

# Position Description

<b>Position Title:</b>	Specialist Intensive Care
<b>Reports to:</b>	Clinical Director of Intensive Care Unit
<b>Department:</b>	Intensive Care Unit
<b>Directorate:</b>	Clinical Operations
<b>Cost centre:</b>	A5654
<b>Code &amp; classification:</b>	Specialist Year 1 – 9
<b>Employment conditions:</b>	AMA Victoria – Victorian Public Health Sector - Medical Specialists Enterprise Agreement 2022-2026 and GV Health Policies and Procedures (and as varied from time to time)

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**GV Health is an equal opportunity employer and continually strives to build a diverse, equitable and inclusive workforce that reflects our community. We encourage applications from people of all backgrounds.**

Statements included in this position description are intended to reflect in general the duties and responsibilities of the position. It is not intended to be an exhaustive list of responsibilities, duties and skills required. GV Health may alter the duties of this position description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).

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## POSITION SUMMARY

The Intensive Care Specialist is expected to provide high level Intensive Care services within the approved scope of clinical practice as part of the Intensive Care team at Goulburn Valley Health. It is expected that the Intensive Care Specialist is able to provide routine specialist Intensive Care services and cover “on call” after hours.

This is a senior Medical Position and carries with it the professional responsibilities of clinical leadership, teaching and training as well as administrative requirements.

The Intensive Care Specialist provides Clinical leadership over the delivery of the Service in partnership with the Nurse Unit Manager (NUM) to ensure optimal outcomes to patients presenting to the Intensive Care Unit.

As a member of the GV Health’s Clinical Governance the Intensive Care Specialist will contribute to the overall strategic planning and improvement of the quality of clinical care and service delivery provided to GV Health consumers. This position amongst others is responsible for promoting GV Health as a quality regional health service provider.

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## RESPONSIBILITIES AND DUTIES

**The following duties are inclusive of but not limited to:**

### ***Clinical***

To provide Intensive Care services at GV Health

*These services are to include:*

- Provide specialist intensive care to patients in the Intensive Care Unit both in hours and out of hours in accordance with GV Health requirements.
- Undertake comprehensive assessment, resuscitation and ongoing management of critically ill patients with life-threatening single and multiple organ system failure, within an Intensive Care Unit environment.
- Assist the Clinical Director in administrative duties as required including the development and review of policies and procedures for the provision of Intensive Care services, updating as needed to reflect best practice and evidence-based medicine.
- Assist in the evaluation of the delivery of Intensive Care services and in implementing appropriate quality and risk management initiatives.
- Engages with other hospital staff as required with respect to patient management and related issues including the interface between ICU and inpatient areas for patient flow.
- Works collaboratively with the other departments across the organisation around patient flow, service review and develop appropriate models of care.
- Ensure that appropriate handover information is available where the care of an ill patient is being transferred to another doctor.
- Report to the Clinical Governance Committee areas of sustained poor safety and quality performance or significant gaps between best and current practice.
- Actively support participation in collaborative projects and statewide improvement initiatives where there is alignment with the Intensive Care Unit and GV Health's priority areas for improvement.
- Provide consultative support by telephone to surrounding rural hospitals when required.
- Communicate effectively with General Practitioners or other referring doctors, other health providers or community nurses, regarding patient care.
- Ensure the service is participating in relevant clinical indicators programs and benchmarking core safety and quality indicators.
- Participate in the Intensive Care Unit Morbidity and Mortality Review Meeting, ensuring all deaths in the Intensive Care Unit are reviewed and any recommendations actioned within an agreed timeframe.
- Authorise the development, review and use of best practice Intensive care policies, procedures, clinical guidelines and tools.
- Promote and develop clinical research activities within the department.
- Lead investigations of sentinel events using Root Cause Analysis (RCA), clinical reviews of adverse events and serious complaints as relevant to the Intensive Care Unit and ensure all recommendations are actioned.
- Inform CMO of all complaints or clinical events that may expose GV Health to insurance claims
- Actively promote open disclosure practices within the Intensive Care Unit.
- Act as a role model and provide professional leadership to all medical staff working in the Intensive Care Unit.
- Supervise and mentor registrars and JMO's in conjunction with relevant Clinical Supervisors.
- Participate in the credentialing processes where required and ensure clinicians have clearly defined scope of practice.
- Participate in the education of medical staff, nursing staff and medical and allied health students as required
- Provide regular formal and informal feedback on the performance of JMO's and registrars working in the Intensive Care Unit.
- Participate in presentations at Grand Rounds, Clinical Audit meetings and other educational activities.
- To participate in the emergency incident response activities, as defined within the Emergency Response Manual, as and when required, at the direction of management.
- Provide consultative assistance of transporting and assisting with the management of seriously ill patients who may not eventually end up in the intensive care unit (such as Emergency Department, Recovery).
- Ensure consumers, families/representatives or carers are provided with timely information and are involved in decision making about their care planning and treatment

