

POSITION DESCRIPTION

ISLHD - Staff Specialist Neurology/Stroke Lead

Our CORE values
Collaboration Openness Respect Empowerment



Organisation	NSW Health
Local Health District / Agency	Illawarra Shoalhaven Local Health District
Position Classification	Staff Specialist
State Award	Staff Specialists (State) Award
Category	Specialist Medical & Dental Practitioner Specialist
Website	www.islhd.health.nsw.gov.au/

PRIMARY PURPOSE

To lead planning, coordination and implementation of stroke service across the Illawarra Shoalhaven Local Health District (ISLHD). The practitioner requires a high level of clinical experience, expertise and specialised knowledge in stroke care in order to provide high quality care to stroke patients in the ISLHD and effectively lead rapid integration of best practice developments. The position supports the Head of Department/Service Neurology for the ISLHD to achieve comprehensive and equitable stroke care delivery of high standard across the district in the rapidly evolving field of Stroke medicine. Foci will include: continuing development of processes and procedures; coordination/resource distribution between local centres; technology integration (including telestroke SDMH); liaison and integration with hospital, local and community stakeholders, external service providers (ECR, telestroke), and relevant external administrators (e.g. clinical trials, centralised data); and development of Stroke research in the ISLHD.

The role includes participation in General Neurology Department activities including both Stroke and General Neurology clinical duties. The position will be divided as 0.8FTE Stroke and 0.2FTE General Neurology, with the on call roster, inpatient and outpatient duties encompass both General Neurology and Stroke. On call roster encompasses both general Neurology and acute stroke thrombolysis/ECR referral roster. Clinical responsibilities will be primarily at Wollongong Hospital where as the Stroke Governance component will be District wide.

The Neurologist will provide expert, high quality medical assessment and management of presenting patients in the Neurology Service (Stroke and General Neurology) within the ISLHD, including responsibility for provision of specialist Neurology Services to emergency patients, inpatients and outpatients.

The Neurologist will proactively support the development of Neurology services, facilitating a culture of learning and best practice, participating in teaching and clinical governance activities and supporting other service development and research objectives.

COVID-19 VACCINATION COMPLIANCY

All NSW Health workers are required to have completed a primary course of a COVID-19 vaccine which has been

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approved or recognised by the Therapeutics Goods Administration (TGA). Additionally, Category A workers are required to receive a booster dose three months after completing the primary course of COVID-19 vaccinations. New applicants must have completed the vaccination course prior to commencement with NSW Health, or provide an approved medical contraindication certificate (IM011 immunisation medical exemption form) certifying the worker cannot have any approved COVID-19 vaccines available in NSW.

Acceptable proof of vaccination is the Australian Immunisation Register (AIR) Immunisation History Statement or AIR COVID-19 Digital Certificate. Booster doses are highly recommended for all health care workers who have completed the primary course of COVID-19 vaccinations.

For Category A applicants, if dose 3 is not yet due they can sign the undertaking form to confirm they will receive the vaccine within 6 weeks of the dose due date.

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.

KEY ACCOUNTABILITIES

CLINICAL

- Provide clinical inpatient and outpatient care to Stroke and Neurology patients at Wollongong Hospital with general Neurology and subspecialty responsibility commensurate with colleagues; provide clinical consultation service on site and remotely across the district.
- Provide clinical leadership in stroke care, with inpatient and outpatient oversight.
- Expand, develop, implement, and maintain evolving coordinated stroke service across the ISLHD, primarily at Wollongong (TWH), Shoalhaven (SDMH) and Shellharbour (SHH) Hospitals for acute stroke admission and outpatients, TIA clinics; and incorporating other ISLHD facilities which provide subacute and rehabilitation services.

Duties include:

- **Systems and processes:** Develop/adjust protocols and processes for inpatient and outpatient Stroke service delivery; liaise and integrate with stakeholders (including Neurology, ED, OPD, GP, rehabilitation, nursing, allied health, ECR and telestroke services) in so doing.
- **Research:** Database, research and trial development; implementation of clinical stroke trials and other stroke research.
- **Communication:** Effective communication of stroke service availability, systems and achievements to the ISLHD and its constituent hospitals, and to primary care providers and the public via appropriate channels.
- **Implementation:** Regular liaison with site-specific dedicated stroke service providers to inform and integrate service development and maintenance, with aim of equity of patient access across the ISLHD, and appropriate resource distribution. Stakeholders include Neurologists and General Medicine Physicians, ED, Telestroke providers, Interventional Neuroradiology teams, CNCs, Neurology ward NUM and nursing staff, TIA clinic staff, any future elective ATs/fellows, OPD, and rehabilitation.
- **Facilitation:** Regular liaison with relevant Executive to lead strategic development of the Stroke Service in the ISLHD in accordance with objectives of the Neurology Service and in conjunction with the HoD Neurology, with attention to budget and future resource requirements, and in consideration of cross-service opportunities and combined objectives, in order to provide high quality stroke care to the current

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and future catchment population.

- **Prevention:** Active participation/leadership in relevant public health initiatives to reduce vascular/stroke risk for a healthier local population and to decrease future service burden.

See Section - "Other requirements" for further Key Accountabilities for:

- **CLINICAL GOVERNANCE AND QUALITY IMPROVEMENT**
- **EDUCATION & TRAINING**
- **PERFORMANCE MANAGEMENT**

KEY CHALLENGES

- The ISLHD is a forerunner in Stroke service provision with one of NSW's first geographical Stroke units, and has made rapid recent progress particularly in acute stroke service provision in a limited resource setting. The ISLHD is committed to the appropriate development of high quality stroke care. Key challenges include:
- Reviewing existing stroke protocols and processes between a number of sites at different stages of service development.
- Constrained resource environment.
- Managing volume of clinical general and stroke responsibilities while developing and leading subspecialty service.
- Negotiating with LHD and NSW Health executives from varied clinical and non-clinical backgrounds.

