Welcome

Why choose Central West Hospital and Health Service?

From Boulia in the far west, to Alpha on its eastern border, a clinical career with Central West Hospital and Health Service can offer you unique professional opportunities and personal rewards. Opportunities to contribute to local decisions for local communities. Opportunities for career progression and clinical leadership. Professional rewards of being part of a skilled and dedicated clinical team with a passion for excellence in rural and remote health care. There are many and varied personal rewards that spring from living and working in towns abundant in natural beauty, rich in heritage, and wealthy in community spirit.

Be part of a new era in rural and remote health care leadership

National Health Reforms are driving major changes across Australia, offering new opportunities for greater local control of health services and engaging communities in planning their health care. Through our Board’s leadership, Central West Hospital and Health Service is committed to delivering a service system that keeps our residents healthy, and acts swiftly and safely in treating ill-health.

We value:
• Quality and safety
• Respect, care and compassion for patients and for staff
• Innovation and change, for continuous learning and improvement
• Professionalism and integrity
• Connection with our community.

We seek prospective staff who will share these values, and who believe patients are at the heart of what we do.

Consider your rewards

As so many of our staff attest, there is a unique thrill in being a vital part of professional health teams that provide a continuum of care to 12,500 people spread across a vast geographic expanse. What’s more, the rewards for rural health care professionals usually extend to enrich their professional, personal, family and community lives. In this prospectus, you will find an introductory overview of some of the benefits of a rural health career with Central West Hospital and Health Service. You will also find some brief testimonies from clinicians who have found a refreshing and enriching lifestyle change, thanks to welcoming neighbourhoods, safe and family-friendly spaces, and the genuine sense of professional camaraderie that characterises rural and remote Queensland communities.

“I returned to Central West after a couple of years working in large metro centres because I missed the community connection. There are also very significant professional rewards from this work in that you move beyond your clinical boundaries to become a true generalist, and stretch yourself to make new professional links. We also have a whole-of-team approach to work that’s inclusive of staff’s many different skills.”

Frances, Director of Nursing, Blackall.
Grow your career, grow our communities

More than just a job

Broaden your clinical career horizons

A career in Central West offers opportunities for clinicians to develop their skills across the continuum of care and wide scope of practice, from acute care to community care, prenatal health to care for the aged. We deliver comprehensive primary health care, supported by quality acute care services and access to specialist support at our major hubs. Working in remote health also provides outstanding experiences for clinicians advancing specialised rural health care skills in such areas as:

- primary and community health delivery, including rural general practice, rural and remote nursing, Indigenous health, child health, women’s health, mental health, chronic disease management, and home and community care;
- allied health services including occupational therapy, speech therapy, dietetics, and podiatry; and
- health promotion and illness prevention.

Additionally, there are opportunities to contribute to training and statewide student education, as well as state and national research programs, making a difference to rural and remote health care and communities. For those with a heart for bush health, working in Central West Hospital and Health Service provides a rich range of professional rewards, from great collegiate and clinical supports, continual professional development, to leadership opportunities.

Partnerships – a network of care

We are a vital part of a network of health care services, our hospitals, health clinics and general practices complemented by services delivered by our health care partners including the Western Queensland Primary Health Network, North and West Remote Health, the Royal Flying Doctors Service, Anglicare, and many others.

We also work seamlessly with a range of larger referral hospitals and health centres across Queensland’s regional and metropolitan areas. This holistic network provides a comprehensive and high-quality health service to our rural and remote communities to help prevent and manage chronic disease and reduce hospitalisation by providing the earliest possible interventions.

Clinical support through telehealth

Innovations in telehealth are increasingly supporting quality health care delivery in rural and remote locations by removing the physical and social distances between health professionals and patients. Central West clinicians are skilled in using state-of-the-art teleconference and live video conferencing in theatres, emergency rooms and consultation rooms for real-time liaison with medical and other health care specialists across Queensland. Clinical training and professional development is also increasingly conducted via telehealth across all sites. Even in our smaller health care facilities, you will be connected with a large and growing network of colleagues and clinical information to support your professional decisions and development.

Working in Central West is about working with a dedicated, supportive, and multidisciplinary group of professionals towards patient-focussed care and evidence-based practice.

Leadership and teamwork

As well as enjoying a greater sense of autonomy than in much larger hospitals, you will find colleagues willing to share, learn and lead through professional knowledge, skills and experience. Additionally, there are also opportunities for staff to take clinical leadership roles and be involved in decisions through clinical governance.