- Accept accountability for own actions and seek guidance when a situation exceeds experience and/or knowledge
- Uphold and protect consumer rights, maintain strict confidentiality and continually practice to the principles of open disclosure
- Comply with best practice healthcare standards, legislation, and GV Health's Clinical Governance Framework and clinical practice guidelines
- Consumer feedback and complaints are responded to appropriately to ensure that issues are resolved and quality and safe clinical care is provided
- Maintain accurate and current clinical records ensuring documentation meets professional and legal standards
- Promptly report vital consumer observations that are outside the normal range as per clinical guidelines
- Ensure an effective discharge from hospital or services that reflects the needs of the consumer.

#### ***Professional Practice & Accountability***

- Undertake credentialing and review of scope of practice and work within these
- Improve performance by seeking feedback, setting goals and participating in annual performance reviews
- Support the development of others by acting as a resource to colleagues and participating in orientation and precepting of new employees and supervising students
- Provision of appropriate supervision to less experienced clinical employees
- Participate in committees and professional groups and disseminate relevant information to other health care professionals

#### ***Quality and Safety***

In partnership with the NUM;

- Promote and monitor quality improvement activities and programs within the Intensive Care Unit;
- Continually measure and monitor trends of clinical outcomes and service performance over time;
- Analyse measures, flag significant issues for attention, investigate underlying causes, and implement improvement strategies;
- Focusing on systems issues and improvement rather than blaming individuals;
- Communicating quality and safety issues to all levels of the service;
- Encouraging risk reporting by staff;
- Minimise the risk of infection to consumers, residents, employees, visitors, contractors and the general public.

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### **KEY SELECTION CRITERIA**

#### **Formal Qualification(s) and Required Registration(s):**

##### **Essential:**

- Must be a registered Medical Practitioner in Australia with the Australian Health Practitioner Regulation Agency (AHPRA);
- Hold a Fellowship of the Intensive Care Medicine of Australia and New Zealand or its equivalent;
- Have appropriate training and experience applicable to the field of Intensive Care. Sub-specialty interests strongly encouraged;
- Have demonstrated commitment to high quality patient care;

- Have demonstrated capability and interest in research;
  - Have demonstrated commitment to teaching;
  - Have demonstrated ability to communicate at all levels;
  - Have demonstrated teamwork and collaboration;
  - Have demonstrated computer skills including use of email and the internet
  - Have demonstrated understanding of, and commitment to Clinical Governance.
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## **KEY PERFORMANCE INDICATORS**

### **Your performance will be measured through your successful:**

- Demonstration of GV Health values and behaviours, being a role model for living the values, Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour;
- Development and maintaining of collaborative relationships with all other teams and professionals;
- Promoting and enabling of efficient teamwork and service provision both within the department and/or organisation and with other service providers;
- Ability to contribute to a safe working environment and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity;
- Maintain skills and knowledge necessary to safely and skilfully undertake clinical work;
- Participate in clinical risk management and continuous quality improvement activities as part of day-to-day work;
- Registration is maintained and working within scope of practice.

