

PENINSULA HEALTH

POSITION DESCRIPTION

Position Title: Rehabilitation Registrar - Accredited

Cluster: Rehabilitation, Aged Care, Palliative Care and Chronic Pain

Location: Based at Frankston, Golf Links Rd, Rosebud

Agreement: AMA Victoria – Victorian Public Sector – DiT Enterprise Agreement 2018 - 2021

Hours: As per contract

Operationally Reports to: Head of Unit – Rehabilitation Medicine

Professionally Reports to: Executive Director Medical Services and Clinical Governance



OVERVIEW OF PENINSULA HEALTH

Peninsula Health is the major metropolitan health service for Frankston and the Mornington Peninsula. We care for a population of 300,000 people, which swells to over 400,000 people during the peak tourism seasons between December and March.

We care for our community across the life continuum from obstetrics, paediatrics, emergency medicine, intensive care, critical care, surgical and general medicine, rehabilitation, and oncology, through to aged care and palliative care. We also provide extensive services in community health, health education and promotion, ambulatory care, and mental health.

Peninsula Health has over 6000 staff and 750 volunteers. We have undergone significant growth and transformation in recent years and are recognised as a leading metropolitan health service and major teaching and research hospital.

Our vision is to provide exceptional health and community care and our purpose is to work together to build a healthy community.

OUR VALUES

Our values are at the core of everything we do. In representing Peninsula Health, we expect all employees and volunteers to:



BE THE BEST

We strive for excellence in all that we do.



BE A ROLE MODEL

Together, our behaviours build our culture.



BE OPEN AND HONEST

We are transparent, accountable and innovative.



BE COMPASSIONATE AND RESPECTFUL

We embrace diversity, advocate and care for our consumers, support our peers and grow our teams in a safe, kind and meaningful way.



BE COLLABORATIVE

Our impact is better and stronger when we are inclusive and engaging of a broad network of people.

We acknowledge and pay respect to the traditional people of this region, known as the Myone Buluk of the Boon Wurrung language group of the greater Kulin Nation. We pay our respects to the land this organisation stands on today. We bestow the same courtesy to all other First Peoples, past and present, who now reside in this region.



We are proudly inclusive.

POSITION SUMMARY

We have 4 Rehabilitation Registrar training positions accredited with the Australasian Faculty of Rehabilitation Medicine (AFRM) at Peninsula Health. They include an in-reach Rehab Registrar (Frankston Hospital), a Neurological/Amputee Rehab Registrar (Golf Links Road), an Orthopaedic Rehab Registrar (Golf Links Road) and a Geriatric/ General Rehab Registrar (Rosebud).

Registrars working at Golf Links Road are each supported by a Rehabilitation Medicine Physician and a HMO or intern and a full multidisciplinary team of allied health and nursing staff. The position involves active training with the other rehabilitation, palliative care and geriatric medicine trainees at Peninsula Health. Each rehab registrar has 20 patients allocated to them.

Rosebud is also accredited as a non-core year for an advanced trainee in Geriatric Medicine with the RACP. It is supervised by both a Rehabilitation Medicine Physician and a Geriatrician and supported by 2 HMOs. All registrars participate in 1 on-call shift per week.

Rehabilitation Registrars are experienced medical practitioners who work within a multidisciplinary team. They need to have a minimum of 2 years postgraduate training and have joined or otherwise eligible to join the [AFRM training program](#). The positions involve regular journal clubs, radiology meetings, acute ward consultation assessments, regular teaching and outpatient clinic attendance. There is an opportunity to participate in teaching medical students, perform audits and undertake research.

Performance is supervised and monitored by specialist Rehabilitation Medicine Physician supervisors to ensure they are entrusted with responsibilities commensurate with their capabilities and in accordance with clinical privileges and the AFRM assessment process.

KEY RESPONSIBILITIES

- Under direction, provide appropriate medical care to patients and assist more senior doctors in complex cases.
- Build and expand personal skill levels to ensure that clients receive the best possible service reflecting up to date evidence based professional practice
- Be aware of and work in accordance with organisational policies and procedures including occupational health and safety and relevant legislative requirements.
- Demonstrate positive workplace behaviours and relationships at all times

KEY RESULTS AREAS/MAIN PRIORITIES

OPERATIONAL/CLINICAL PERFORMANCE

- Ensure familiarity with the expected standards of performance in the role and actively contribute to own personal development.

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| PROMPT doc no: 24691368 | Version: 1.0 | | |
| First created: 16/09/2016 | | Page 3 of 6 | Last reviewed: 14/06/2017 |
| Version changed: 14/06/2017 | | UNCONTROLLED WHEN DOWNLOADED | Next review: |

- Maintain a good working knowledge of and adherence to standards and legislation relevant to the role (such as Child Safe Standards, Aged Care Act etc) and actively promote compliance to any such standards and legislation.
- Patient assessment and management in consultation with the treating consultant
- Extensive interaction with the other health professionals, especially, the nursing and allied health staff
- Complete all mandatory training by the due date.
- Undertake any additional tasks as requested that reasonably fall within the scope of the position and classification.
- Recognise, respond and escalate changes in the patient's condition
- Provide medical care of a defined group of patients under direction of their Senior Medical Staff; for inpatients this is denoted by allocation according to a roster developed by the Clinical Director (CD) or Unit Head (UH).
- Ensure treating specialist is appraised of all significant changes in any patient under their care.
- Supervise and teach Residents, Interns and Medical Students in the treatment of allocated patients;
- Proactively deal with Patient Safety, Clinical Risk (including involvement in Mortality Review for all patient deaths under their care), Quality Improvement, Customer Relations, and Infection Control issues as they relate to patients under their care: including the specific notification of all Incidents or Near Misses relating to patients under their care
- Support the development of an evidence based medicine (EBM) approach with their patients.
- Support the development of relevant research activities; and ensure that all proposed research proposals are forwarded to the Human Research Ethics Committee for approval.
- Support implementation of an education program for Residents, Interns and medical students in conjunction with the Manager Medical Workforce Unit, Director of Clinical Training and Monash University staff
- Attend and actively participate in service meetings and clinical audit activities convened by the Clinical Director or Unit Head.