Excellence in training and support

As a clinical professional with Central West, you will be supported through high quality training such as: continual medical professional development for rural medical generalists; advanced clinical skill programs for rural nurses and midwives; allied health professional support; Aboriginal and Torres Strait Islander education and training; and through research and education development programs.
It is impossible to generalise the experiences of such diverse towns, from the ‘big sky country’ of Winton, to the major regional bustle of Longreach.

Although you will find things you anticipate of outback towns – warm to very warm temperatures, a more leisurely pace – there are also a few unexpected elements. The region experiences annual floods isolating smaller towns, periods of drought, and the occasional bushfire. However, these are more than offset by the vibrant country lifestyle and culture, active sporting programs, variety of clubs, unique stores and attractions, quality schools, and well resourced local health services.

The Central West’s health facilities offer emergency services, a range of primary health care and community health programs, and support a network of acute and specialist and visiting services, including surgical, obstetrics and gynaecology, ophthalmology, dental, mental health teams including psychiatry, child health and paediatric teams. Additionally, referral and transfer services to hospitals such as Longreach, Rockhampton, Townsville and Mt Isa, or tertiary hospitals in Brisbane, ensure residents of the region can access timely specialist care.

Working and living in Longreach

A population of 4,000 belies Longreach’s reputation as one of the most vibrant and flourishing tourist and industry centres of outback Queensland. Steeped in aviation history as the birthplace of QANTAS Airlines, and its Stockman’s Hall of Fame standing proud, Longreach epitomises the spirit of the outback. Longreach offers both private and public education and child care, an array of boutiques, stores and good restaurants, and numerous clubs, social and recreational facilities. Good transport options of air, train and bus also make Longreach an ideal location for a relaxed lifestyle with all the conveniences of a major town.

The 31-bed Longreach Hospital provides:
- 24 hour emergency care, acute inpatient (including surgical/ medical, low-risk maternity and paediatrics), radiography, pharmacy, outpatients, dental and community health.
- Visiting medical and specialist services (eg oncology, mobile women’s health, paediatrics, and several surgical specialties).
- Outreach services to other Central West facilities, including services such as mental health, allied health and more.

Find out more about life in Longreach at www.longreach.qld.gov.au

Working and living in Barcaldine

Barcaldine is a rail town of national significance, famous as the site for the formation of the Australian Labor Party. Its tree-lined streets often showcasing authentic heritage homes, Barcaldine is renowned as the ‘friendliest town in the west’; it offers a nurturing and safe family environment, excellent educational facilities, a welcoming 2000-strong community, and a rich cultural life.

The 18-bed Barcaldine Hospital and Multipurpose Health Service offers:
- 24 hour emergency care, inpatient and outpatient services (with a general medical practice on-site).
- Aged care integration of services with residents accessing on-site Home and Community Care (HACC) support.
- A full range of visiting specialist medical, nursing and allied health services.

Find out more about living in Barcaldine: www.barcaldinerc.qld.gov.au
**Working and living in Blackall**

Blackall’s original claim to fame may have been for the iconic ‘Black Stump’, but its 1500 residents know it better for its welcoming community spirit, its energetic local enterprises, and its prosperous cattle industry. Positioned on the Barcoo River, and flanked by the quintessentially western icon – the Queensland bottle tree – Blackall boasts public and private schools, a range of social, commercial and sporting amenities, and a wealth of heritage and cultural festivals and programs.

The 18-bed acute care Blackall Hospital provides:

- 24 hour emergency care, inpatient and outpatient services (including shared antenatal care), pharmacy and licensed x-ray services, plus excellent liaison with the Blackall medical clinic.
- A wide range of visiting specialists, from child health clinics, mental health, flying surgeon, ophthalmologist, to Well Women’s clinics, which opens for extended hour service.

Find out more about living in Blackall:

www.btrc.qld.gov.au

**Working and living in Winton**

Winton (population 1000) is a picturesque grazing and opal mining town poised on central Queensland’s Diamantina River, with a unique and cherished claim as the site of the composition and recitation of A.B. (Banjo) Patterson’s ballad ‘Waltzing Matilda’. True to its status as the home of Australian bush poetry, the Winton landscape is lyrical and painterly, and its people friendly and community-minded. More recently, Winton’s rich mining and livestock history has been complemented by its flourishing tourism industry, visitors attracted by the fascinations of the dinosaur and palaeontology activities on its doorstep.

