

Registrars/Principal House Officers – Emergency Medicine

Our Destination 2030: Great Care for Central Queenslanders strategy will shape the future of healthcare across our region, and support our aim for Central Queenslanders to be amongst the healthiest in the world. Great staff working in great teams with a culture of supporting and investing in our people's future. Find out more visit online

www.health.qld.gov.au/cq/destination-2030

Great People, Great Place to Work



Role details

Role title	Registrars/Principal House Officers - Emergency Medicine	Classification	L4 – L9 L4 – L7
Status	Temporary Full Time (for 12 months, several positions available)	Salary	\$105,377 - \$122,176 p.a. (L4 – L9) \$105,377 - \$166,066 p.a. (L4 – L7)
Unit/Facility	Department of Emergency	Total package	Up to \$122,176 p.a.
Location	Rockhampton, Gladstone and Emerald Hospitals	Contact	Dr Syed Khadri Clinical Director Emergency Medicine (07) 4920 7044
Job ad reference	RK9B301965	Closing date	Sunday, 10 March 2019

*Please note: there may be a requirement to work at other facilities located across Central Queensland Hospital and Health Service

Central Queensland Hospital and Health Service

CQ Health provides public health services across Central Queensland, in hospitals and in the community. CQ Health is a statutory body governed by our Board. We serve a growing population of approximately 250,000 people and employ more than 3,700 staff, treating more than 700,000 patients each year. The health service has a diverse geographic footprint, ranging from regional cities to remote townships in the west and beachside communities along the coast.

Rockhampton Hospital

Rockhampton Hospital is a 305 bed facility and is the main referral hospital for Central Queensland, now providing integrated cancer care services in Central Queensland in the newly established building boasting state of the art medical equipment.

The other primary hospitals within the health service are Gladstone, Emerald, Yeppoon and Biloela together with many smaller rural units transfer patients through to Rockhampton for specialist care and investigation. Rockhampton Hospital provides training for Medical Students participating in University of Queensland – Central Queensland Rural Clinical School, and has links with the Central Queensland University for Nursing and Health Studies. There is a strong emphasis on strengthening the “grow your own” medical workforce with an active Medical Education Unit and registrar training as a major focus within the health service.

CQ Health
Living our values

Care

We are attentive to individual needs and circumstance

Integrity

We are consistently true, act diligently and lead by example

Respect

We will behave with courtesy, dignity and fairness in all we do

Commitment

We will always do the best we can all of the time

Specialist Medical Services offered at the Rockhampton Hospital include Emergency Medicine, General Medicine, Cardiology, Renal Medicine, Palliative Care, Psychiatry, Rehabilitation, Geriatric Medicine, Paediatrics, General Surgery, Orthopaedics, Urology, ENT, Obstetrics and Gynaecology, Intensive Care and Anaesthetics. There are also a range of clinical services provided on a visiting basis from tertiary hospitals in Queensland.

Rockhampton Hospital has recently gained accreditation for training in emergency medicine as well as being accredited for training in general surgery, anaesthetics, intensive care, general medicine, paediatrics, obstetrics and gynaecology and psychiatry.

Want to learn more? CQ Health: www.health.qld.gov.au/cq

The opportunity

Assist the Director, Staff Specialists and Senior Medical Staff in ensuring the Emergency Medicine services provided by the Central Queensland Hospital and Health Service, Rockhampton, Capricorn Coast, Gladstone, Emerald and Biloela Hospitals are of the highest standard and delivered in an efficient and effective manner given available resources.

