

## POSITION DESCRIPTION

# Staff Specialist - Sexual Health or Addiction Medicine - SHBBV Service



South Eastern Sydney  
Local Health District

**Our CORE values:** Collaboration Openness Respect Empowerment

**Our Vision:** Exceptional care, healthier lives.



**Our Purpose:** To enable our community to be healthy and well; and to provide the best possible compassionate care when people need it.

<b>Organisation</b>	NSW Health
<b>Local Health District / Agency</b>	South Eastern Sydney Local Health District
<b>Position Classification</b>	Staff Specialist
<b>State Award</b>	Staff Specialists (State) Award
<b>Category</b>	Specialist Medical & Dental Practitioner   Specialist
<b>Vaccination Category</b>	Category A
<b>ANZSCO Code</b>	253399 Specialist Physician nec
<b>Website</b>	<a href="http://www.seslhd.health.nsw.gov.au/">www.seslhd.health.nsw.gov.au/</a>

## PRIMARY PURPOSE

The vision for South Eastern Sydney Local Health District (SESLHD) is 'exceptional people, healthier lives'. SESLHD is committed to enabling our community to be healthy and well, and to providing the best possible compassionate care when people need it.

The specialist will provide expert medical assessment and management of patients within the department/service.

Our staff strive to provide excellence in healthcare and uphold a high standard of care for all patients, families, carers and visitors to our facilities.

At the core of our organisation is a set of values - Collaboration, Openness, Respect and Empowerment.

SESLHD covers nine Local Government Areas from Sydney's Central Business District to the Royal National Park and has a culturally and linguistically diverse population of over 930,000 people, which includes highly urbanised areas of eastern Sydney, southern Sydney and industrialised areas around Port Botany.

SESLHD covers urban and suburban communities and manages eight public hospitals and one public nursing home:

- Calvary Healthcare Sydney (third schedule with Little Company of Mary Health Care)
- Prince of Wales Hospital
- Royal Hospital for Women
- St George Hospital
- Sutherland Hospital
- Sydney/Sydney Eye Hospital
- War Memorial Hospital (third schedule with Uniting Care)
- Gower Wilson Memorial
- Garrawarra Centre

SESLHD also operates 28 Child and Family Health Centres, 12 Community Health Centres and nine Oral Health Clinics; providing prevention, early intervention and community-based treatment, palliative care and rehabilitation services.

Drug and Alcohol, Mental Health, Breast screening, HIV/AIDS, Public Health, Women's Health, Youth Health, Sexual Health, Imaging and Pathology services are provided at a number of facilities across SESLHD.

The position will primarily be located at KRC but may be varied as agreed with the Director and approved by MDAAC

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to other SHBBV services in SESLHD.

## 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.

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

- All staff are required to complete and submit a Pre-employment Health Declaration Form.
- Dependent on position applied for you will need to complete/provide a Working with Children Check (WWCC), National Police Check (NPC) and/or Aged Care Check.
- As a leader you are expected to actively support and demonstrate your commitment to the organisation's safety management system; to establish and maintain a positive health and safety culture; to consult with workers and others when making decisions that may impact upon the health, safety and wellbeing of those in the workplace; acquire and keep up-to-date knowledge of work health and safety matters; ensure that all workers understand their health and safety obligations and are sufficiently trained in health and safety policy and procedures; report any safety incidents, injury, hazards, risks, concerns or unsafe behaviour in the SESLHD IMS+ safety reporting system within 24 hours, and take appropriate actions to eliminate or minimise related risk to as low as reasonably practicable.

## KEY ACCOUNTABILITIES

### CLINICAL

Provide an accountable and high standard of specialist patient care including consultation services.

Liaise and interact effectively with all staff.

Ensure detailed treatment plans are in place to support timely management of patients. Ensure a high standard of clinical record documentation including completion of all clinical records (including medication charts) to reflect clinical decisions and optimise data collection.

Participate fully in the on call roster in accordance with clinical privileges.

Participate actively in research activities in Department.

Participate in the provision of services within other District facilities if credentialed.

### LEADERSHIP

Model and encourage a culture of active listening, continuous learning and leadership, which values high levels of constructive feedback and exposure to new experiences.

