



Role description

Role Details

Job ad reference	GC290066
Role title	Psychiatry Registrar – Principal House Officer (PHO)
Status	Temporary full time Please note, future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process Please note, suitable part time or job share arrangements may be accommodated within this role
Location	Southport and Robina Note that this position may be required to work throughout the Gold Coast Hospital and Health Service and that the positions primary work location may change based on operational requirements.
Unit/Branch	Mental Health Medical Staff
Division	Mental Health Specialist Service Gold Coast Hospital and Health Service
Closing date	Ongoing Applications will remain current for the duration of the vacancy
Classification	L4 – L9
Salary	\$125 808 - \$145 865 per annum \$4 822.20 - \$5 591.00 per fortnight
Contact name	Jodie Frankhauser
Contact number	(07) 5687 7116
Online Applications	www.smartjobs.qld.gov.au

Purpose of the Role

Provide day to day clinical care under the supervision of a consultant Psychiatrist.

Our Values

Gold Coast Hospital and Health Service is committed to its six guiding principles which are at the core of all positions and articulate the behaviours that are required when working within the Health Service:



Whilst we implement our strategic objectives to be recognised as a centre of excellence for world class health care, our [values](#) provide the framework to focus our individual behaviours and performance outcomes.

Organisational Alignment

Gold Coast Health has a Core Capability Framework (CCF) with five core capability groups; Personal Attributes; Building Relationships, Results Focused, Business Enablers, Leadership and People Management. Under each of the five capability groups, individual capabilities are identified which are essential to drive performance excellence across our workforce. Below outlines the five core role capabilities required to deliver against the key duties and accountabilities of this role, however, all capabilities listed within the framework remain essential in order to successfully perform at Gold Coast Health.

Capabilities are aligned to Leader Profiles; Leading Self, Leading Others, Leading Leaders and Leading Executives. The Leader Profile and Core Capabilities for this role are detailed below. Visit the [Core Capability Framework](#) (CCF) for further detail.

Leader Level: Leading Others

Core Role Capabilities

Personal Attributes	Individual behaviours influenced by our values and ethical compass	Leading Others Act With Integrity - Role model ethical and professional behaviour, working within the boundaries of level and delegation, acknowledging mistakes and reporting unethical behaviour
Build Relationships	Shape and maximise relationships with colleagues, patients and the community	Leading Others Communicate Effectively - Provide tailored, clear and concise messaging in both verbal and written communications, anticipating and preparing responses to concerns
Results Focused	Drive and influence successful organisational outcomes	Leading Others Demonstrate Accountability - Evaluate both self and others professional and personal performance, ensuring alignment to policies and procedures, implementing control measures if required
Business Enablers	Boost effective service delivery and champion change management	Leading Others Optimise Resources - Develop plans which guide the work of the team, aligning to organisational objectives and allocating the correct resources to tasks
Leadership and People Management	Inspire, engage and build our workforce	Leading Others Make Sound and Agile Decisions - Make well-reasoned decisions, balancing intuition and reason to form effective judgements in each situation

About the Profession/Service

Allied Health Professionals within Gold Coast Health have access to an additional Professional Capability Framework for Allied Health which complements the organisation-wide Core Capability Framework. The Professional Capability Framework details the professional capabilities for Allied Health positions, providing a common language and set of expectations across the professions, and acting as a developmental tool to support and inform discussions about professional skill development and career progression within Gold Coast Health. Further information can be found [online](#).

Key Duties and Accountabilities

Fulfill the responsibilities of this role in accordance with Queensland Public Service, the Gold Coast Hospital and Health Service (GCHHS) values.

- Comply with the [Code of Conduct for the Queensland Public Service](#) and all policies and procedures.
- Comply with the [National Safety and Quality Health Service Standards](#) and the Gold Coast Health [Clinical Governance Framework](#) in all areas of your practice.
- Provide inpatient and outpatient medical care under supervision and direction of senior medical staff.
- Provide support for senior medical staff.
- Actively participate in tutorials, grand rounds, attend compulsory courses and participate in case presentations and develop clinical knowledge and skills.
- Contribute towards the oversight and assessment of junior medical staff. Supervise house officers and interns allocated to the unit.
- Actively participate in orientation, supervision and education of junior medical staff and medical students.
- Actively participate in outcome reviews and audits and contribute to and support clinical unit improvement activities through identifying areas for improvement and participating in implementation.
- Act as a role model to residents and interns through providing on the job guidance and direction to and becoming involved in prevocational educational programs.
- Comply with and use policies, procedure regulations and standards which impact on the position and demonstrate initiative aligned to ensuring the safest possible environment for patients and staff including contemporary human resource management issues, workplace health and safety, equal employment opportunity and anti-discrimination.
- Actively participate in the hospital's Integrated Risk Management and Safety Program including participation in Incident Monitoring System and Root Cause Analysis where appropriate.
- Assess patients, determining, selecting and organising investigations.
- Interview, examine and identify clinical problems.
- Establish a clinical management plan for patients in consultation with the consultant.
- Where appropriate, ensure discharge planning commences early in the process of care.
- Communicate assessment findings, proposed management plan and alternatives to patient and carers and to seek consent.
- Gather input from appropriate multidisciplinary team members for patient's ongoing clinical care.
- Continually monitor and review patient progress and adjust the management plan when necessary.
- Maintain appropriate comprehensive and concise documentation of all observations, opinions, diagnoses, other data and procedures undertaken.
- Preparation of discharge letters, discharge summaries and other reports as required by the Hospital and Health Service.
- Work in such locations and on daily and afterhours rosters as directed by the Clinical Director of Psychiatry. May require home visits and community visits depending on the allocated position.
- Follow policies, procedures and instructions relating to work health and safety that are relevant to the work being undertaken to ensure high quality and safe services in the workplace.
- Take reasonable care for your own health, safety and wellbeing and take reasonable care to ensure that your acts or omissions do not adversely affect the health, safety and wellbeing of others.

- Employees who are appointed to the GCHHS are accountable for information security, management and appropriate use, in accordance with legislation, standards, policies and procedures.
- Comply with reasonable instructions that are provided for the safety of you and others at the workplace.
- As far as reasonable practicable ensure you eliminate risk to the health and safety of your workers by providing a safe work environment and appropriate safe equipment. Ensure you report and investigate any work related incidents within your area of control.
- Provide training, instruction and equipment necessary for others to undertake their role safely, and ensure workers understand their responsibilities under the WHS policy, procedures and instructions. Monitor the health and wellness of your workers to ensure they are not being adversely affected by conducting their work.
- Ensure safe work practices, procedures and controls are in place that are specific to the hazards in your area of control that either meet or exceed requirements set out in the work health and safety legislation and relevant codes of practice.

Mandatory Qualifications / Professional Registration / Other Requirements

- Appointment to this position requires proof of qualification (MBBS or equivalent)
- Appointment to this position requires proof of qualification and registration with the Australian Health Practitioner Regulation Agency (AHPRA). Certified copies of relevant qualification and registration must be provided to the appropriate supervisor/manager, prior to the commencement of clinical duties.
- This position requires the incumbent to operate a government vehicle and an appropriate Licence endorsement to operate this type of vehicle is required.
- 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
- It is a condition of employment in this role for new employees to GCHHS to undertake a tuberculosis screening, to identify if the tuberculosis vaccination may be required in accordance with the Queensland Health Protocol.

How You Will Be Assessed

You will be assessed on your ability to demonstrate the following key capabilities, knowledge and experience. Within the context of the responsibilities described above under '**Key Duties and Accountabilities**', the ideal applicant will be someone who can demonstrate the following:

- Demonstrated ability to provide high level care to patients by displaying qualities of honesty, integrity, maturity and empathy.
- Demonstrated ability to gain knowledge of procedures, policies and regulations.
- High level written, electronic and oral communication skills.
- Demonstrated ability to be an effective team member.
- Demonstrated ability to enact the specified core role capabilities outlined within this role description within your practice.

