



**SENIOR RESIDENT MEDICAL OFFICER – GENERAL MEDICINE
ST VINCENT'S HOSPITAL, SYDNEY
POSITION DESCRIPTION**

POSITION TITLE:	Senior Resident Medical Officer (SRMO) – General Medicine	
DEPARTMENT:	Medicine	
AGREEMENT:	The Named NSW (non-Declared) AHO Medical Officer Agreement	
CLASSIFICATION:	Resident Medical Officer / Registrar	
CAPABILITY LEVEL:		
REPORTS TO:	Department Heads on Rotation and Director of Medical Services	
STATUS:	Temporary Max Term	Shift work required. Yes
HOURS:	38 hours per week	
EMPLOYMENT SCREENING		
NATIONAL CRIMINAL RECORD CHECK:	Yes	
WORKING WITH CHILDREN BACKGROUND CHECK:	Yes	
WORKING WITH AGED CARE CHECK:	No	
VACCINATION CATEGORY	Category A	
DIRECT REPORTS:	Nil	
KEY RELATIONSHIPS (INTERNAL AND EXTERNAL):	<p>The SRMO is a key person who works closely with all members of staff and must:</p> <ul style="list-style-type: none">• Work as part of, and contribute to a multi-disciplinary team.• Deal with matters of an urgent or sensitive nature.• Must have the ability to exercise discretion, sensitivity and maintain confidentiality.• Works co-operatively within a team environment and actively contributes to team activities including pro-actively participates in team meetings and decision making processes. <p>The position holder is required to communicate at a high level with a wide range of internal and external stakeholders. The position holder needs to display sound communication skills to deal effectively with administrative and medical staff.</p>	
KEY RESPONSIBILITY:	The SRMO is responsible for co-ordinating and documenting the admission, management and discharge planning of patients within the Unit; the day-to-day assessment and management of the patients, maintaining high levels of communication with patients and family regarding the nature of their condition and its treatment; communicating and co-ordinating care with the team; arranging consultation with other staff when appropriate; support and education for interns and junior residents and arranging discharge and liaising with local medical officers and other community based care modalities in order to ensure the provision of optimal patient care within the St Vincent's Health Network.	

	<p>The SRMO year is particularly suited to Residents (PGY3s and above) intending to pursue a career in internal medicine, emergency, rehabilitation, general practice, psychiatry, medical administration, or other specialties requiring appropriate experience to fulfil training path requirements.</p> <p>Terms offered include Cardiology, Drug and Alcohol, Emergency, Gastroenterology, Geriatrics, Alcohol and Drug, Rehabilitation Medicine, HIV Medicine, Haematology, Intensive Care, Medical Oncology, Palliative Care, Paediatrics, Psychiatry, Geriatric Rehabilitation, ward nights and relief. Rotations to St Joseph's Hospital Auburn include in Aged Care, Psychiatry and Neurosciences, Palliative Care, Medical Rehabilitation and Aged Care Assessment and Rehabilitation.</p>
LOCATION:	Sydney (Darlinghurst) or as determined by the Employer

POSITION PURPOSE

The following opportunities are available, but there is flexibility to nominate terms according to training needs. Information will be sought from applicants at interview about preferred terms and career direction:

GP Stream – Residents:

Available terms include Paediatrics, Psychiatry, Medical, Subacute and Emergency terms. Interested SRMOs may request an opportunity to complete a 10-12 week GP clinic placement in remote and Indigenous medicine in the North Peninsula Area in Far North Queensland, at the NPA Family and Community Services GP Clinic based in the Injinoo community. This is a unique placement in a township of 2800 people, with 88% identifying as either Aboriginal or Torres Strait Islander background. You will work alongside a GP in the clinic, reviewing a range of conditions including chronic disease, paediatrics, obstetrics and gynaecology, and performing preventative health checks. Accommodation and flights will be provided, including a mid-term weekend in Cairns. Allocations will be through Expressions of Interest with preference given to those of Indigenous background or with a demonstrated interest in rural and remote medicine.

GP Stream – Extended skills:

We welcome applications from GP trainees looking to complete Extended Skills, including the option of 6 month terms. All available terms can be considered for this stream; with an option to complete a full 6 months in a number of terms, including Psychiatry, Emergency, Drug and Alcohol, Rehabilitation, Palliative Care, dependent on availability.

BPT Stream:

Terms include the option of Palliative Care, Heart Failure, Medical Oncology/Haematology, Rehabilitation, HIV/Immunology, Intensive Care and Geriatrics. SRMOs can also seek experience in other listed terms such as Psychiatry, Drug and Alcohol and Emergency.

All BPT Stream SRMOs will be linked directly in with the Director of Physician Training for career advice. These SRMOs will have opportunities to participate in BPT teaching sessions, as well as assisting in bulldogging for physician exams.

