peer review, clinical practice audit, Root Cause Analysis, London Protocols and HEAPs analysis.

Provide a minimum of four weeks' notification to Divisional Manager of planned/intended leave arrangements, ensuring any on-call commitments are covered by an appropriate colleague.

Quality and Research Activities

Initiate and participate in appropriate departmental and hospital quality assurance and risk management projects.

Participation in organisational accreditation processes.

Participation in departmental Mortality and Morbidity meetings, Sentinel Event meetings, or peer review meetings.

Systematically review clinical performance of self and department.

Participate in patient complaint reviews and response to patient complaints.

Participate in Root Cause Analysis teams as requested.

KEY RELATIONSHIPS

Who	Why
Patients/Clients, their families and relevant parties (in accordance with legislation related to confidentiality and privacy)	To provide appropriate, high quality, patient centred care which meets needs and expectations in line with CORE values
Medical officers and other healthcare professionals	Provide clinical leadership, teaching and patient management; collaborate regarding patient care to enable delivery of best practice and care
Medical administration	Liaise over administrative, contractual, remuneration and other matters to assist with the provision of efficient and effective clinical services

SELECTION CRITERIA

1. Medical Practitioner registered or able to be registered in Australia, inclusive of an unrestricted 19AB exempted provider number.
2. Recognised specialist qualifications, Fellow of the Royal Australasian College of Physicians and / or other equivalent specialist recognition. (Applicants expecting to be awarded their fellowship within three months may be considered. If successful the applicant will not be subsequently eligible to commence their appointment until the relevant qualifications and requirements are formally completed.)

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3. Appropriate experience to practice as a Senior Medical Practitioner in Renal Medicine.
4. Ability to work constructively and effectively in a Multidisciplinary team environment, demonstrating excellent interpersonal and communications skills.
5. Demonstrated willingness and ability to lead and supervise medical and surgical trainees, residents and medical students; eg experience in teaching the management of the deteriorating patient would be advantageous.
6. Demonstrated interest in quality improvement methodologies.
7. Demonstrated commitment to Caring for the Coast vision, goals and strategies, with demonstrated behaviours which align to the NSW CORE values and CCLHD Values and Behaviours charter.
8. Competent in native and renal transplant biopsy.

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CAPABILITIES FOR THE ROLE

The NSW Public Sector Capability Framework applies to all NSW public sector employees. The Capability Framework is available via the [Public Service Commission website](#).

Capability Summary

Below is the full list of capabilities and the level required for this role. The capabilities in bold are the focus capabilities for this role. Refer to the next section for further information about the focus capabilities.

NSW Public Sector Capability Framework		
Capability Group	Capability Name	Level
	Display Resilience and Courage	Foundational
	Act with Integrity	Foundational
	Manage Self	Foundational
	Value Diversity and Inclusion	Foundational
	Communicate Effectively	Foundational
	Commit to Customer Service	Foundational
	Work Collaboratively	Foundational
	Influence and Negotiate	Foundational
	Deliver Results	Foundational
	Plan and Prioritise	Foundational
	Think and Solve Problems	Foundational
	Demonstrate Accountability	Foundational
	Finance	Foundational
	Technology	Foundational
	Procurement and Contract Management	Foundational
	Project Management	Foundational