

Position Description (District)

Role title: Senior Medical Officer Intensive Care Medicine and Anaesthesia (Temporary position)

Reports to: Manager Critical Care and Anaesthetic Services

Directorate: Surgical Directorate

Direct reports: Clinical Leaders in Critical Care and Anaesthesia

Location: Dunedin Hospital (occasional duties may be in Southland Hospital)

Role of the District Health Board

Our Vision:

- Better Health, Better Lives, Whanau Ora.

Our Mission:

- We work in partnership with people and communities to achieve their optimum health and wellbeing.
- We seek excellence through a culture of learning, enquiry, service and caring.

The Southern Way:

- The community and patients are at the centre of everything we do.
- We are a single unified DHB which values and supports its staff.
- We are a high performing organisation with a focus on quality.
- We provide clinically and financially sustainable services to the community we serve.
- We work closely with the entire primary care sector to provide the right care in the right place at the right time and to improve the health of the community.

Our Statutory Purpose:

- To improve, promote and protect the health of our population.
- Promote the integration of health services across primary and secondary care services.
- Seek the optimum arrangement for the most effective and efficient delivery of health services.
- Promote effective care or support for those in need of personal health or disability support services.
- Promote the inclusion and participation in society and the independence of people with disabilities.
- Reduce health disparities by improving health outcomes for Maori and other population groups.
- Foster community participation in health improvement, and in planning for the provision of, and changes to the provision of services.
- Uphold the ethical and quality standards expected of us and to exhibit a sense of social and environmental responsibility.

Purpose of the Role

This job is to support the clinical workloads of the Intensive Care Unit, Aero-medical Evacuation/Retrieval Service and the Anaesthetic Departments. The Southern District Health Board is currently undergoing a major review of services under the leadership of Ministry of Health Appointed Commissioner Ms Kathy Grant in partnership with Ms Carole Heatley, CEO. Whilst the review proceeds allowing long-term planning and decision making as to the shape of the anaesthetic and intensive care services in the future, a temporary role has been created to support these services largely but not exclusively based on the Dunedin Health Campus.

Directorate Clinician Management Partnership (delete if not required)

Mr Michael Dodds, Manager,
 Dr Craig Carr, Clinical Leader ICM,
 Dr Lisa Horrell, Clinical Leader Anaesthesia

Organisational Competencies

Customer Focus	Is dedicated to meeting the expectations and requirements of internal and external customers; gets first hand customer information and uses it for improvements in products and services; acts with customers in mind; establishes and maintains effective relationships with customers and gains their trust and respect.
Integrity and Trust	Is widely trusted; is seen as a direct, truthful individual; can present the unvarnished truth in an appropriate and helpful manner; keeps confidences; admits mistakes; doesn't misrepresent him/herself for personal gain.
Drive for Results	Can be counted on to exceed goals successfully; Is constantly and consistently one of the top performers; very bottom line oriented; steadfastly pushes self and others for results.

Role Specific Competencies

Intensive Care Medicine	<p>Completion of a formal training programme in intensive care medicine with exit examination leading to FCICM or equivalent with evidence of experience in neuro, cardiac and paediatric ICU as well as general ICU.</p> <p>Understanding, skill and practical experience in:</p> <p>(i) the use of invasive and non-invasive mechanical ventilation, intra-aortic balloon pump counter-pulsation,</p> <p>(ii) insertion and management of invasive venous, arterial and pulmonary arterial pressure monitoring using US where appropriate</p> <p>(iii) bronchoscopy and BAL</p> <p>(iv) use and management of cardiac output monitoring</p>
--------------------------------	---

	<p>using oesophageal doppler, PAFC and pulse contour waveform analysis</p> <p>(v) basics of ICU US and ECHO</p> <p>(vi) performance of chest drain insertion using open and percutaneous techniques</p> <p>(vii) performance of percutaneous trachesotomy insertion</p> <p>Ability to work well as part of a multi-disciplinary team across specialties, disciplines and levels of experience</p> <p>Commitment to teaching of medical students, junior doctors, nursing staff and AHPs</p>
<p>Anaesthesia</p>	<p>Completion of a formal training programme in anaesthesia with examination leading to FANZCA or equivalent with evidence of experience in providing anaesthesia for neurosurgical, cardiac, thoracic, paediatric, obstetric, gynaecological, head and neck, maxillo-facial, orthopaedic, ophthalmological, radiological, trauma, upper and lower GI and urological surgery as well as for psychiatric procedures such as ECT.</p> <p>Understanding, skill and practical experience in:</p> <p>(i) insertion and management of invasive central venous pressure monitoring lines using US</p> <p>(ii) placement and management of epidural catheters for analgesia and anaesthesia</p> <p>(iii) performance and management of intrathecal anaesthesia</p> <p>(iv) performance of regional anaesthetic block techniques</p> <p>(v) use of the fibre-optic bronchoscope for intubation</p> <p>(vi) pre-operative assessment including assessment of fitness for surgery and basic risk-benefit assessment</p> <p>(vii) post-operative acute pain management</p>
<p>Aero-medical Evacuation and Retrieval</p>	<p>Previous experience and training in transportation of critically ill patients using fixed wing aircraft, road vehicles and helicopters. (Refresher training and safety training will be provided to the successful applicant for the post)</p>