Total package

- Up to 12.75% employer superannuation contribution
 - Annual leave loading 17.5%
 - Salary packaging
 - Work/life balance, variety and flexibility
 - Employee Assistance Program
- Additional benefits to this role include:
- Professional Indemnity cover – for CQHHS duties and procedural private practice work as per HR Policy I2.
 - Employee Assistance Program
 - Work/life balance, variety and flexibility
 - Professional Development Allowance

The role

- Fulfil the responsibilities of this role in accordance with the Queensland Public Service and CQ Health values.
- Actively participate in the Performance Appraisal and Development (PAD) process and engage in continuous learning and workplace improvement and innovation.
- Understand your broad responsibility for safety and quality in healthcare, actively participate in continuous quality and safety improvement activities within the workplace and notify a relevant clinical or non-clinical responsible officer when concerns exist about workplace or patient safety.
- The provision of a healthy and safe environment within the health service is everyone's responsibility.
- Understand your accountability to uphold the principles and practices of the Health Service's Health and Safety Management System in accordance with legislation and industry standards. As a supervisor actively promote good health and safety practices to staff of your work area.
- Maintain good communications with all areas and disciplines within the health service and with local medical practitioners to ensure the smooth and effective operation of the hospital.
- Ensure and review the quality of patient care by participation in clinical audits and quality programs.
- In consultation with/under the supervision of the senior medical staff within the Department:
 - Initiate, maintain and be responsible for the clinical care of patients;
 - Manage patients to ensure that problems are fully assessed and identified;
 - Plan all clinical care, including discharge requirements;
 - Supervise and arrange appropriate clinical investigations;

- Maintain appropriate comprehensive and concise documentation of all observations, opinions, diagnoses other data and procedures undertaken;
- Maintain appropriate summary documentation, particularly when the patient is transferred including discharge summaries and letters;
- Supervise the day to day activities of junior medical staff to ensure that appropriate standards of care are maintained and that junior medical staff are trained to adequately fulfil their duties;
- Ensure appropriate clinical and department handover;
- Liaise appropriately with inpatient teams to facilitate patient admissions.
- Participate in the provision of a shift roster to provide services out of hours, at night and on weekends.
- Development of skills and knowledge in the theoretical and clinical aspects of management of emergency medicine patients.
- Provide leadership and teaching to the resident medical staff and Medical Students.
- To participate in clinical meetings, continual professional improvement and medical education.
- Be aware of and adhere to all Queensland Health and hospital policies and procedures.

Mandatory qualifications / Professional registration / Other requirements

- **Mandatory qualification/s:** MBBS or equivalent to be eligible for registration as a Medical Practitioner with the Medical Board of Australia, Australian Health Practitioner Regulation Agency (AHPRA).
- **Mandatory qualification/s:** Evidence of acceptance into Australian accredited Emergency Medicine Registrar training program.
- **Non-mandatory qualifications/requirements:** *Please note: there may be a requirement to work at other facilities located across Central Queensland Hospital and Health Service.
- **Proof of identify documents:** Candidates must provide certified copies of requested proof of identify documents for the purposes of General Criminal History and National Police Certificate checks.
- **Shift work:** Appointees will be required to work all shifts in accordance with the unit roster.
- **Licence to operate vehicle:** This position requires the incumbent to operate a class C motor vehicle and an appropriate licence endorsement to operate this vehicle is required. Proof of this endorsement must be provided prior to the commencement of duty.
- **Travel:** Travel throughout the health service may be required as part of this position.

How you will be assessed

You will be assessed on your ability to demonstrate the best fit for the role. Within the context of the responsibilities described under 'The role', the ideal applicant will be someone who can demonstrate the following:

- Demonstrated clinical experience and skills in Emergency Medicine for the provision of clinical services to the Emergency Department at Registrar/Principal House Officer level.
- An understanding of the importance of quality, safety and risk in a healthcare environment.
- Demonstrated ability to communicate effectively (verbal and written) with staff and patients.
- Demonstrated ability to work as a team member in a multidisciplinary approach to service provision.
- Demonstrated willingness to participate in teaching at undergraduate and postgraduate levels and demonstrated commitment to continuing professional education including maintenance of personal knowledge and skills.
- Demonstrated understanding and commitment to the principles of quality and review.

How to apply

- Download package available from www.smartjobs.qld.gov.au using the job ad reference number (JRN). All applications must be submitted online via Smartjobs.
- Provide the following information to the panel to assess your suitability:
 - Your current CV or resume, including referees.
 - A short response (maximum 1-2 pages) on how your experience, abilities and knowledge would enable you to achieve the accountabilities and responsibilities, meet the organisational values and “how you will be assessed”.
 - Provide referees that have a thorough knowledge of your work performance and conduct that have been your recent supervisor. By providing the names and contact details of your referee/s you consent for these people to be contacted by the selection panel. If you do not wish for a referee to be contacted, please clearly indicate this on your resume.
 - Include any additional forms or evidence as necessary from the panel and role description.