Winton Hospital and Multipurpose Health Service provides:

- 24 hour emergency services, general medical practice, inpatient care, antenatal classes, aged and community care.
- Integrated high need residential aged care.
- Wide range of visiting medical and allied health clinics, in addition to referral air transfers to Mount Isa, Townsville and Rockhampton Hospitals.

Find out more about living in Winton:

www.winton.qld.gov.au

“Although I'd lived and worked in small towns before, when I moved my family to Barcaldine from Brisbane, I was instantly struck by how welcoming and inclusive Barcaldine is. Far from feeling isolated, I have found people to be interested and helpful, and everything is so accessible. It is the sort of town that people gravitate back to: clinicians who have completed secondments here beg to come back, as the team spirit in our health service is so strong, and the community so safe and friendly. My daughter benefits from the good resources and more individualised attention of teachers in the local school, and there are many and varied employment pathways developed for young people that offer a return to this community.”

Pauline, Director of Nursing, Barcaldine.

**Other vital Central West sites**

**Alpha** – Aramac – Boulia – Isisford – Jundah – Muttaburra – Tambo – Windorah

**Alpha** Hospital and Multipurpose Health Service provides emergency care, acute inpatients, pharmacy, outpatient clinics, x-ray, residential aged care and a range of visiting medical and allied health specialist services. Alpha has a rich cultural life and features a state school (Prep to Year 10), shops, transport, services and amenities such as sporting and community clubs and library.

The **Primary Health Centres** of Aramac, Boulia, Isisford, Jundah, Muttaburra, Tambo and Windorah all provide 24-hour emergency care, the expertise of remote area nursing, and private or public medical clinics, plus the services of the Royal Flying Doctors Service and other visiting medical services; xray; pathology; and other vital services. A range of visiting specialists, from allied health to child health and dental services, are mainstays.

An ‘oasis’ amidst the dry stretches of the Central West, **Aramac** is a 400-strong gem of a community, with wide streets, abundant water supply, and nearby Lake Dunn and Lake Galilee. Aramac features a school, cultural, social and commercial amenities. Despite its population of around 130, **Muttaburra** is teeming with fossil history, and rich in fertile lands due to its abundance of artesian water. Friendly and tranquil, Muttaburra features a primary school, library and sporting and cultural clubs.

Little **Isisford**, population 260, is a constant lure for competitive fishing enthusiasts. Located on the Barcoo River, Isisford is an attractive township with a school, shops, cultural centres, library and other conveniences. The oldest town in the region, **Tambo** (population 450) is renowned for its heritage atmosphere, nature walks and ‘Tambo Teddies’ – an ingenious solution to market its wool. The town features an aquatic centre, sporting clubs, a school and many usual conveniences.

**Jundah**, population 120, is known for its hospitality and stunning outlook of red plains. A primary school, museum and cultural centre, and national park offer educational activities, while the annual Woolly Caulfield Cup and the local fishing are legendary. Promisingly, the name ‘**Windorah**’ means ‘place of large fish’ in the local Indigenous dialect. Certainly, Windorah’s Cooper’s Creek-side position and particular grasses makes for rich grazing and world-class beef. As well as striking red sand hills and nature trails, the town of 158 has an energetic public school whose Sports Camp draws other outback schools each year. Far west on the Georgia and Burke Rivers, **Boulia**’s 400 locals are proud of their sports and aquatic centre, myriad community clubs, state school (Prep to year 7), shopping and banking and numerous cultural and social festivals and activities.
In addition to the outstanding vocational opportunities for a career with Central West services, there are countless financial and lifestyle rewards in being a part of our health care teams. The following provides a brief overview of some of the rewards, from attractive remuneration and benefits, to additional state and federal supports and incentives available to rural and remote health care professionals.

Of course, you should consult further information specific to your professional stream and conditions of employment, or talk with us.

**Awards, Allowances and Loadings**
- Full-time, part-time or casual working arrangements and flexible rosters
- Employer contributions to superannuation of up to 12.75%
- Recreational leave and opportunity to purchase extra leave
- Long service, parental, and carers leave
- Annual Recreation Leave loading of 17.5%
- Overtime, on-call, and shift loadings (relevant to your discipline).

