

**DUTY STATEMENT**

CDCR INSTITUTION OR DEPARTMENT California Correctional Health Care Services		POSITION NUMBER (Agency – Unit – Class – Serial)				
UNIT NAME AND CITY LOCATED Medical Services		CLASSIFICATION TITLE Physician & Surgeon, Correctional Facility (Internal Medicine/Family Practice)				
		WORKING TITLE				
		COI Yes <input type="checkbox"/> No <input type="checkbox"/>	WORK WEEK GROUP	CBID	TENURE	TIME BASE
SCHEDULE (Telework may be available): ____ AM to ____ PM. (Approximate only for FLSA exempt classifications)		SPECIFIC LOCATION ASSIGNED TO				
INCUMBENT (If known)		EFFECTIVE DATE				
<p>California Department of Corrections and Rehabilitation (CDCR) and California Correctional Health Care Services (CCHCS) are committed to transforming the correctional landscape to create safer, more professional, and more fulfilling environments for our employees, the incarcerated population, and those supervised in our communities. Through systemwide improvements grounded in proven and emerging practices, we aim to strengthen rehabilitation, enhance workplace satisfaction, and support successful reentry into the community through our institutions, parole, and community partnerships. Our shared mission is to promote safety, wellness, and human dignity while fostering positive change for all those who live and work within our institutions and communities.</p> <p>CDCR and CCHCS are committed to building an inclusive respectful workplace. We are determined to attract and hire candidates from all communities and empower employees from a variety of backgrounds, perspectives, and personal experiences. We are proud to foster inclusion and drive collaborative efforts at all levels of the Department.</p> <p>Across our organization, our programs work cooperatively to provide the highest level of health care possible to a diverse correctional population. We encourage creativity and ingenuity while treating others fairly, honestly, and with respect, all of which are critical to the success of the CDCR and CCHCS mission.</p>						
<b>PRIMARY DOMAIN:</b>						
<p>Under the general direction of the Chief Physician &amp; Surgeon, Correctional Facility (CF), the Physician &amp; Surgeon, CF (Internal Medicine/Family Practice [IM/FP]), CF provides medical care to patients in a correctional facility. The Physician &amp; Surgeon, CF (IM/FP), performs medical assessments and provides medical treatment for assigned patients as appropriate and authorized by the medical license and consistent with Department policies, procedures, and clinical guidelines. The Physician &amp; Surgeon, CF (IM/FP) provides clinical consultation and support to Advanced Practice Providers and instructs nursing and other clinical staff on medical protocols and adheres to professional medical standards of care. The Physician &amp; Surgeon, CF (IM/FP) is assigned on call duties.</p>						
% of time performing duties	Indicate the duties and responsibilities assigned to the position and the percentage of time spent on each. Group related tasks under the same percentage with the highest percentage first. <i>(Use addition sheet if necessary)</i>					
<b>ESSENTIAL FUNCTIONS</b>						

