



# Role Description

## Role Details

<b>Job Ad Reference</b>	CW2F423298	<b>Classification</b>	L13-L25
<b>Role Title</b>	<b>Senior Medical Officer (Rural Generalist) or Senior Medical Officer (Provisional Fellow) with advanced skill in Obstetrics</b>	<b>Base Remuneration Package</b>	\$343,440 - \$446,875 p.a. (f/t) \$11,582 - \$15,549 p.f. (f/t)
<b>Status</b>	Permanent or Fixed Term Temporary – Full-time/Part-time (negotiable) or Casual	<b>Salary</b>	\$163,465 - \$225,777 p.a. (f/t) \$6,265 - \$8,654 p.f. (f/t)
<b>Unit / Branch</b>	Medical Services	<b>Closing Date</b>	Sunday, 4 June 2023
<b>Division / Hospital and Health Service</b>	Central West Hospital and Health Service	<b>Contact Name</b>	Dr. David Walker Executive Director Medical Services
<b>Location</b>	Longreach	<b>Contact Number</b>	(07) 4652 8030

## Our Vision

The health service's vision is to be a resourceful and dedicated leader in quality, far-reaching healthcare.

## Our purpose

Drawing on the resilience and resourcefulness of our experienced and committed people, we work collaboratively to overcome distance. Working with our 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 it's championing proactive health programs for our many communities or enhancing our emergency responsiveness, we are dedicated to delivering the best possible outcomes.

## Our values

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

- **People-centred care** – We support patients and consumers through their journey, involve them in decisions about their care and learn from their experiences.
- **Quality and safety** – We put safety first in the care of our patients and consumers and build quality into what we do each day.
- **Integrity and accountability** – We have culture of mutual respect, fair dealing, ethical behaviour and transparency while being accountable for our performance.
- **Investment in staff** – We support ongoing learning, planned development and career advancement to attract and retain an empowered, satisfied, and competent workforce.



- **Innovation and change** – We encourage ideas, evaluate opportunities, consult with those affected, weigh up the risks, implement with purpose and celebrate achievements and 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 Central West Hospital and Health Service are managed as a group practice of approximately 20 SMO doctors across the region. The successful candidate 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 skills. 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 post-graduate qualification (e.g., 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.
- It is a condition of employment for this role for the employee to be, and remain, vaccinated against COVID-19 Health Employment Directive No. 12/21 and Queensland Health Human Resources Policy B70.
- 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. [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 \(ie one HHS to another HHS\)](#)
- 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 Hospital and Health Service 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.

Maintenance of a strong health and safety environment 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.

### 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 obstetrics 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.
- Include a completed vaccine preventable disease form and evidence of immunity/vaccinations and relevant qualifications with your application.
- Applications will remain current for 12 months after they have been submitted.
- Future vacancies of a similar nature throughout the Central West Hospital and Health Service may also be filled through this recruitment process.



Once completed, your application should be submitted online via [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au) include your resume, statement summary and other relevant documents applicable to this position. If you have any difficulties, please contact Central West Recruitment Services on (07) 4650 4017.

## Additional Information

- 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 $\geq$ 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 [Lobbyist Disclosure](#)
- Details are available at [Workers' Compensation and Rehabilitation Act 2003](#), Chapter 14 Miscellaneous, Division 1 Information and Documents about pre-existing injuries and medical conditions of a prospective worker, section 571 (A, B and C) Obligation to disclosure pre-existing injury or medical condition.
- 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 and dedicated leader in quality, far-reaching healthcare. Our high standard of accessible healthcare spans a vast 396,650 km<sup>2</sup> region equivalent to 23 percent of Queensland. Reaching from Tambo in the south-east to Boulia in the north-west, our healthcare hubs based in Longreach, Barcaldine, Blackall, and Winton serve communities as widespread as they are diverse.

Whether it's championing proactive health programs for our many communities or enhancing our emergency responsiveness, we are dedicated to delivering the best possible outcomes.

The largest centre of Longreach is the coordination point for the provision of regional services including child and maternal health, mental health and allied health. Barcaldine hosts a state-of-the-art dental facility from which the Central West Oral Health Services are delivered. Medical officers work across 15 public



facilities and 4 general practices to deliver a contemporary primary healthcare service that supports our communities' healthcare needs with a focus on accessibility and continuity of care.

To deliver our Vision to be a leader in providing far-reaching healthcare our strategic priorities focus on three key areas:

- People – Design a workforce which empowers individuals to be safe, accountable contributors to a positive organisational culture.
- Services – Integrated planning and design of sustainable primary and acute healthcare delivery which maximise opportunity for improved health outcomes.
- Systems – Sustainable delivery of safe quality healthcare services.

The priorities recognise the strength and expertise of our staff in remote service delivery. They also build on our relationship with communities and other service providers.

The main health challenges are the increasing poor social and emotional wellbeing of communities, mental illness and chronic disease. Feedback from our communities has emphasised that our service structure and partnerships need to be responsive, adaptable, inclusive and compassionate. Incorporating this feedback is critical to the development of sustainable models of healthcare delivery that can support all Australians across their life spans in; prevention, primary care, emergency and acute hospital-based services.

## 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, Muttaborra, Tambo and Windorah. A range of visiting medical, community health, mental health and allied health services are provided throughout the region and 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 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 2019-2023 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 2019-2023 and its Service Agreement with the Department of Health.