Occupational health and safety

The health service aims to maintain a safe, healthy and secure work environment for all employees, clients, visitors and contractors. Achieving this aim is the responsibility of all.

- **All staff:** are to follow defined service quality standards, occupational health and safety policies and procedures relating to the work being undertaken to ensure high quality, safe services and workplaces.
- **Management roles:** are to participate in quality and safety activities such as clinical review, audit and case study presentations which assist learning within the quality and safety environment that can also incorporate the National Standards program.

Vaccine Preventable Diseases (VPD) requirements

It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment:

- Measles, Mumps, Rubella (MMR)
- Varicella (chicken pox)
- Pertussis (whooping cough)
- Hepatitis B

All new employees who will be working in clinical areas must be assessed for their risk of tuberculosis and screening undertaken if required. Existing staff that are engaged prior to 1 July 2016 are **not subject** to this condition of employment unless they apply for a role with VPD requirements that is with a different Queensland Health entity (i.e. one HHS to another HHS, Department to a HHS, or HHS to Department).

Diversity and inclusion

We are committed to providing a diverse and inclusive workplace for our people and our community. To find out more visit CQ Health: www.health.qld.gov.au/cq

Respect in the workplace

The health service values and respects the diversity of its workforce and believes that all its employees should be treated fairly and with dignity and respect. All employees of the health service must show respect for each other, visitors, the public and contractors by treating them fairly and objectively, ensuring freedom from discrimination, sexual harassment, racial or religious vilification, victimisation and bullying. CQ Health is an equal opportunity workplace

Vision for the Public Sector

The Department of Health has a diverse set of responsibilities, and a common purpose of creating better health care for Queenslanders. The department is responsible for the overall management of the public health system in Queensland. We strongly believe in the need to work with people that value the goals of our organisation and who will thrive in our workplace. To enable this vision, the Queensland Public Sector is transforming from a focus on compliance to a values-led way of working. The following five values, underpin behaviours that will support and enable better ways of working and result in better outcomes for Queenslanders.



Customers first



Ideas into action



Unleash potential



Be courageous



Empower people

Additional information

- **Currency of Applications:** Applications remain current for 12 months (permanent roles) and for the duration of the vacancy (temporary roles).
- **Future Vacancies:** Future vacancies of a temporary, full-time and part-time nature may also be filled through this recruitment process.
- **Pre-Employment Screening:** Pre-employment screening, including criminal history and discipline history checks, may be undertaken on persons recommended for employment. Roles providing health, counselling and support services mainly to children will require a blue card, unless otherwise exempt.
- **Probation:** Employees who are permanently appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment.
- **Salary Packaging:** To confirm your eligibility for the Public Hospital Fringe Benefits Tax (FBT) Exemption Cap please contact the Queensland Health Salary Packaging Bureau Service Provider – RemServ via telephone 1300 304 010 or online <http://www.remserv.com.au> or SmartSalary via telephone 1300 218 598 or <https://qld.smartsalary.com.au/>
- **Child Abuse/Neglect:** All relevant health professionals, who in the course of their duties formulate a reasonable suspicion that a child or youth has been abused or neglected in their home/community environment, have a legislative and a duty of care obligation to immediately report such concerns to Child Safety Services, Department of Communities.
- **Disclosure of Employment as a Lobbyist:** Applicants will be required to give a statement of their employment as a lobbyist, as per the [Lobbyist Disclosure Policy 2010](#) within one month of taking up the appointment.
- **Disclosure of Pre-Existing Illness:** Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role. Details are available in section 571 of the [Workers' Compensation and Rehabilitation Act 2003](#)
- **Smoking Management Policy:** A non-smoking policy is effective in all Queensland Government facilities (including buildings, offices and motor vehicles) in line with the [Queensland Tobacco and Other Smoking Products Act 1998](#)

Organisational chart