Promote a sense of purpose and build a shared sense of direction within the unit.

Encourage others to strive for ongoing improvement.

Demonstrate professionalism to support a culture of accountability and integrity.

Model ethical practices, standards and systems and reinforce their use.

### CLINICAL GOVERNANCE, QUALITY IMPROVEMENT & PATIENT SAFETY

Participate in the management and governance of the department, morbidity and mortality meetings and other Quality Programs to enhance patient safety.

Comply with LHD and facility clinical governance policies and patient safety programs as varied from time to time.

Ensure effective clinical handover processes in accordance with facility/LHD guidelines.

Participate in peer review and other Continuing Medical Education activities consistent with Department, College and AHPRA requirements to maintain professional standards.

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Ensure compliance with the Australian Commission on Safety and Quality in Healthcare standards as relevant.

### EDUCATION & TRAINING

Responsible for the supervision of all junior medical staff under direction.

Delegate graded duties to junior staff according to their knowledge, skills and abilities.

Participate in teaching and training at all levels of postgraduate multidisciplinary education where required by the Facility and Head of Department/Service Director in line with HETI, LHD and College training requirements.

### PERFORMANCE MANAGEMENT

Participate in LHD Performance Development Programs and undertake an annual performance review.

Demonstrate competency within the clinical privileges granted by the LHD.

### OTHER DUTIES

Attend, participate and support administrative meetings as required by the Department or Director Clinical Services.

Abide by the NSW Health Code of Conduct, and all NSW Health, LHD and facility/service policies and procedures relevant to the position.

## KEY CHALLENGES

- **Challenges:** Provision of clinical care consistent with the duties of a KRC Staff Specialist across the scope of KRC's work in primary health care, sexual health, HIV, hepatitis and/or addiction medicine; Delivery of medical services within performance benchmarks, expenditure and revenue targets as relevant to the role. Smoothly managing change in a complex multidisciplinary organisation, and balancing priorities.
- **Decision Making:** Consistent with the accountabilities of the role and in accordance with approved Clinical Privileges and the Delegations of the LHD.
- **Communication:** Director and Clinical Services Manager. Medical Unit. Other staff within the multidisciplinary team. Clients, family and carers. Other District departments. Relevant committees and working groups as required.

## KEY RELATIONSHIPS

Who	Why
To be discussed on commencement in the position	To be discussed on commencement in the position

## SELECTION CRITERIA

All applications must include a demonstration of your ability to meet each of the selection criteria in order to progress through the recruitment process.

1. Registration or eligible for registration with Australian Health Practitioners Regulation Agency (AHPRA).
2. Fellowship of the Royal Australasian College of Physicians Chapter of Sexual Health Medicine or Chapter of Addiction Medicine or Fellowship of the Royal Australasian College of Physicians with specialisation relevant to the clinical demands of the role.
3. Proven experience in the provision of effective high-quality addiction and/or sexual health, HIV medicine, demonstrated through successful clinical practice in community or primary health settings, and involved in quality improvement activities relevant to the specialty.
4. Demonstrated experience in the provision of primary care to marginalised populations.
5. Demonstrated commitment to teaching with experience in teaching both undergraduate and post graduate students and a multidisciplinary team.
6. Demonstrated experience in and commitment to research relevant to the role and needs of KRC.
7. Demonstrated ability to work effectively and harmoniously with medical and other health services

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colleagues as part of a multi-disciplinary health care team and demonstrated ability to communicate effectively with clients, colleagues, and staff and to work as an effective member of the clinical team.

8. Demonstrated understanding of the harm reduction approach to illicit drug-related and/or sexual health issues and how this affects clinical care.

## OTHER REQUIREMENTS

- Act as an appropriate and effective role model and promote a culture and supporting practices that reflect the organisational values through demonstrated behaviours and interactions with patients/clients/employees.
- Recruit, coach, mentor, and performance develop staff, to develop the capabilities of the team to undertake changing roles, responsibilities and to provide for succession within the unit.
- Manage delegated financial responsibilities, through the development and maintenance of appropriate strategies and effective allocation of resources, to ensure optimal health outcomes are managed within budget.