Psychiatry Stream:

Terms include at least 2 psychiatric terms, with experience on the acute inpatient ward, in emergency/PECC, and assisting CL; and a term in psychiatry of old age. Medical and emergency terms are also available. While most terms are based at St. Vincent's Hospital you may be required to work off site at an alternate hospital including Sydney Children's, Randwick; St Joseph's Auburn. The Kinghorn Cancer Centre located adjacent to the Hospital will also include a placement for medical oncology.

The positions are full-time, Monday to Friday with rostered ward overtime and oncall. Emergency Medicine, Intensive Care and Psychiatry have rotating shifts. We welcome RMOs looking for a return to the workforce. Emergency Medicine, Intensive Care and Psychiatry have rotating shifts.

SRMOs are required to hold an MBBS or equivalent and be registered or eligible for registration with the Medical Board of Australia, have at least two years working as a medical officer and have experience in working closely with senior and junior clinicians.

The position also requires someone who has demonstrated excellent communication skills (verbal and written), and computer skills and ability to work as part of a team. A professional attitude and flexibility in work role with a preparedness and ability to participate in after-hours overtime and on-call rosters.

Enquiries should be directed to Hamish Goel on (02) 8382 2934 or hamish.goel@svha.org.au

ST VINCENT'S HEALTH AUSTRALIA: IDENTITY

Our organisational values are relevant to all positions. All employees are required to consistently demonstrate behaviours that support the Mission, Vision and Values of St Vincent's Health Australia and promote an ethical environment in accordance with the St Vincent's Health Australia Code of Conduct.

OUR MISSION

As a Catholic health and aged care service provider, our mission is to bring God's love to those in need through the healing ministry of Jesus. We are especially committed to people who are poor and vulnerable.

We draw on the talents of our people and collaborate with others who share our vision and values to continue the pioneering spirit of Mary Aikenhead and the Sisters of Charity. We are committed to providing compassionate and innovative care, enabling hope for those we serve.

OUR VISION

To lead transformation in health care inspired by the healing ministry of Jesus.

OUR VALUES

Our values, based on the Gospels, reflect the healing ministry of Jesus, and act as a point of reference for our decision making which is fundamental to our catholic identity. Our values provide direction as to the type of organisation we aspire to be and the kind of behaviours we regard as appropriate to help achieve our aspirations. Our values underpin all that we do and are demonstrated through our everyday actions, giving our mission and vision life.

Compassion: Caring for others with an openness that affirms life and healing

Justice: Acting with courage and fairness in pursuit of what is right and just

Integrity: Ensuring our actions and decisions are grounded in our values, reflecting both honesty and authenticity

Excellence: Demonstrating a passionate commitment to continuous improvement and innovation

OUR CARE

Our Care is:

- Provided in an environment underpinned by our mission and values
- Holistic and centred on the needs of each patient and resident
- High quality, safe, and continuously improved to ensure best practice
- Innovative and informed by current research using contemporary techniques and technology
- Delivered by a team of dedicated, appropriately qualified people who are supported in a continuing development of their skills and knowledge
- Committed to a respect for life in accordance with the Gospels

MISSION AND CATHOLIC IDENTITY

- Promote the mission, vision and values of St Vincent's Health Australia, the St Vincent's Health Australia Code of Conduct, and ensure these principles are effectively integrated in all areas of responsibility
- Actively contribute to the development of a positive organisational culture, aligned to the mission and values of St Vincent's Health Australia.
- Participate in information programs to ensure a clear understanding of the ministry and how the changing needs and environment of the Healthcare sector may impact on the delivery of the St Vincent's Health Australia Mission.

POSITION DUTIES

Challenges/Problem Solving

- Working in a complex environment where there are competing priorities and strict deadlines.
- Developing strong working relationships with a multidisciplinary workforce.
- Understands and is committed to organisational mission and goals.

- Demonstrating initiative to resolve issues.
- Sharing information and learning experiences with colleagues.
- Developing and exhibiting good communication skills.
- Demonstrating a commitment to personal development as a professional.
- Completing a comprehensive patient history by obtaining the history from the patient and from other relevant sources (eg medical record, family, nursing home, general practitioner, ambulance transfers sheet etc).
- Documenting the full history and physical examination within progress notes even if a covering doctor admits the patient.
- Legible, accurate and signed progress notes must be written every day and particularly after every ward round.
- Formulating a management plan for every patient in consultation with more senior medical staff.
- Ensuring that appropriate investigations are ordered and followed up and that the management plan is altered necessarily.
- Showing a commitment to the effective handover of patients.
- Designing then communicating a discharge plan containing an accurate history of their admission and a clearly identified and attainable management plan.
- Being first on call for the assessment and treatment of patients of any acute problems during the day.
- Appropriate liaison for advice/help with supervising medical staff and discharge scripts.

