



# Role Description

<b>Job Ad Reference</b>	H23CHQ509719	<b>Classification</b>	Senior Medical Officer (L18-L29)
<b>Titles</b>	Senior Medical Officer	<b>Salary</b>	L18 - L29 base rate plus 23% loading
<b>Status</b>	Casual (Various Dates throughout 2023/2024)	<b>Closing date</b>	30 June 2024
<b>Unit/Branch</b>	Department of Paediatric Intensive Care Medicine	<b>Contact Name</b>	Dr Neeta Rampersad, Acting Director PICU
<b>Division/ Hospital and Health Service</b>	Division of Critical Care, Children's Health Queensland Hospital and Health Service	<b>Contact Details</b>	Neeta.rampersad@health.qld.gov.au
<b>Location</b>	Queensland Children's Hospital, South Brisbane	<b>Contact Number</b>	0412392775

## About Children's Health Queensland Hospital and Health Service

Children's Health Queensland Hospital and Health Service (CHQ) is a recognised leader in paediatric healthcare, education and research, delivering a full range of person-centred clinical services and training, tertiary and quaternary care and health promotion programs to children and young people from across Queensland and northern New South Wales.

CHQ's interprofessional workforce of over 5,000 people delivers responsive, integrated and internationally recognised person-centred care through a network of services and facilities, including the Queensland Children's Hospital, Jacaranda Place, Ellen Barron Family Centre, Child and Youth Community Health Service, Child and Youth Mental Health Service, and other statewide services and programs including specialist outreach and telehealth services.

Through its Centre for Children's Health Research, CHQ hosts world-leading research in the prevention and early detection of serious childhood illness and injury, lifesaving treatments, and building sustainable person-centred healthcare systems.

As the only statewide paediatric Hospital and Health Service in Queensland, CHQ strives to deliver, enable and partner in clinically excellent paediatric healthcare across the state and is relentless in its pursuit to achieve real and sustainable change in the health outcomes for Aboriginal and Torres Strait Islander children and young people living in Queensland.

### Our Vision

Leading life-changing care for children and young people - for a healthier tomorrow.

### Our Purpose

To improve the health and wellbeing of children and young people through world-class care, research, advocacy and leadership.

## Our strategies

### We value all people

Creating an inclusive environment where all people feel valued, safe, engaged and empowered.

### We generate knowledge and innovate

We build and harness creativity, research, technology and collective expertise to prepare for the futures.

### We collaborate in care

We work together with a shared purpose to create a connected system of care.

### We perform at our best every time

We adapt and improve to achieve sustainable, high-quality outcomes.

## Our Values

**Respect** – teamwork, listening, support - *We listen to others*

**Integrity** – trust, honesty, accountability - *We do the right thing*

**Care** – compassion, safety, excellence - *We look after each other*

**Imagination** – creativity, innovation, research - *We dream big*

For further information please visit the [CHQ HHS](#) website.

## Your Opportunity

Our Paediatric Intensive Care Unit (PICU) at Queensland's single tertiary/quaternary children's hospital and health service is looking for a Paediatric Intensive Care Specialist interested in a casual Senior Medical Officer (SMO) position.

Our state-of-the-art 36-bed PICU admits 1800 patients, provides around 30 ECLS runs, provides advice and coordinates transport for approximately 2000 paediatric patients state-wide, and retrieves over 800 critically unwell paediatric patients annually.

We offer a unique opportunity for you to join our medical team of 15 Paediatric Intensive Care Specialists and 32 trainees, to

- provide excellence in child and family-centred intensive care,
- participate in driving our outstanding training and teaching program,
- share our goal to become a high-reliability health care service,
- contribute to Australia and New Zealand's leading and world-class Paediatric Critical Care Research Group (PCCRG),
- work in a transformative, inter-disciplinary and professional team environment
- provide state-wide advice and coordination via the Children's Health Queensland Retrieval Service (CHQRS), to improve experience and outcomes of Queensland's critically unwell children

## Your Roles and Responsibilities

As a SMO specialised in paediatric intensive care, your role will provide for the care of critically unwell newborns, infants and children within the CHQ PICU, QCH, and CHQRS including:

- provision of state-of-the-art clinical expertise and excellence in paediatric critical care including extracorporeal life support systems.
- undertaking clinical responsibilities as the leader of a high-performing inter-disciplinary and professional team, including on-call, liaison with other departments and referring hospitals, maintaining appropriate records and confidentiality, and obtaining and documenting consent.

