General Information

Peninsula Home Hospice (PHH) is an accredited, not for profit community palliative care organisation providing specialist health care and practical support to people living at home with a life threatening illness and their families and friends. PHH supports people who live within the Mornington Peninsula Shire, City of Frankston and City of Kingston (south of Mordialloc Creek)

Statement of Purpose

Peninsula Home Hospice provides home based specialist palliative care that optimises quality of life for those in our care, and honours the hope for choice, dignity, comfort and peace.

Core Values

We value: *Integrity, Collaboration, Respect, Innovation and Empowerment*

Position Specification

Reports To	General Manager Clinical Services
Portfolio	
Award	Medical Practitioners 2020
Classification	Specialist (First Year)
Hours	As per contract
Role Reflection	Initially during the probation period at three months, and six months, then annually

A condition of employment with Peninsula Home Hospice is that all clinical staff have a satisfactory Police Check and a Working with Children Check

Key Selection Criteria

Mandatory

- Qualified medical practitioner, currently registered with the Australian Health Practitioner Regulation Agency (AHPRA) with a Fellowship of the Royal Australasian College of Physicians (FRACP)
- Recognised Post-graduate qualification by the National Specialist Qualification Advisory Committee and membership of Chapter of Palliative Medicine (FAChPM)
- Specialist palliative care knowledge in pathophysiology, symptom management and clinical pharmacology with the capacity to mentor and to share expertise with others
- Current Victorian Driver's Licence

Desirable

- Demonstrable knowledge and/or experience in community palliative care for a minimum of two years
- Demonstrated evidence of regular participation and attendance at professional and educational forums

Scope of practice:

A Palliative Care Physician has expert knowledge of the pathophysiology, symptom management, psychosocial and spiritual issues related to life-limiting illness and imminent death.

Core competencies laid out by the RACP Chapter of Palliative Medicine include:

- Pain and symptom management
- Understanding of the experience of disease from the of the patient and the meaning and consequences of illness to the patient and their family.
- Making and guiding appropriate clinical decisions to provide medical care that is structured around the patients'and families' needs, their understanding and priorities, with the aim of maximising quality of life, relieving suffering, supporting the family and normalising their experiences.
- *Understanding the natural history and role of disease-specific treatments in the management of advanced cancer and other progressive life-limiting illnesses.
- Practicing culturally responsible medicine with understanding of the personal,historical, contextual,legal,cultural,and social influences on both health workers and clients and families.
- *Establishing therapeutic and supportive relationships with patients and their families based on understanding,trust, empathy and confidentiality.

Credentials required:

- Evidence of current Victorian Medical Registration without restriction.
- Active participation in relevant specialist society CPD programs.

Position Objective

In consultation with the Clinical Manager Nursing :

- To achieve service delivery goals through professional leadership to the multidisciplinary team, direct client care, planning, coordination and evaluation
- To provide consultant medical services in line with accepted standards of medical practice.
- To provide medical support to general practitioners, which supports and encourages them as primary medical provider of clients
- To work effectively as a member of an interdisciplinary team and actively participate in organisational committees and the wider community
- To deliver quality, holistic palliative care services that focus on the needs of clients and families

Key Responsibilities

1. To provide Clinical Leadership and direct clinical care
2. Provide a medical consultation service to PHH clients
3. Participate as a member of a multidisciplinary team and work effectively as a member of an interdisciplinary team
4. Effectively and efficiently manage own workload to include indirect activities
5. Utilise culturally appropriate intervention strategies for Culturally and linguistically Diverse Clients (CALD)

Key Responsibility 1	**Clinical Leadership and Strategic Development**
Key result indicators	• Provide clinical leadership and support to clinical staff • Provide the Chief Executive Officer and Clinical Services Manager with advice on clinical issues and activities • Participate in community education and on-going training of clinical staff • Prepare accurate and timely reports **In conjunction with the Leadership Group** • Participate in the development and implementation of both short and long-term program plans, to ensure the long-term effectiveness, quality improvement and viability of the service. These include program development, plans for new initiatives and training programs • Maintain close liaison with other services to ensure continuity of care, and effective channels of communication are maintained at all times • Contribute to the PHH strategic planning process
Key Responsibility 2	**Provide a medical consultation service to PHH clients**
Key Result Indicators	• Participates in clinical meetings to review deaths, present new clients and review care plans • Undertakes home visits at the request of the client, family, team member, or general practitioner • Facilitate and participates in client/family care meetings as appropriate • Provides specialist medical support to the clinical team, including telephone advice • Undertakes effective liaison with medical practitioners, both general and specialists across settings • Makes appropriate referral to services that will enhance client and family well being • Participates in the assessment of the appropriateness of clients for admission to an in-patient facility • Attends and participates in meetings to discuss clinical and professional issues
Key Responsibility 3	**Participate as a member of a multidisciplinary team and work effectively as a member of an interdisciplinary team**
Key Result Indicators	• Participates in organisational committees and the wider community • Upholds the standards of confidentiality and privacy as required by PHH • Contributes to consultancy and education sessions as required • Upholds a professional manner to manage conflict and takes a resolution approach to achieving outcomes • Participates in opportunities to reflect and explore issues and emotions that increase self-awareness • Demonstrates ability to respond to other team members' needs for collegial emotional support, and feeds back on an informal basis • Provides support and encouragement of self-care practices within team

Key Responsibility 4	**Effectively and efficiently manage own workload to include indirect activities**
Key Result Indicators	• Maintains current client records and meets statistical reporting requirements • Recognises opportunities for the development of research and quality initiatives including new service programs • Actively participates in supporting internal and external committees as approved by the clinical services manager. • Contributes to the revision of written resource material for client use • Accepts responsibility for the supervision of tertiary students as delegated • Reviews own work performance, identifying learning needs, and accesses opportunities for development

Key Responsibility 5	**Utilise culturally appropriate intervention strategies for Culturally and linguistically Diverse Clients (CALD)**
Key Result Indicators	• Demonstrates a positive regard for diverse cultures • Responds to others in a non-judgmental and non-evaluating manner • Demonstrates awareness of the relationship between culture and health beliefs, and the relationship between culture and health seeking behaviour • Develops effective communication and relationships with other ethno-specific providers and community groups • Demonstrates knowledge of culturally appropriate resources and how to access them, including use of interpreting services

All staff are expected to:

- Demonstrate an understanding of Peninsula Home Hospice Policies and Procedures, including those relating to quality management
- Participate in PHH Quality Improvement Activities including ACHS EQuIP
- Maintain a professional appearance as required by Peninsula Home Hospice Policy
- Ensure familiarity and compliance with Occupational Health and Safety requirements and regulations
- Undertake other projects and duties as directed by your Manager or the Chief Executive Officer

Employee Signature	Date
Chief Executive Officer Signature	Date