Decision Making

The SRMO will be required

- To exercise independent judgement, initiative and problem solving skills, but this should be exercised in consultation with supervising medical staff.
- To ensure appropriate input from key decision makers and achieve consensus when possible.
- To appropriately allocate teaching time according to evidence of learning need.
- To deal with matters in a confidential manner.
- To respect the professional values of staff

Supervision Arrangements

Supervision and support for Senior Resident Medical Officers in normal hours:

- Immediate – Trainee
- Within the Department – Term Supervisor, Consultant and Head of Department
- Within the hospital – Director of Prevocational Training and Education, Executive Manager of the Medical Workforce Office, Director of Medical Services.
- By telephone – Employee Assistance Program, Hospital Consultants and Trainees.

Supervision and support for Senior Resident Medical Officers out of normal hours:

- Immediate – Medical/Surgical/Emergency/ICU Trainee
- Within the Department – Consultant (ED only)
- Within the hospital – Medical/Surgical/Emergency/ICU Trainee
- By telephone – Consultant, Head of Department, Director of Prevocational Training and Education, Director of Medical Services, Executive Manager of the Medical Workforce and Executive on call.

Communication

The SRMO is a key person who works closely with all members of staff and must

- Work as part of, and contribute to a multi-disciplinary team.
- Deal with matters of an urgent or sensitive nature.
- Must have the ability to exercise discretion, sensitivity and maintain confidentiality.
- Works co-operatively within a team environment and actively contributes to team activities including pro-actively participates in team meetings and decision making processes.

Performance Monitoring

During each term Senior Resident Medical Officers have a nominated Term Supervisor, who is a Consultant, who is responsible for assessment of clinical skills and knowledge base, clinical judgement, decision making, emergency skills, procedural skills, communication, teamwork and professional responsibility.

Each SRMO is expected to attend the regular education and teaching sessions, department teaching and education sessions and has the opportunity to attend hospital wide medical and surgical grand rounds. Protected teaching time is available.

COMPLIANCE

- Ensure compliance across all relevant standards of accreditation and legislative requirements within areas of responsibility or as delegated by the CEO, St Vincent's Health Network Sydney.
- Ensure facilities operate at all times in compliance with the Catholic Health Australia Code of Ethical Standards for Catholic Health and Aged Care Services in Australia and relevant legislation.
- Ensure compliance with relevant legislation, standards and industrial instruments.
- Operate within the delegated responsibilities and authorities as set by St Vincent's Health Australia
- Ensure relevant personal qualification, registrations and memberships are maintained at the required level.
- Ensure that employees are compliant with mandatory training requirements.
- Current immunity status that complies with the Assessment, Screening & Vaccination against Specified Infectious Diseases - Policy Directive Immunisation history complies with NSW Health Policy Directive PD2020_017

INCUMBENT CAPABILITY REQUIREMENTS

The incumbent shall possess and demonstrate the following core capabilities:

CAPABILITY		DEMONSTRATED BEHAVIOUR
PERSONAL	Personal Effectiveness	Plans & Organises – Takes responsibility for accurate, timely work results
	Learning Agility	Adaptability – Identifies personal development needs and seeks information from a range of sources
OUTCOMES	Patient/ Resident Centered	Patient Focused – Strives to meet and exceed expectations, demonstrating sound judgement
	Innovation and Improvement	Identifies Issues – Contributes to improvement by reviewing strengths and weaknesses of current processes
STRATEGY	Driving Results	Delivers Results – Manages own work load to deliver results
	Organisational Acumen	Understands Interdependencies – Understands the interdependencies between departments
PEOPLE	Working With and Managing Others	Monitors Others – Takes responsibility for ensuring productive, efficient teamwork
	Collaboration	Collaborates – Works collaboratively within and outside the team

SELECTION CRITERIA

1. MBBS or equivalent, currently registered or eligible for registration with the Medical Board of Australia
2. Completion of at least two postgraduate years
3. Demonstrated excellent communication skills (verbal and written), and computer skills.
4. Demonstrated interest in teaching and research.
5. Evidence of commitment to the principles of patient safety and clinical quality improvement; and involvement in continuous quality improvement.
6. Demonstrated ability to work effectively as part of a multidisciplinary team.
7. A professional attitude and flexibility in work role with a preparedness and ability to participate in after-hours overtime and on-call rosters, metropolitan and including ability to work at secondment hospitals.
8. Personal integrity and demonstrated commitment to the Mission and Values of the Mary Aikenhead Ministries.

EMPLOYEE DECLARATION

I have read this position description, I understand the position requirements and position demands checklist and agree that I can fulfill these requirements to the standards outlined. I am not aware of any reason, which might interfere with my ability to perform the inherent position requirements and position demands of this position.

<hr/> Employee Name	<hr/> Employee Signature	<hr/> Date
<hr/> Manager's Name	<hr/> Department	<hr/> Date