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## **AT GV HEALTH ALL STAFF ARE REQUIRED TO**

- Demonstration of GV Health values and behaviours, being a role model for living the values, Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour;
- Maintain an understanding of individual responsibility for consumer safety, quality and risk and adhere to the relevant policies, procedures and guidelines;
- Development and maintaining of collaborative relationships with all other teams and professionals;
- This role may from time to time deal with distress, anxious or upset consumers or members of the public. GV Health is committed to the physical and psychosocial safety of our staff. GV Health staff are required to comply with all safety related training, look after the safety and well-being of themselves and each other, and actively foster a safe working environment;
- Maintain a safe working environment for yourself, your colleagues and members of the public;
- Identify, report and manage risks and ensure actions are taken to prevent and minimise harm to consumers and the GV Health workforce;
- Contribute to organisational quality and safety initiatives;
- Observe and comply with child safe principles, standards and expectations of appropriate behaviour toward and in the company of children;
- Complete the mandatory training requirements as defined by GV Health and actively engage in the Performance Development Review process;
- Minimise the risk of infection to consumers, residents, employees, visitors, contractors and the general public;
- Seek internal customer or consumer feedback and respond accordingly to identify areas of needs;
- Comply with requirement of National Safety and Quality Health Service Standards and other relevant standards, regulations and legislative requirements;

- Comply with the principles of patient and family centred care;
- Not smoke or vape on GV Health premises;
- Comply with immunisation requirements as per the Department of Health Victoria;
- Comply with all applicable to position pre-employment checks, which may include but is not limited to; police checks, working with children’s check (WWCC), National Disability Insurance Scheme (NDIS), Aged Care screening requirements.

**ACCEPTANCE:**

I acknowledge and accept that this Position Description represents the general outline of duties, responsibilities and accountabilities that are expected of me in my employment in the position, and may not encompass every aspect of the position. I understand that The GV Health reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

I acknowledge and accept that I must complete and maintain all relevant pre-employment screening and checks for successful employment.

I acknowledge and accept that that I have read and fully understand this Position Description. I agree that I have the ability to fulfil the inherent requirements of the position, and accept my role in fulfilling the responsibilities, activities, duties and generic position requirements.

I acknowledge I will be required to undertake the duties as set out in the position description (and any other duties as requested in accordance with my skills and experience) to the best of my ability and, at all times follow lawful direction.

By accepting the contract of employment, I am agreeing to duties and obligations within the Position Description.

**Clinical Operations**

**Specialist Intensive Care**

**Reviewed by:**

Clinical Director Intensive Care Unit

**Issue Date:**

February 2025

## ABOUT US

Goulburn Valley (GV) Health is a Regional Public Hospital and Health Service for the Hume Region of Victoria, with main campuses located at Shepparton, Tatura, Rushworth and Euroa. The main campus in Shepparton is the major acute referral hospital for the sub region. Additional satellite sites are also located in Shepparton, Seymour, Benalla, Cobram, Echuca and Wodonga. GV Health provides a range of acute, subacute, mental health, aged, primary health and community services.

## OUR PURPOSE

To significantly improve the health and wellbeing outcomes and experiences of the people and communities in our care.

## OUR VALUES

GV Health's culture centres around our CREATE values and behaviours. Through these values and behaviours we commit to delivering ongoing quality healthcare for our community:



GV Health Vision and Values: [Values and Vision - GV Health](#)

## OUR STRATEGIC PLAN

The **Goulburn Valley Health Strategic Plan 2024-2026** provides the direction for GV Health with our five strategic pillars being:

- Health and Wellbeing Outcomes: Improve health and outcomes for the population in our region
- Community and Consumer Experience: Ensure everyone has an outstanding personalised experience
- Our Staff Experience: Our people feel connected, supported, safe and well
- Responsible Workplace: Be sustainable and efficient
- Health Equity: Embrace differences in how we design and deliver healthcare

GV Health Strategic Plan: [Strategic Plan 2024-2026 - GV Health](#)

## FOR MORE INFORMATION

**Application tips:** [Application Tips - GV Health](#)

**GV Health:** <https://www.gvhealth.org.au/about/>

**Child Safety and Wellbeing:** [Child Safety and Wellbeing - GV Health](#)

**Living in Goulburn Valley:** [Goulburn | Regional Living Victoria](#)

**GV Community Connector:** [Community Connector Program for Businesses](#)