PENINSULA HEALTH VALUES

- Display the Peninsula Health values when carrying out duties and in all dealings with patients, consumers, clients, volunteers and colleagues.
- Contribute to a supportive and inclusive work culture that embraces diversity.

CONSUMER FOCUS AND PERSON CENTRED CARE

- Ensure an excellent standard of service is offered by partnering with patients, consumers and/or carers and the community at all levels of health care provision, planning and evaluation.
- Demonstrate a commitment to the patient 'Charter of Healthcare Rights.'
- Maintain a professional and friendly approach in all interpersonal communication with patients, consumers and colleagues.
- Recognise and respond to the needs and requirements of each individual patient, consumer and/or carer.

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| PROMPT doc no: 24691368 Version: 1.0 | | |
| First created: 16/09/2016 | Page 4 of 6 | Last reviewed: 14/06/2017 |
| Version changed: 14/06/2017 | UNCONTROLLED WHEN DOWNLOADED | Next review: |

QUALITY AND SAFETY

- Ensure patient and consumer safety and quality of care is the highest priority.
- Ensure any risks are identified and reported promptly and that prevention strategies are implemented to ensure the safety of all patients and consumers.
- Maintain a good working knowledge of the National Safety and Quality Health Service Standards, take the initiative to pursue opportunities for quality improvement, and actively contribute to the accreditation of the service being delivered.
- Ensure and take all reasonable care for your personal safety and the safety of patients, consumers and colleagues.
- Ensure direct support workers are compliant with The Disability Worker Exclusion Scheme, which aims to strengthen the protections and safeguards for people with a disability.
- Ensure any hazards or incidents identified are reported promptly and that risk controls are implemented to eliminate/reduce risks and ensure the safety of staff as well as others.
- Actively participate in workplace health and safety initiatives and consult with colleagues and management in relation to issues that impact on the safety of the workplace.
- Comply with all Policies and Procedures, including the 'Hand Hygiene' Policy, 'Smoke Free Work Environment' policy and clinical/operational practice guidelines.
- Maintain confidentiality as per Peninsula Health policies and procedures and in accordance with relevant privacy and health records legislation.
- Actively involve patients, consumers and/or carers in quality and safety improvement activities.
- Maintain up-to-date immunisation status related to own health care worker category.
- Ensure that the principles of general and patient manual handling are adhered to.
- Complete mandatory Electronic Medication Management (EMM) training prior to either administering or prescribing medication electronically.
- Ensure compliance with relevant legislation and Peninsula Health Policy on medication management and medication safety and, work in partnership with patients, consumers and colleagues to promote medication safety.

PEOPLE AND CULTURE

- Create and develop a positive working relationship with team and colleagues.
- Act in accordance with the 'Code of Conduct' and 'Workplace Behaviour' Policies.
- Actively participate in relevant professional development.

SELECTION CRITERIA

ESSENTIAL CRITERIA

- MBBS or equivalent
- AHPRA registration as a Medical Practitioner
- Relevant experience as a Medical Practitioner - minimum of 2 years postgraduate training
- Have joined or otherwise eligible to join the AFRM training program
- Completion of Clover Clinical systems training at commencement of employment
- Ability to work as an effective member of an interdisciplinary team
- Sound clinical knowledge, skills and experience in contemporary medical and evidence based practice

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| PROMPT doc no: 24691368 | Version: 1.0 | | |
| First created: 16/09/2016 | | Page 5 of 6 | Last reviewed: 14/06/2017 |
| Version changed: 14/06/2017 | | UNCONTROLLED WHEN DOWNLOADED | Next review: |

DESIRABLE CRITERIA

- Demonstrated commitment to teaching

PERSONAL ATTRIBUTES

- **Client Focus** – Committed to delivering high quality outcomes for clients
- **Teamwork** – Cooperates and works well with others in the pursuit of team goals
- **Developing Others** – Actively seeks to improve other's skills and talents by providing constructive feedback, coaching and training opportunities
- **Integrity** – Operates in a manner that is consistent with the organisation's code of conduct
- **Resilience** - Remains calm and in control under pressure
- **Relationship Building** – Establishes and maintains relationships with people at all levels

PERFORMANCE APPRAISAL/REVIEW

1. Where a new employee is appointed to this position, a review of the appointment will occur prior to the end of the six month probationary period.
2. A Performance Development Review will be conducted on an annual basis.

POSITION DESCRIPTION AUTHORISATION

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| AUTHORISED BY (Relevant Director) | |
| NAME : Andrew Wilson | |
| SIGNATURE: | DATE: |

I have read and confirm I understand the information above.

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| POSITION INCUMBENT NAME : | |
| SIGNATURE: | DATE: |