**Rural and remote incentive packages**
You may receive years of service or retention bonuses, significant inaccessibility allowances for designated rural and remote areas, relocation subsidies or payments, and other specific benefits (relevant to your award and employment).

**Professional development allowances and support**
Rural and remote clinicians can receive professional development leave and annual professional development allowances, in addition to flights to access your training. We can also sponsor and support your continued study or training.

**Salary packaging options**
You may choose to take a salary sacrificing option towards an approved benefit (pre-tax), thereby reducing the amount of tax you pay on your income.

**Extra support to join us and stay with us**
We may be able to provide the following:
- Accommodation or accommodation subsidies.
- Relocation subsidies and allowances to rural and remote areas.
- Subsidisation of your utilities.

For international health clinicians, we may subsidise your initial application for professional registration through the Australian Health Practitioners Regulatory Agency (AHPRA), the administrative costs associated with immigration visas. We may also be able to sponsor you and your family for Permanent Residency through the Department of Immigration and Citizenship, subject to negotiation.

**Orientation and support while settling in**
When you start with us, your hospital or health care centre will provide you with an orientation program to help you become familiar with your new working environment and processes. This may range from information about your service and hospital organisational structure, access to hospital policies and procedures, including clinical and procedural protocols, to learning plans and training goals. You may also be able to access additional support networks, rural professionals who understand, from their own experience, the needs of staff new to a rural region.

If you are new to Queensland, you may find additional helpful information on relocation at [www.qld.gov.au](http://www.qld.gov.au)

*For specific wages and remuneration information relevant to your discipline, consult the wages and salary information at [www.health.qld.gov.au](http://www.health.qld.gov.au)
A Unique Experience

“I had worked in rural, regional and then metropolitan hospitals throughout NSW and WA before coming to Longreach as part of a Queensland ‘tree change’. I immediately connected with the town and the people, and fell for the sheer beauty of the landscape. I’ve been given so many opportunities to extend my skills and take on new and challenging nursing management roles. I’ve particularly enjoyed coordinating innovative projects such as those in Telehealth, because it has such capacity to reduce the travel burden on patients who need to regularly access quality health care and treatment, as well as enhancing staff education.

The challenges of living and working in rural west Queensland are well off-set by the positives; working here has stretched me professionally and personally, and there has been great support from my workplace and my colleagues to grow. I even met my husband in Longreach, and now I help maintain our cattle and sheep station in my precious spare time!”

Louise, Clinical Nurse Consultant, Longreach.

“...the team we work with has a truly collegiate attitude, are very willing to work together and bounce ideas around, and support each other in terms of hours, coverage of patients and our work-life balance.

There is an emphasis on information sharing and mutual learning, ability for practitioners with specific advanced skillsets to genuinely use them here, and great capacity to expand our training and education expertise. The professional benefits are equally matched by the lifestyle.

I’m big on sports and found it fairly easy to integrate into the clubs. We find the Longreach lifestyle and community to be friendly, well-resourced, and very conducive to raising a family.”

David and Clare, Senior Medical Officers, Longreach.

Handy links

Moving your health care career to a rural area can be a big step. Even for ‘seasoned’ rural clinicians, you want to feel confident about your decision. Fortunately, there are many resources available to inform and support you as you make your choice. Consulting the following references may provide valuable information:

Central West Hospital and Health Service profile: www.health.qld.gov.au/services/centralwest (includes lists of available services, contact information and links to hospital websites).
Central and North West Queensland Medicare Local: www.cnwqml.com.au
Australian Health Practitioner Regulation Agency: www.ahpra.gov.au
Australian Taxation Office: www.ato.gov.au
Local Government Areas within CWHHS:
Barcaldine Regional Council: www.barcaldinerc.qld.gov.au
Barcoo Shire Council: www.barcoo.qld.gov.au
Blackall-Tambo Regional Council: www.btrc.qld.gov.au
Boulia Shire Council (except the community of Urandanj): www.boulia.qld.gov.au
Diamantina Shire Council: www.diamantina.qld.gov.au
Longreach Regional Council: www.longreach.qld.gov.au
Winton Shire Council: www.winton.qld.gov.au
Real Estate Institute of Queensland: www.reiq.com.au
Tourism Queensland: www.tq.com.au
Central West Hospital and Health Service:
Make the best move of your rural health care career.

For more information on career opportunities with us, please contact: