## Role Description

### Role Details

<table>
<thead>
<tr>
<th>Job Ad Reference</th>
<th>Classification</th>
<th>Role Title</th>
<th>Salary</th>
<th>Status</th>
<th>Closing Date</th>
<th>Unit / Branch</th>
<th>Division / Hospital and Health Service</th>
<th>Contact Name</th>
<th>Location</th>
<th>Contact Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>CW8K293748</td>
<td>L13-L25</td>
<td>General Practitioner Obstetrician (Senior Medical Officer)</td>
<td>$317,513 - $411,663 p.a. (f/t) $148,091 - $204,543 p.a. (f/t)</td>
<td>Various Opportunities (Permanent and Temporary Full Time and Part Time)</td>
<td>Wednesday, 31 July 2019</td>
<td>Medical Services</td>
<td>Central West Hospital and Health Service</td>
<td>David Rimmer</td>
<td>Longreach</td>
<td>(07) 4652 8000</td>
</tr>
</tbody>
</table>

### Our Vision

The health service’s vision is to provide excellence in care to remote Queenslanders.

### Our purpose

- Develop a strong and positive leadership culture that ensures Central West Hospital and Health Service is an exemplar in remote, integrated, innovative, value based, responsive healthcare.
- Attract develop, motivate and celebrate a strong, diverse workforce that is able to deliver safe, effective care and meet the changing needs of the communities.
- Work effectively with partners, communities and consumers to ensure the delivery of high value care that is safe, and consumer centred health care is consistent.
- Deliver more services locally through ensuring the optimal use of the infrastructure and technology investments made at Aramac, Longreach, Barcaldine, Blackall, Boulia and Windorah.
- Improve access to culturally competent and safe primary health care through greater participation of Aboriginal and Torres Strait Islanders people in the workforce and improved cultural competence of the health service and individuals.
- Improve governance of corporate, financial and clinical systems which will strengthen organisational resilience to operational and strategic challenges and risks.
- Embrace digital technology for the delivery of care including supporting the use of My Health Record by providers and optimising the use of telehealth with the introduction of new models of care including chemotherapy.
Our values

Our values guide our behaviours and practices and hold us accountable to our community. Our values are:

- **Patient centred care** - we support our patient through their care journey, involve patients in decisions about their care and learn from their experience(s) when in our care.
- **Quality and safety** – we put safety first in the care of our patients and build quality into what we do each day.
- **Investing in our staff** – we support ongoing learning, planned development and career advancement to attract and retain a happy, secure and competent workforce.
- **Integrity** – a culture of fair dealing, openness and mutual respect, fair dealing, ethical behaviour and transparency.
- **Innovation and change** – we encourage ideas, evaluate opportunities, consult with those affected, weigh up the risks, implement with purpose and celebrate improvements.

Your purpose

Senior Medical Officers are engaged to provide health care to residents and visitors to the Central West in a variety of settings, including local hospitals (and multi-purpose health services), family general practices and primary health clinics. Senior Medical Officers work without supervision in a multi-disciplinary team to promote healthy lifestyles, manage chronic disease and provide emergency and inpatient services. The successful candidate will commit to patient safety, the ongoing development of clinical knowledge and skills, and the supervision and training of junior doctors and students.

Senior Medical Officers across the CWHHS are managed as a group practice of around 20 SMO doctors across the region and you will be required to contribute to the development of a cohesive and supportive team environment. As part of this you may be required to provide short term relief to doctors based at other facilities in the Central West Hospital and Health Service.

Maternity Services in Longreach are provided under a low risk midwifery led model of care supported by SMO Obstetrics with DRANZCOG advanced. Specialist support is provided by our partner Hospitals and the Flying Obstetrics and Gynaecology service based in Roma.

Your key responsibilities

- Fulfil the responsibilities of this role in accordance with Central West Hospital and Health Service’s core values, as outlined above.
- Follow defined service quality standards, occupational health and safety policies and procedures relating to the work being undertaken in order to ensure high quality, safe, services and workplaces.
- Undertake medical practice at local hospitals (and multi-purpose health services), family general practices and primary health clinics including telehealth consultations.
- Undertake medical practice within your approved credentialed scope of clinical practice in Rural Generalist Medicine or Vocational General Practice.
- Provide evidence based and quality clinical care of individual patients in all domains of medical practice, including:
  - Conducting patient interviews and clinical examinations.
  - Identifying clinical problems and health opportunities for individual patients.
  - Preparing individual patient health care plans.
  - Facilitating patient referral for additional diagnosis, treatment or management of care.
- Maintain concise but comprehensive, accurate, legible records of patient status and progress and associated correspondence.
- Communicate professionally with individual patients, relatives, guardians, and all relevant health professionals necessary for quality clinical care outcomes, including for the transfer of responsibility of clinical care.
- Participate in rosters for the provision of out of hours care at night, on weekends and public holidays.
- Contribute to overall clinical care and health promotion in the region.
- Ensure patient safety and quality clinical care through participation in clinical audits, clinical meetings, peer review and other safety and quality assurance programs and presentations.
- Teach, supervise and mentor other health service staff and students, including completing quality supervisory documentation and
- Participate in continuing professional development as required by Medical Board of Australia.

Mandatory qualifications/Professional registration/other requirements

- Appointment to this position requires proof of qualification as a medical practitioner and your registration by the Medical Board of Australia.
- Relevant postgraduate qualification (eg FRACGP, FACRRM) or documented evidence of acceptance as a trainee leading to these qualifications is considered essential.
- Certification of an obstetric advanced rural skill is mandatory.
- Potential applicants are advised that the *Aged Care Act 1997* requires Queensland Health employees and volunteers of aged care services to have a current National Police Certificate. Queensland Health will facilitate the applicants obtaining the above check.
- It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases: measles, mumps, rubella, varicella, hepatitis B and pertussis (whooping cough) during their employment.
- The incumbent must be licensed to operate a C Class motor vehicle. Proof of this endorsement must be provided before commencement of duty.
- In accordance with current Award conditions, all employees working on a continuous shift basis will be required to work all shifts on a roster. These shifts may vary in length across a 24 hour period, Monday to Sunday inclusive. Following consultation with relevant unions, an employee may be required to participate in new or varied roster arrangements including 24 hour shift work, on-call and weekend rosters.
- An offer of employment cannot be made until the appropriate pre-employment checks are completed. Prospective employees must not commence work in the proposed role prior to satisfying this requirement. This includes providing valid proof of identity, finalised criminal history check, probity check and vaccine preventable disease information.
- Appointment to this position requires proof of qualification and if applicable registration or membership with the appropriate registration authority or association. Certified copies of the required information must be provided to the appropriate supervisor/manager, prior to the commencement of clinical duties.

**Work Health and Safety**

Central West HHS is committed to providing a safe, health and secure workplace for all employees. This commitment includes a dedicated *People Focussed Safety* culture.

*A People Focussed Safety* culture commits to the health, safety and wellbeing of staff, volunteers and other persons, through the provision of a dynamic and comprehensive Health and Safety Management System (HSMS). The HSMS
provides for proactive safety initiatives, early injury management practices with a strong focus on a safe and durable return to work.

The provision of a Health and Safety environment within Central West HHS is everyone’s responsibility.

**Other Requirements:**
If you are the successful applicant you will be required to provide certified copies of one from each dot point:

- Current Drivers Licence or passport (and Marriage Certificate if applicable),
- Birth Certificate or Australian Citizenship Certificate and
- Medicare card or utility bill or credit or debit card.

**How you will be assessed?**

You will be assessed on your ability to demonstrate the following key attributes. Within the context of the responsibilities described above, the ideal applicant will be someone who can demonstrate the following:

- Competence and capability to provide primary rural medical practice, including hospital based practice with certification of a (secondary) advanced rural skill as specified.
- Ability to improve standards and quality of health care and patient safety within the hospital and community.
- Ability to function in a multidisciplinary team and provide clinical leadership within the team.
- High level of communication skills in clinical practice and operational responsibilities.
- Experience in education and training of medical staff and/or medical students.
- Demonstrated competence and recent experience in low risk obstetric care sufficient to allow full credentialing as an Obstetric Rural Generalist.

**Your application**

Please provide the following information to the panel to assess your suitability:

- **Your current CV or resume**, including referees. You must seek approval prior to nominating a person as a referee. Referees should have a thorough knowledge of your work performance and conduct, and it is preferable to include your current/immediate past 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 indicate this on your resume and contact the selection panel chair to discuss.
- **A short statement (maximum 2 pages)** on how your experience, abilities, knowledge and personal qualities are relevant for the role, taking into account the key responsibilities and key attributes (assessment criteria) set out above.

**Additional Information**

- Applications will remain current for 12 months.
- Future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process.
- 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.
• Hepatitis B vaccination is a condition of employment in Queensland Health facilities for all workers who have direct contact with patients or who, in the course of their work, may be exposed to blood or body fluids and/or contaminated sharps. Proof of vaccination must be provided to the Human Resource Department upon acceptance of appointment. Proof of vaccination can be provided via a letter from a general practitioner, infection control or occupational health department or a copy of a blood test result showing serological evidence of hepatitis B immunity (i.e. HBsAb≥10 IU/L).

• Employees who are permanently appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment.

• 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.

• Applicants will be required to give a statement of their employment as a lobbyist within one (1) month of taking up the appointment. Details are available at http://www.psc.qld.gov.au/publications/assets/policies/lobbyist-disclosure-policy.pdf

• 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 – Information and documents about pre-existing injuries and medical conditions of prospective worker: https://www.legislation.qld.gov.au/LEGISLTN/CURRENT/W/WorkersCompA03.pdf

• From 1 January 2015 it is against the law to smoke at ALL public or private health facilities, including 5 metres beyond their boundaries. These laws apply to the use of all smoking products, including regular cigarettes and devices commonly known as electronic cigarettes (e-cigarettes). Staff, patients and visitors must adhere to these laws at all times.

About the Health Service

The Central West Hospital and Health Service is a resourceful dedicated leader in far reaching healthcare. Our high standard of accessible health care spans a vast 396,000km region – 23 percent of the State of Queensland.

Reaching from Tambo in the southeast to Boulia in the north west our healthcare hubs at Longreach, Barcaldine, Blackall and Winton service communities as diverse as they are widespread. Drawing on resilience and resourcefulness of our experienced and committed people who work collaboratively to overcome distance. By collaborating with partners within and outside the healthcare system we go the distance to make a difference in the lives of the people in our care.

We combine our knowledge and experience with an entrepreneurial spirit which is uniquely part of the Central West. Whether its championing proactive health programs for our many communities or enhancing our emergency responsiveness where we are dedicated to providing the best possible outcomes. We do all of this because we are passionate about the Central West, its people and prosperity; now and in the future.

Central West Health

Central West Hospital and Health Service (Central West Health) is an independent statutory body established under the Hospital and Health Boards Act 2011 and overseen by a local health board. The Central West Hospital and Health Service is one of sixteen independent statutory authorities responsible for the provision of health service across Queensland.

Central West provides health and hospital services to a rural and remote population of 12,500 residents spread across 23% of the State of Queensland. The Health Service works in partnership with the Western Queensland Primary Health Network, the Royal Flying Doctor Service, regional Councils and various non-government health and aged care providers.
The Health Service operates hospital and multi-purpose health service hubs in Longreach, Barcaldine, Blackall, Alpha and Winton, supporting primary health care centres in Aramac, Boulia, Isisford, Jundah, Muttaburra, Tambo and Windorah. A range of visiting medical, community health, mental health and allied health services are provided throughout the region including Bedourie, Birdsville, Jericho and Yaraka. The Regional office is located apart from the hospital in the main street of Longreach, providing a base for the coordination of the Health Services safety and quality programs, finance, building management staff and the Health Service Executive. Some health service wide functions arestaffed in other Hospital hub locations.

The Health Service is established by Regulation under the Hospital and Health Boards Act 2011 and delivers hospital and health services in line with the Health Board’s Strategic Plan 2012-16 and Service Agreement with the Department of Health.

A wide range of visiting medical, community health, mental health and allied health services are provided throughout the region including Mental Health, Oral Health, Social Work, Podiatry, Women’s Health, Child Health, Speech Pathology, Dietician, and Aged Care Assessment Team Services. The major hospital hub for the Central West HHS is the Longreach Hospital which is a 31 bed acute care facility in a CSCF 3 rural setting providing a comprehensive range of services to the Longreach Community. These services include 24 hour accident and emergency, surgery, obstetrics, gynaecology, paediatrics, general and specialist outpatients, Ophthalmology, Orthopaedics and ENT.

CHW SMOs support RSL-Care Pioneers Residential Aged Care Facility.

The Regional office is located apart from the hospital in the main street of Longreach, providing a base for the coordination of the Health Services safety and quality programs, finance, building management staff and the Health Service Executive. Some health service wide functions are staffed in other Hospital hub locations. The Health Service is established by Regulation under the Hospital and Health Boards Act 2011 and delivers hospital and health services in line with the Health Board’s Strategic Plan 2015-2019 and its Service Agreement with the Department of Health.

For further information about the Central West region:

www.smartjobs.qld.gov.au (Central and South West region)
## Remuneration Package

### Approximate Remuneration Package – Medical Officers Certified Agreement (No.4) (MOCA4)

<table>
<thead>
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<th>Remuneration Package</th>
<th>L13</th>
<th></th>
<th>L25</th>
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<tr>
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<td>Yearly amount ($)*</td>
<td>Fortnightly amount ($)*</td>
<td>Yearly amount ($)*</td>
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<tr>
<td>Base salary</td>
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<td>Professional Development Allowance</td>
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<td>$767</td>
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<td>Motor Vehicle Allowance</td>
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<td>Attraction and Retention (35%) – Assigned Model</td>
<td>$1,987</td>
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<td>Rural and Regional (10%)</td>
<td>$568</td>
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<td>Inaccessibility Allowance **</td>
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<td>Superannuation</td>
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<td>**TOTAL REMUNERATION *</td>
<td><strong>$10,584</strong></td>
<td><strong>$317,531</strong></td>
<td><strong>$14,192</strong></td>
<td><strong>$411,663</strong></td>
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<td><strong>Plus</strong></td>
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<tr>
<td>On-Call</td>
<td>1:3 or 1:4 paid per occurrence</td>
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<tr>
<td>Recalls</td>
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<tr>
<td>Overtime</td>
<td>Paid per occurrence</td>
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<td>Locality Allowance</td>
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<td>Salary Sacrificing</td>
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<td>Accommodation</td>
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<td>Professional Development Leave</td>
<td>3.6 weeks per year</td>
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<tr>
<td>Annual Leave</td>
<td>5 weeks per year</td>
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* Paid pro-rata for engagement period or part time employee

** - Paid at half paid at completion of 6 months service

As at 1/07/2017
## Annexure B

### Recognised Rural Generalist Advanced Skills discipline

1. Obstetrics

<table>
<thead>
<tr>
<th>TITLE</th>
<th>REQUIRED CRITERIA</th>
<th>SALARY STATUS</th>
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<tbody>
<tr>
<td><strong>SMO (Rural Generalist)</strong></td>
<td><strong>EITHER</strong></td>
<td><strong>Recognised advanced practitioner</strong></td>
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<tr>
<td>1. Fellowship of the Australian College of Rural and Remote Medicine (FACRRM); <strong>AND</strong> Certified successful completion of advanced skills training by the relevant professional body in at least one of the advanced skills listed in Annexure A; <strong>OR</strong> 2. Fellowship in Advanced Rural General Practice (FARGP)/Graduate Diploma in Rural General Practice (Grad Dip Rural) of the Royal Australian College of General Practitioners; <strong>AND</strong> 1. Certified successful completion of advanced skills training by the relevant professional body in at least one of the advanced skills listed in Annexure A; <strong>AND</strong> 2. Supplied evidence of acquisition of the abilities and skills specified in the Curriculum Statements of the Australian College of Rural and Remote Medicine (ACRRM)¹ for Obstetrics/Women’s Health (unless the certified advanced skills qualification is in obstetrics and women’s health). 3. Credentialed or eligible to be credentialed for defined scope of clinical practice in rural generalist medicine.</td>
<td>1. Level 18 (C2-1) to Level 23 (C2-6) according to “years the applicant has held the recognised qualification specified for credentialed practice in the recognised discipline” and annual increments thereafter to Level 23 (C2-6); 2. With progression to Level 24 (C3-1) upon receipt of salary at Level 23 (C2-6) for two years and two years of satisfactory Performance Appraisal and Development and subsequent progression to Level 25 (C3-2) by annual increment.</td>
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<table>
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<th>TITLE</th>
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<tr>
<td><strong>SMO (Vocational)</strong></td>
<td><strong>EITHER</strong></td>
<td><strong>Specialist general practitioner with FRACGP or FACRRM</strong></td>
</tr>
<tr>
<td>1. Fellowship of the Australian College of Rural and Remote Medicine (FACRRM); 2. Fellowship of the Royal Australian College of General Practitioners (FRACGP) <strong>AND</strong> 3. Credentialed or eligible to be credentialed for defined scope of clinical practice in vocational general practice.</td>
<td>1. To Level 13 (C1-1) to 17 (C1-5) according to “years of eligibility for vocational registration” and annual increments thereafter to Level 17 (C1-5); 2. With progression to Level 18 (C2-1) upon two years at Level 17 (C1-5) and two years of satisfactory Performance Appraisal and Development.</td>
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<tr>
<td>TITLE</td>
<td>REQUIRED CRITERIA</td>
<td>SALARY STATUS</td>
</tr>
<tr>
<td>-------</td>
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<td>---------------</td>
</tr>
<tr>
<td>SMO (Provisional Fellow)</td>
<td>1. Certified completion of Prevocational Rural Generalist Training; &lt;br&gt;2. Certified completion of training in at least one of the advanced skills listed in Annexure A by a Rural Generalist Trainee. &lt;br&gt;3. Participating in vocational training through either Australian General Practice Training or Remote Vocational Training Scheme towards completion of credentials for defined scope of practice in Rural Generalist Medicine. &lt;br&gt;4. Credentialed or eligible to be credentialed for defined scope of clinical practice in rural generalist medicine as a supervised vocational trainee with unsupervised practice in one advanced skills discipline.</td>
<td>&lt;br&gt;&lt;br&gt;Medical officer &lt;br&gt;1. To Level 13 (C1-1) initially; &lt;br&gt;2. With progression to SMO (Rural Generalist) status upon attainment of Fellowship (refer relevant section). &lt;br&gt;OR &lt;br&gt;3. With progression to Level 14 (C1-2) upon receipt of salary at Level 13 for five years if Fellowship not attained in this period.</td>
</tr>
<tr>
<td>SMO</td>
<td>Without Fellowship of either the Australian College of Rural and Remote Medicine (FACRRM) or Royal Australian College of General Practitioners (FRACGP) but competence and capability providing sufficient credentials for defined scope of clinical practice in unsupervised non-vocational generalist medicine.</td>
<td>&lt;br&gt;&lt;br&gt;Medical officer &lt;br&gt;1. To Level 13 (C1-1) initially; &lt;br&gt;2. With progression to Level 14 (C1-2) upon receipt of salary at Level 13 for five years.</td>
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Or other qualification/fellowship as determined by the State Recognised Practice Committee.