How to Apply

Please submit the following for the panel to assess your suitability:

- Your **resume**, including a comprehensive employment history, the qualifications you hold and the contact details for at least two referees (Referees should have a thorough knowledge of your capabilities, work performance and conduct within the previous two years).
- A **cover letter** (no more than 2 pages) on how your experience, abilities, knowledge and personal qualities are relevant for the role, addressing the key responsibilities and attributes noted in the “How you will be assessed” section above.

Submit your application via www.smartjobs.qld.gov.au

Only those persons eligible to work in Australia may be employed by Queensland Health. Prospective employees are required to provide proof of identity and documentary evidence of their [right to work in Australia](#).

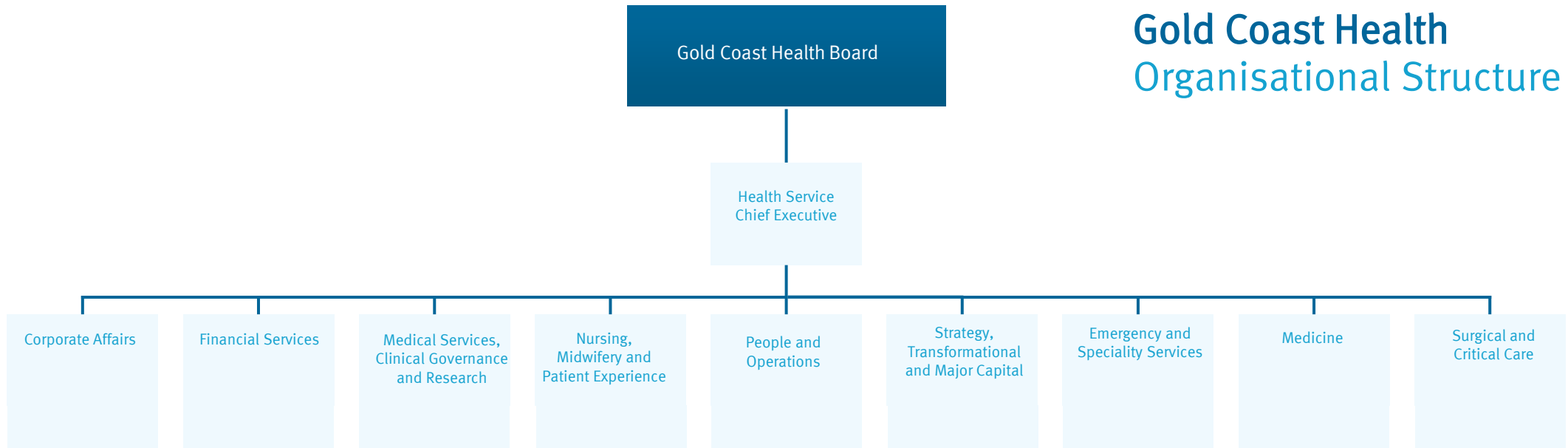
Hand delivered applications will not be accepted.

Late applications cannot be submitted online. For a late application to be considered, please contact Recruitment on Recruitment_GoldCoast@health.qld.gov.au.

Further Information

For further information about this opportunity and the benefits and conditions of [working at Gold Coast Health](#) please refer to the Information for Applicants document attached with this Smart Jobs advertised vacancy.

Gold Coast Health Organisational Structure



Our philosophy

Always Care.

Our vision

We will have the best health outcomes in Australia.

Our purpose

To be a leader in compassionate, sustainable, highly-reliable healthcare.

Our values



Integrity	To be open and accountable to the people we serve
Community first	To have the patient's and the community's best interests at heart
Excellence	To strive for outstanding performance and outcomes
Respect	To listen, value and acknowledge each other
Compassion	To treat others with understanding and sensitivity
Empower	To take ownership and enable each other to achieve more