<p><b>55%</b></p> <p><b>20%</b></p> <p><b>20%</b></p> <p><b>5%</b></p>	<p>Provides primary care and other medical services to assigned patients and makes appropriate clinical decisions. Examines patients, diagnoses illness or injury, and prescribes and administers medical treatments; reviews health records, admits patients to an in-patient clinic, completes admission history and physical examinations, leads and facilitates daily huddles, performs daily rounds, completes discharge summaries, and coordinates follow-up care with other health care staff. Orders and interprets laboratory and imaging studies; writes prescriptions; and counsels patients related to medical condition. Performs disability evaluations and determines suitability for duty assignments. Performs minor procedures, delivers urgent and emergency care, and performs specialty examinations or consults as assigned including patients referred to higher levels of care for psychiatric and behavioral reasons. Provides medical care to assigned panel of patients with a spectrum of clinical risk and complexity and clinically supervises medical care provided to the higher risk and more complex patients by other care team members. Reviews and responds to <i>Patient Health Care Appeals</i> (CDCR 602HC). Responds to medical emergencies within the prison.</p> <p>Documents detailed assessments and treatments provided and reassesses and modifies the clinical management plans as appropriate. Provides professional and collegial clinical supervision of Advanced Practice Providers, Medical Assistants, nursing staff, and other health care staff, and instructs in the principles and practices of general medicine and surgery.</p> <p>Participates in multidisciplinary care conferences and professional practice and process improvement meetings including but not limited to the Daily Huddles, Population Management Working Sessions, Quality Management Subcommittees, and Peer Review forums. Effectively uses the Electronic Health Record System, patient registries, and other care tools. Attends training and continuing education sessions as directed by management.</p> <p>Performs other duties as required.</p>
	<p><b>KNOWLEDGE AND ABILITIES</b></p> <p><i>Knowledge of:</i> Methods and principles of internal or family medicine and skill in their application; methods and principles of surgery and skill in their application; recent developments in internal or family medicine and surgery; hospital organization and procedure; psychiatric social work, physical therapy, and the various rehabilitation therapies; and methods of diagnosing and treating mental disorders.</p> <p><i>Ability to:</i> Examine, diagnose, and treat physical and mental disorders; interpret laboratory analyses and x-rays; direct the work of ancillary medical personnel; instruct in the principles and practices of general medicine and surgery; prepare and supervise the preparation of case histories; and analyze situations accurately and adopt an effective course of action.</p> <p><b>LICENSE REQUIREMENT</b></p> <p>Possession of the legal requirements for the practice of medicine in California as determined by the Medical Board of California or the California Board of Osteopathic Examiners</p> <p><b>SPECIAL REQUIREMENTS OR CONTINUING EDUCATION REQUIREMENT</b></p> <ul style="list-style-type: none"> <li>• CCHCS does not recognize hostages for bargaining purposes. CCHCS and CDCR have a “NO HOSTAGE” policy and all incarcerated patients, visitors, nonemployees, and employees shall be made aware of this.</li> </ul> <p><b>SPECIAL PHYSICAL CHARACTERISTICS</b></p> <p>Persons appointed to this position must be reasonably expected to have and maintain sufficient strength, agility, and endurance to perform during stressful (physical, mental, and emotional) situations encountered on the job without compromising their health and well-being or that of their fellow employees or that of incarcerated.</p>

<p><b>SPECIAL PERSONAL CHARACTERISTICS</b></p> <ul style="list-style-type: none"> <li>• Influence change and strengthen the community. Set an example each day through positive and pro-social role modeling, utilizing dynamic security concepts.</li> <li>• Willingness to play a significant role in the collaborative efforts toward rehabilitation and public safety enhancement.</li> <li>• Ability to facilitate conversations as a coach and mentor, engaging in a respectful and understanding manner.</li> <li>• Ability to build trust, improve communication, and assist with the transformation of correctional culture.</li> <li>• Empathetic understanding of patients in a State correctional facility.</li> <li>• Willingness to work in a State correctional facility; alertness; keenness of observation; tact; patience; and emotional stability.</li> </ul>		
<p><b>SUPERVISOR'S STATEMENT: <i>I HAVE DISCUSSED THE DUTIES OF THE POSITION WITH THE EMPLOYEE</i></b></p>		
<p>SUPERVISOR'S NAME (Print)</p>	<p>SUPERVISOR'S SIGNATURE</p>	<p>DATE</p>
<p><b>EMPLOYEE'S STATEMENT: <i>I HAVE DISCUSSED WITH MY SUPERVISOR THE DUTIES OF THE POSITION AND HAVE RECEIVED A COPY OF THE DUTY STATEMENT</i></b></p>		
<p>The statements contained in this duty statement reflect general details as necessary to describe the principal functions of this job. It should not be considered an all-inclusive listing of work requirements. Individuals may perform other duties as assigned, including work in other functional areas to cover absence of relief, to equalize peak work periods or otherwise balance the workload.</p>		
<p>EMPLOYEE'S NAME (Print)</p>	<p>EMPLOYEE'S SIGNATURE</p>	<p>DATE</p>