Key Relationships	
<p>Internal</p> <p>Theatres, Emergency Department, anaesthetic team, surgical and medical teams, cath lab and trauma team. Infection control team, microbiology team, radiology team. Obstetric unit.</p> <p>Anaesthetic pre-assessment clinic</p> <p>Surgical pre-assessment clinics</p>	<p>External</p> <p>Intensive care team at Southland Hospital, Invercargill, referring teams at hospitals including but not limited to Frankton, Dunstan, Gore, Invercargill, Oamaru, Timaru.</p> <p>Otago Rescue Helicopter Trust</p> <p>SoutComm</p>

Knowledge, Experience and Skills required		
<p>Essential Criteria – see above under role specific competencies</p> <p>Experience/Knowledge – see above under role specific competencies</p>		
Key Accountabilities	Deliverables	Example Measures
<p>Delivery of timely, safe, efficient high-quality intensive care to patients as part of multi-disciplinary team and full contribution to Intensive Care Service out-of-hours on-call rota</p>	<ul style="list-style-type: none"> • Safe, rapid and appropriate assessment and management of newly referred and existing ICU patients • Collaborative working with colleagues in other disciplines to support appropriate decision making in regards to referrals • Attendance and participation at ICU handovers and at weekly ICU MDT/education meetings 	<ul style="list-style-type: none"> • Time management • Outcome data • Patient feedback • Family feedback • Staff feedback • Peer review • Appraisal • Audit data • MDT data
<p>Delivery of timely, safe, efficient high-quality anaesthetic services to patients and other disciplines as part of multi-disciplinary team</p>	<ul style="list-style-type: none"> • Delivery of anaesthetic services for elective and emergency theatres as rostered • Delivery of safe acute pain services to patients post-operatively and as part of wider acute pain team • Delivery of anaesthetic “pre-assessment” services via the OPD 	<ul style="list-style-type: none"> • Time management • Outcome data • Patient feedback • Staff feedback • Peer review • Appraisal • Audit data
<p>Participation in retrieval and aero-medical evacuation services including a contribution to out-of-hours on-call rota</p>	<ul style="list-style-type: none"> • Appropriate assessment and stewardship of AME/retrieval resource • Safety optimised transportation of critically unwell patients • Teaching and supervision of junior colleagues during retrievals 	<ul style="list-style-type: none"> • Time management • Outcome data • Peer review • Staff feedback • Audit data • Appraisal

Participation in teaching of staff and medical students informally during routine work performance and formally on a regular but infrequent basis as rostered.	<ul style="list-style-type: none"> • Informal teaching for staff and students at the bedside or in the operating room or OPD • Formal teaching of junior doctors, SMO colleagues and staff from other disciplines on an agreed rostered basis • Involvement in development and delivery of simulation teaching 	<ul style="list-style-type: none"> • Audit data • Feedback from candidates • Appraisal
Participation in mandatory CPD/CME as required to maintain professional registration and also mandatory hospital training as required as part of overall hospital governance.	<ul style="list-style-type: none"> • Completed CME matrices for appropriate Colleges or other appropriate professional organisations on an annual basis • Attendance at hospital mandatory training events for meeting good governance e.g. fire training, confidentiality training 	<ul style="list-style-type: none"> • CME matrix review • Audit data • Hospital attendance record

Treaty of Waitangi	<ul style="list-style-type: none"> • The Southern District Health Board is committed to its obligations under the Treaty of Waitangi. As an employee you are required to give effect to the principles of the Treaty of Waitangi - Partnership, Participation and Protection. 	
Health and Safety	<ul style="list-style-type: none"> • Foster and support commitment to achieving the highest level of health and safety, including identification and reporting of all hazards, assistance in resolving issues that may cause harm to staff, and working safely at all times. 	
Quality and Performance	<ul style="list-style-type: none"> • Maintain professional and organisational quality standards. • Ensure delivered work is planned, delivered, and implemented consistently against quality standards. • Continuously identify improvement opportunities to perform job in most effective manner. • Investigate opportunities to achieve goals in a more efficient way. 	<ul style="list-style-type: none"> • Performance is in alignment with HR quality audit standards, organisational requirements, and professional standards.

I have read and understand the above job description:

Name: _____

Signed: _____

Date: _____

Initial: Employee _____

Employer _____