- participation in clinical coordination for advice and transportation of children in Queensland and Northern New South Wales, in patient safety and quality assurance processes, and in team education and supervision.
- dedication to role modelling, professional leadership, training and education within the area of speciality, and supervision of junior medical, nursing and allied health staff working in CHQ PICU.
- commitment to our inter-professional PICU leadership structure, fostering participation and collaboration for service management, development, improvement and innovation, and for nurturing relationships with our stakeholders.

The accountabilities of these positions will be fulfilled in accordance with the CHQ PICU and HHS core values as follows.

### **Service**

- Actively participate in the delivery and development of contemporary, evidence-based, multidisciplinary models of care, inclusive of CHQRS, inpatient, outpatient, outreach and telehealth.
- Actively promote and model family-centred care principles and practices in the delivery of services.
- Involve consumers in design and evaluation of services.
- Provide effective and timely communication and consultation processes within the service, and with families, referring clinicians and other health services.
- Provide expert retrieval advice and high-level support to staff at the referring centre in a manner appropriate to the facilities available to them (whether metropolitan or rural/remote).
- Actively contribute to the hospital and health service and professional community.
- These positions may require rotation to the Paediatric Critical Care facilities at the Gold Coast University Hospital, Sunshine Coast University Hospital, or Townsville University Hospital.

### **Leadership**

- Demonstrate clinical leadership in a high functioning inter-disciplinary professional team, conjointly managing the care of patients admitted to PICU or referred to CHQRS.
- Role model positive workplace behaviour that supports quality human resources management practices including employment equity, anti-discrimination, work, health and safety, and ethical standards.
- Guide, mentor and provide professional leadership, training and education within PICU , and appropriate supervision to junior staff in line with guidelines of CHQ HHS and relevant professional and regulatory bodies.
- Participate in, and contribute to, effective orientation and on-boarding of staff.
- Participate in performance appraisal and staff development processes within the service.
- Actively contribute to a positive workplace culture within the Service which encourages and recognises high performance, builds leadership capabilities and supports staff to maximise their health and wellbeing.
- Provide ethical decision-making and effective communication in the achievement of organisational goals, ensuring issues are resolved effectively and in a timely manner.
- Display behaviours favourable for teaming i.e. respectful speaking and listening, commitment based collaboration, clinical courage, standing by mistakes, and ongoing reflection on actions and outcomes.

### **Quality and Safety**

- Ensure compliance with contemporary healthcare safety and quality standards and participate in CHQ HHS assurance processes including accreditation.

- Participate in clinical governance activities including attendance at departmental meetings, audit and peer review, monitoring of processes and outcomes of care.
- Actively contribute to the delivery on the CHQ HHS Patient Safety and Quality Improvement Strategy.
- Model a 'just' approach to staff, promoting open and honest identification of hazards and incidents, and taking action to address quality and safety gaps.
- Participate in relevant peer service benchmarking and use relevant data to drive continuous improvement.
- Minimise unjustified variation in care and drive increased reliability and consistency of clinical services through the use of standard operating procedures, care pathways, and appropriate training, assessment, and coaching of staff.
- Actively engage in early identification and resolution of patient/family and staff complaints using open disclosure principles.
- Where required, develop work instructions and standard operating procedures (SOPs) in line with a patient quality and safety culture.

### **Imagination**

- Actively explore and implement alternatives to admission to CHQ PICU and QCH where clinically appropriate.
- Participate in both formal and informal departmental research and education activities.
- Use research evidence to improve practice and care outcomes.
- Explore innovative ways to improve value for money services.

### **Accountability**

- Conduct handovers and ward rounds, assess patients, plan clinical management, and arrange appropriate investigations and treatment while ensuring that all discussions, decision and actions are appropriately documented in the electronic medical records.
- Participate in the annual planning cycle for your service, i.e. CHQ PICU and CHQRS, including the development of annual plans, implementation activities and review of performance against budget, activity and quality.
- Maximise revenue through supporting the private practice scheme and process.
- Actively participate in a working environment supporting quality human resources management practices including employment equity, anti-discrimination, work, health and safety, and ethical behaviour.
- Ensure and document that patients and parents/families/caregivers are well informed about clinical management and decision making.

### **Position Reports To**

- Director and Deputy Directors of Department Paediatric Intensive Care Medicine (operationally and professionally), Division of Critical Care
- Director Children's Health Queensland Retrieval Service (operationally), Division of Critical Care.

### **Staffing and Budgetary Responsibilities**

- The position has no formal financial or human resource delegations.

### **Qualifications, Professional Registration, Other Requirements**

- Current registration, or eligible for registration, with the Australian Health Practitioner Regulation Agency (AHPRA) as a Specialist in Paediatric Intensive Care Medicine.
- Fellowship of the Australia and New Zealand College of Intensive Care Medicine (CICM))

- Appointment to these positions is dependent upon written confirmation of a Scope of Clinical Practice (SOCP) from the CHQ Executive Director Medical Services. The candidate will be required to provide appropriately validated documents for credentialing purposes.
- Successful candidates will also be required to be credentialed with a state-wide SOCP specific for paediatric retrieval medical coordination and paediatric retrieval medicine.
- This position requires you to participate in a 24 hour rotating clinical roster.
- 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 ([Health Employment Directive No. 01/16](#)):
  - measles, mumps, rubella (MMR)
  - varicella (chicken pox)
  - pertussis (whooping cough)
  - hepatitis B
  - tuberculosis
- 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](#)).

## How will you be Assessed?

You will be assessed on your ability to demonstrate key attributes against our [values](#), as well as on your key skills, expertise, and experience as described above in '**Your Role and Responsibilities**'; additional selection criteria apply as follows

- You will hold appropriate qualifications and experience in mixed-general and cardiac paediatric intensive care medicine at a level appropriate for provision of tertiary/quaternary level services.
- You have experience and a demonstrated commitment and track record of professional excellence in
  - the assessment and management of paediatric high acuity and intensive care patients.
  - provision of in-hospital outreach via participation and supervision of medical emergency and trauma teams and providing paediatric intensive care liaison.
  - delivery of out-of-hospital outreach in the form of retrieval medical co-ordination, supervision of retrieval teams, undertaking retrievals and providing tele-health support to metropolitan and regional hospital and health services managing paediatric emergencies or paediatric high acuity in-patients.
- You have a demonstrated commitment or track record of supporting innovation to improve patient safety and to improve the quality of care for children and their families.
- You have demonstrated commitment or track record of academic and professional excellence through your contribution in areas including research, teaching, or relevant professional peer leadership, as evidenced by publications, grants, presentations, project leadership, and/or supervision of research candidates.
- You will be a team player and will be recognised for your abilities to lead and work together with staff from various professional disciplines, and to build effective and cohesive teams.
- You will be an exceptional communicator, able to adjust your communication style for the audience, and have obtained a high level of emotional intelligence.
- CHQ PICU values and acknowledges the importance of its people's diverse experiences, talents and cultures, and is committed to workplace equality, diversity and inclusion.

## Your Application

Please provide the following information for the Selection Panel to assess your suitability:

1. A **written response** of no more than 2 pages addressing your ability to meet the requirements of the roles listed under 'How will you be assessed?' and within the context of the 'Roles and Responsibilities'.
2. Your **current Curriculum Vitae or resume**, including two referees that can attest to your performance and conduct in the workplace. Referees should have a thorough knowledge of your capabilities, work performance and conduct within the previous two years, 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.
3. **Application form** (only required if not applying online).

## Additional Information for Applicants

- For details regarding salary information, leave entitlements, flexible working arrangements and other benefits please refer to the attached Applicant Information and Guide or visit the [Queensland Health](#) website.
- All relevant health professionals (including registered nurses and medical officers) 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.
- Pre-employment screening, including criminal history and disciplinary 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.
- Applicants will be required to give a statement of their employment as a lobbyist within one month of taking up the appointment. Details are available at the [Public Service Commission Lobbyist Disclosure Policy](#)
- Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the roles. Details are available in [Section 571 of the Workers' Compensation and Rehabilitation Act 2003](#).
- Hepatitis B vaccination or proof that you are not susceptible to hepatitis B is a condition of employment for all staff that will have direct contact with patients of who in the course of their work may be exposed to bodily fluids/blood or contaminated sharps.
- 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 ([Health Employment Directive No. 01/16](#)):
  - measles, mumps, rubella (MMR)
  - varicella (chicken pox)
  - pertussis (whooping cough)
  - hepatitis B
  - tuberculosis
- 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](#)).

**NOTE** that subsequent evidence must be provided of future vaccination in respect of pertussis (whooping cough) as recommended in *The Australian Immunisation Handbook*.

- Travel may be a requirement.
- Applications will remain current for 12 months and may be considered for other vacancies which may include an alternative employment basis (temporary, full time, part time).