KEY RELATIONSHIPS

Who	Why
Medical, Nursing and Allied Health Practitioners and administration staff, management and others at other sites/districts	To provide and receive information for the care of the patient
Patients and their next of kin and carers	To provide and receive information for the care of the patient
NSW Ministry of Health and other Local Health District staff	To provide and receive information for the care of the patient

SELECTION CRITERIA

1. Specialist registration or eligible for specialist registration as a Medical Practitioner with the Australian Health Practitioner Regulation Agency (AHPRA)
2. Fellowship of the Royal Australasian College of Physicians (FRACP) in Neurology and/or equivalent and specialist recognition and further training/qualifications in Stroke including research and trial coordination capability; the successful applicant would ideally have both completed a Stroke Fellowship and gained extensive experience in Stroke medicine.
3. Proven capacity and/or experience in the provision of effective high quality Stroke and Neurology

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- services, demonstrated through successful clinical practice in an environment appropriate to the requirements of the position including evidence of quality improvement, policy and process development and relevant service development with attention to strategic and situational nuance and relevant detail.
4. Evidence of continuing medical education and self-monitoring/audit practices consistent with the scope of practice requirements of the position.
 5. Demonstrated commitment to teaching with experience in teaching both undergraduate and post graduate students and other hospital staff.
 6. Demonstrate the skills and attitudes appropriate as a Senior Medical Practitioner including modelling a high standard of professional behaviour to junior medical staff.
 7. Demonstrated ability to work effectively and harmoniously with medical and other health service colleagues as part of a multi-disciplinary health care team and demonstrated ability to communicate effectively with patients, colleagues, and staff and to work as an effective member of the clinical team across multiple sites.
 8. Geographical availability commensurate with rostering, patient care, and site visit responsibilities.

OTHER REQUIREMENTS

Key Accountabilities continued

CLINICAL GOVERNANCE AND QUALITY IMPROVEMENT

Stroke

- Engage and analyse measures, audits, relation to benchmark data (including critical analysis of suitability of benchmarking and of service), preservation of positive aspects, innovation and improvement of service; ensure prompt response to internal and relevant external data, including development of appropriate database, guide subspecialty morbidity/mortality meetings, clinical meetings, stroke audits; incorporating continuous feedback, scientific evidence and craft information from state and national committee involvement into processes.
- Representation of stroke in the ISLHD, its situation and patient and system interests, internally to Executive and externally through involvement in craft group regional, state and national audits, meetings, and planning committees.

General

- Participate in the management and governance of the department.
- Demonstrate commitment to delivery and development of Neurology Service in the ISLHD.
- Participate in Mortality and Morbidity meetings and any other quality improvement programs.
- Participate in appropriate committees and administrative meetings as required.
- Comply with ISLHD and facility clinical governance policies and programs.
- Participate in peer review and other Continuing Medical Education activities consistent with College and Australian Health Practitioner Regulation Agency (AHPRA) requirements to maintain professional standards.
- Ensure compliance with the Australian Commission on Safety and Quality in Healthcare standards as relevant to the specialty.

EDUCATION & TRAINING

Stroke

- Direct leadership in education of colleagues, junior medical staff and medical students, nursing staff, and allied health in Stroke medicine.

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General

- Responsible for the supervision of all junior medical staff under the consultant's direction.
- Delegate graded duties to junior medical staff according to their knowledge, skills and abilities.
- Participate in teaching and training at all levels of undergraduate and postgraduate multidisciplinary education where required by the Head of Department/DMS in accordance with HETI, ISLHD and College training requirements.
- Participate in all training programs specified by the facility and/or ISLHD as requested.

PERFORMANCE MANAGEMENT

- Participate in the ISLHD Performance Management and Development Program and undertake a written annual performance review.
- Demonstrate clinical competency within the clinical privileges granted by MDAAC.

OTHER DUTIES

- Abide by the NSW Health Code of Conduct as amended from time to time.
- Comply with WH&S responsibilities including taking all reasonable care to ensure the safety of yourself and others in the workplace; reporting any unsafe conditions or equipment; attending educational programs regarding fire, safety and infection control.

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CAPABILITIES FOR THE ROLE

The NSW Public Sector Capability Framework applies to all NSW public sector employees. The Capability Framework is available via the [Public Service Commission website](#).

Capability Summary

Below is the full list of capabilities and the level required for this role. The capabilities in bold are the focus capabilities for this role. Refer to the next section for further information about the focus capabilities.

NSW Public Sector Capability Framework		
Capability Group	Capability Name	Level
 Personal Attributes	Display Resilience and Courage	Highly Advanced
	Act with Integrity	Highly Advanced
	Manage Self	Highly Advanced
	Value Diversity	Highly Advanced
 Relationships	Communicate Effectively	Highly Advanced
	Commit to Customer Service	Highly Advanced
	Work Collaboratively	Highly Advanced
	Influence and Negotiate	Highly Advanced
 Results	Deliver Results	Highly Advanced
	Plan and Prioritise	Highly Advanced
	Think and Solve Problems	Highly Advanced
	Demonstrate Accountability	Highly Advanced
 Business Enablers	Technology	Adept