



*"Life in all its fullness" John 10:10*

## **Consultant Physician Job Description**

Grade:	A
Essential qualifications:	MMED General Medicine
Accountable to:	Medical Superintendent
Reports to:	Medical Superintendent / Clinical Lead Medicine
Staff accountable to you:	Medical Officers, Interns, Clinical Officers

### **MAIN AIMS OF THE POST**

**At Kisiizi Hospital we expect the medical and surgical management of patients to be of the highest achievable standard and be holistic in nature, characterised by compassion and providing for the physical, socio-economic, psychological and spiritual needs of the people we serve. Kisiizi is committed to continuous improvement in standards of care and to continuous learning for all staff.**

**You will be responsible for the on-going development of a high-quality Department of Medicine.**

Good medical practice has its own rewards but is hard work and demanding. In the following paragraphs we set out what is expected of you. In return, Kisiizi aims to support, encourage and reward those who practice to the best standards.

1. To provide Consultant services for the General Medicine and Out-Patient department.
2. To maintain and improve standards of Medical practice.
3. To provide a broad general medicine service for in-patients and out-patients.
4. To develop specialist skills complimentary to those already available in Kisiizi

### **IMPORTANT RELATIONSHIPS**

Good clinical care involves teamwork. You are expected to maintain effective working relationships with all other staff and in particular to liaise and cooperate with nursing staff and other health professionals involved in the care of patients in your work area.

### **THE DUTIES OF THE POST**

#### **PROFESSIONAL**

**As a doctor, you are personally accountable for your practice.** This means that you are answerable for your actions and omissions. You are also a role model for others so how you do your job will affect how other people behave. You will ensure your professional license is up to date with Uganda Medical & Dental Practitioners Council. In caring for patients, you must observe the **Uganda Medical & Dental Practitioners Council Code of Professional Ethics.**

**'A health worker shall hold the health, safety and interest of the patient or client to be of first consideration and shall render due respect to each patient or client at all times and in all circumstances'**

#### **In addition, you must**

- Relate to patients or clients without any form of discrimination.
- Ensure that the health care record for the patient is a legible and accurate account, providing clear evidence of the care planned, the decisions made, treatment given, the care delivered and

the information shared. You will ensure the *Stre@mline* IT record is up to date and accurate. You will observe data protection and confidentiality guidelines.

- Ensure that, when you delegate care delivery to others, the needs of patients are met. You remain accountable for the appropriateness of the delegation, for ensuring that the person who does the work is able to do it and that you adequately supervise and support them.
- Deliver care based on current evidence and best practice.
- Know the limits of your professional competence and only undertake duties for which you are trained and competent to carry out.
- Act to identify and minimise any risk to patients from any source.
- Use every moment of your shifts for the benefit of patients or, when time permits, to develop your own skills and those of others.

## **CLINICAL**

### **General duties**

1. General Medicine ward rounds at times agreed with the Medical Superintendent.
2. Out-Patient supervision and support for the multi-disciplinary team including Medical Officers, Interns, Clinical Officers and Nursing colleagues
3. Formal and informal teaching for medical and clinical officers, interns, medical students, nurses and nursing students.
4. Departmental audit, monitoring and evaluation including support for the WHO Patient Safety Programme
5. To support the General Medicine Department Interns
6. Providing specialist Physician opinion and support to colleagues in other departments including Psychiatry.
7. You will participate in hospital Quality Improvement, Infection Control, Drugs & Therapeutics and other committees as requested by the Medical Superintendent

### **Essential clinical competencies**

You need to have broad experience in general medicine. You may be asked to take on special lead responsibilities for certain clinical areas e.g. HIV programme. Sub-specialty expertise, particularly in cardiology, will be an advantage.

### **Clinical care**

You are responsible for planning, implementing and evaluating the care of patients in your work area. You must recognise actual or potential emergency situations and act quickly and appropriately.

### **Use of evidence based guidelines**

As a general rule, you are expected to use evidence based guidelines in your management of patients. For example you should align with Uganda Clinical Guidelines 2016 and relevant WHO guidelines. If you decide, in particular patients, that to follow the guidelines would not be in their best interests, you should write your reasons in the case notes. Electronic copies of a range of guidelines are available on our *Stre@mline* IT system.

### **Control of infection**

You must take all possible measures to control the spread of infection and abide by hospital procedures. You will actively support and promote the use of the Kisiizi Safe Surgery Checklist, Infection Control etc.

### **Responsibility for your own health**

Your work exposes you to health risks from patients. You must take all necessary steps to protect your own health at work. You should be immunised against Hepatitis B.

**Prescribing drugs**

Your prescribing should be evidence based. You should only prescribe drugs that you believe have a reasonable chance of alleviating the patient's condition and not prescribe for longer than is necessary.

**Discharge planning**

Doctors have a role to play and must cooperate with nursing staff and other professionals in planning a patient's discharge from hospital care.

**Clinical audit**

You have a duty to audit your own work and play a part in departmental audit work and presentations.

**Opportunities for health education**

In the course of your work, you are expected to use the opportunities that arise to offer patients education about their health.

**MANAGERIAL/ADMINISTRATIVE****Care in use of resources**

You are expected to use great care in the use of consumables, to safeguard hospital property and not to waste the hospital's slender resources.

**Reporting incidents**

The care of patients is our primary concern. If you know about accidents, drug errors or avoidable complications affecting patients (or having the potential to do so) and complaints from patients or their relatives about the care received, an investigation of what happened must take place. Kisiizi's attitude to such incidents is that they are an opportunity to learn from mistakes and improve the way we do things. They will be investigated fairly and only used to discipline members of staff if it has been shown that they have seriously neglected their duties. You will follow the published Kisiizi Safeguarding policy.

**Duty rotas**

You will co-operate with the staff duty rota. You may not be absent from your area of work during working hours without permission.

**Safe environment**

You have a duty to report anything in the environment that could harm the health of patients or staff.

**Job appraisal**

You will participate in annual job appraisals with the Medical Superintendent. Longer term the hospital will be supporting you to further develop your skills, perhaps in a specific sub-specialty area. You will support the appraisal process for junior colleagues.

**EDUCATIONAL**

You are expected to participate in continuing professional development for your own benefit and contribute to the process for medical staff, students and others.

**ALTERING THE JOB DESCRIPTION**

This job description is intended as a general guide to your duties but cannot cover everything you may be required to do.

**TERMS AND CONDITIONS OF SERVICE**

This post is subject to the Terms and Conditions of Service as published by the Board of Governors of COU Kisiizi Hospital that you are advised to read and understand.