**For further information about the Central West region:**

[www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au) (Central and South West region)

<http://www.health.qld.gov.au/services/centralwest/>

[Central West Hospital and Health Service Strategic Plan 2021-2025](#)



## Remuneration Package

### Approximate Remuneration Package – Medical Officers Certified Agreement (No.5) (MOCA5)

Remuneration Package	L13		L25	
	Fortnightly amount (\$)*	Yearly amount (\$)*	Fortnightly amount (\$)*	Yearly amount (\$)*
Base salary	\$6,265	\$163,465	\$8,654	\$225,777
Professional Development Allowance	\$826	\$21,500	\$826	\$21,500
Motor Vehicle Allowance	\$807	\$21,000	\$980	\$25,500
Attraction and Retention (35%) – Assigned Model	\$2,192	\$57,202	\$3,028	\$79,021
Rural and Regional (10%)	\$626	\$16,346	\$865	\$22,577
Inaccessibility Allowance **		\$41,400		\$41,400
Superannuation	\$866	\$22,517	\$1,196	\$31,100
<b>BASE REMUNERATION *</b>	<b>\$11,582</b>	<b>\$343,440</b>	<b>\$15,549</b>	<b>\$446,875</b>
<b>Plus</b>				
On-Call	Paid per occurrence			
Recalls	Paid per occurrence			
Overtime	Paid per occurrence			
Locality Allowance	Paid as per location			
Leave Loading	Up to 14% paid on leave			
Salary Sacrificing	\$17,000 grossed up taxable value			
Rent Free Accommodation	Yes - As per HHS Policy			
Subsidised Utilities	Yes - As per HHS Policy			
Annual Leave	5 weeks per year			
Professional Development Leave	3.6 weeks per year			
Range of special leave types	Yes			
Indemnity	Yes			
Federal Government Incentives	<a href="https://www1.health.gov.au/internet/main/publishing.nsf/content/rural-regional-health-australia-list-programmes">https://www1.health.gov.au/internet/main/publishing.nsf/content/rural-regional-health-australia-list-programmes</a>			

\* Paid pro-rata for engagement period or part time employee

As at 18/03/2022

\*\* - 50% paid after six-month completion period and then 25% paid in three monthly instalments thereafter





## Annexure B

### Recognised Rural Generalist Advanced Skills discipline

Emergency

Mental Health

Internal Medicine

Paediatrics

Aboriginal and Torres Strait Island Health

Obstetrics and Gynaecology

Anaesthetics

TITLE	REQUIRED CRITERIA	SALARY STATUS
SMO (Rural Generalist)	<p><b>EITHER</b></p> <ol style="list-style-type: none"> <li>Fellowship of the Australian College of Rural and Remote Medicine (FACRRM); <b>AND</b> Certified successful completion of advanced skills training by the relevant professional body in at least one of the advanced skills listed in Annexure A;</li> </ol> <p><b>OR</b></p> <ol style="list-style-type: none"> <li>Fellowship in Advanced Rural General Practice (FARGP)/Graduate Diploma in Rural General Practice (Grad Dip Rural) of the Royal Australian College of General Practitioners; <b>AND</b> <ol style="list-style-type: none"> <li>Certified successful completion of advanced skills training by the relevant professional body in at least one of the advanced skills listed in Annexure A; <b>AND</b></li> <li>Supplied evidence of acquisition of the abilities and skills specified in the Curriculum Statements of the Australian College of Rural and Remote Medicine (ACRRM)<sup>1</sup> for Anaesthetics).</li> </ol> </li> <li>Credentialed or eligible to be credentialed for defined scope of clinical practice in rural generalist medicine.</li> </ol>	<p><i>Recognised advanced practitioner</i></p> <ol style="list-style-type: none"> <li>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);</li> <li>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.</li> </ol>
SMO (Vocational)	<p><b>EITHER</b></p> <ol style="list-style-type: none"> <li>Fellowship of the Australian College of Rural and Remote Medicine (FACRRM);</li> </ol> <p><b>OR</b></p> <ol style="list-style-type: none"> <li>Fellowship of the Royal Australian College of General Practitioners (FRACGP)</li> </ol> <p><b>AND</b></p> <ol style="list-style-type: none"> <li>Credentialed or eligible to be credentialed for defined scope of clinical practice in vocational general practice.</li> </ol>	<p><i>Specialist general practitioner with FRACGP or FACRRM*</i></p> <ol style="list-style-type: none"> <li>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);</li> <li>With progression to Level 18 (C2-1) upon two years at Level 17 (C1-5) and two years of satisfactory Performance Appraisal and Development.</li> </ol>



TITLE	REQUIRED CRITERIA	SALARY STATUS
SMO (Provisional Fellow)	1. Certified completion of Prevocational Rural Generalist Training; <b>AND</b> 2. Certified completion of training in at least one of the advanced skills listed in Annexure A by a Rural Generalist Trainee. <b>AND</b> 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. <b>AND</b> 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.	<i>Medical officer</i> 1. To Level 13 (C1-1) initially; 2. With progression to SMO (Rural Generalist) status upon attainment of Fellowship (refer relevant section). <b>OR</b> 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.
SMO	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.	<i>Medical officer</i> 1. To Level 13 (C1-1) initially; 2. With progression to Level 14 (C1-2) upon receipt of salary at Level 13 for five years.

Or other qualification/fellowship as determined by the State Recognised Practice Committee.