

Role description

Allied Health Talent Pool

Status	Permanent full time and part time Temporary full time and part time	Job ad reference	QLD/531413
Branch and Division	Queensland Health State-wide: • Cairns and Hinterland Hospital and Health Service • Childrens Health Queensland • Central Queensland Hospital and Health Service • Central West Hospital and Health Service • Darling Downs Hospital and Health Service • Gold Coast Hospital and Health Service • Mackay Hospital and Health Service • Metro North Hospital and Health Service • Metro South Hospital and Health Service • North West Hospital and Health Service • South West Hospital and Health Service • Sunshine Coast Hospital and Health Service • Torres and Cape Hospital and Health Service • Townsville Hospital and Health Service • West Moreton Hospital and Health Service • Wide Bay Hospital and Health Service	Salary range	HP3 \$76,747 - \$116,332 HP4 \$124,435 - 133,901 HP5 140,767 - \$146,883

Classification	HP3, HP4, HP5	Contact details	Candidate Care Team Candidatecare_doh @health.qld.gov.au
Location	Cairns and Hinterland, Central Queensland, Central West, Darling Downs, Gold Coast, Mackay, North West, North Brisbane, South Brisbane, South West, Sunshine Coast, South Brisbane, Torres and Cape, Townsville, West Moreton, Wide Bay Regions	Closing date	Sunday, 10 th March 2024

Our values

Our values are those of the Queensland public service



Customers First



Ideas into action



Unleash potential



Be courageous



Empower people

These five values underpin behaviours that will support and enable better ways of working and result in better outcomes for Queenslanders.

Your key responsibilities

HP3

Clinical:

- Roles at this level require employees to hold at least a relevant tertiary degree (or equivalent) qualification in an eligible Health Practitioner clinical profession.
- HP3 covers newly qualified professionals, developing clinicians, and proficient clinicians.
- Employees at this level utilise an acquired level of professional knowledge and skills to deliver professional clinical services in accordance with professional standards, guidelines and work unit procedures. Employees usually participate as a member of a professional or multi-disciplinary team.
- Roles have a clinical or education or research focus, or may involve elements of all three. Employees perform a range of duties, mostly of a routine nature. Duties are performed under regular supervision and/or guidance from more experienced practitioners, however with levels of clinical practice supervision decreasing, commensurate with experience in the role or similar roles.
- Employees may be expected to manage their own workloads, undertaking routine duties largely independently and by exercising sound levels of professional clinical judgement in decision-

making. More complex clinical decision making is undertaken with support or guidance. Employees are required to participate in research, quality or service improvement activities, under the supervision of a more experienced practitioner.

- Employees may be required to provide direction and guidance or education to students, assistant and support staff, or to less experienced HP3 level practitioners, also under the supervision of more senior staff.
- A primary educator employee at this level will assist and support more senior clinical educators in the development, delivery and evaluation of education and training programs within a discipline or service area.
- A primary research employee at this level actively contributes to, or manages part of, a clinical research project/s, with research outcomes typically being applied to clinical practice within a service.

Technical:

- Roles at this level require employees to hold at least a relevant diploma (or equivalent) qualification in an eligible Health Practitioner technical discipline.
- HP3 covers senior technician roles that demand the application of high levels of technical knowledge and skills.
- Technical employees at this level demonstrate high levels of knowledge and skills in the application of conventional methods and techniques associated with a particular discipline.
- Technical employees at HP3 utilise proven technical expertise and proficiency in order to undertake duties that frequently involve the performance of complex technical tasks. Technical employees at this level must exercise independent judgement in providing technical services of a complex nature where principles, procedures, techniques or methods require expansion, adaptation or modification.

Management (Technical):

- Technical roles at this level require employees to hold at least a relevant diploma (or equivalent) qualification in an eligible Health Practitioner technical discipline.
- Technical management employees at this level provide technical leadership within a work area and supervise/manage a small technical team or work unit that may operate across multiple sites/facilities.
- Management responsibilities at this level typically include coordinating workflow for a team or work unit, monitoring and assessing the quality and standard of work produced by subordinate staff, and staff performance appraisal.

HP4

Clinical:

- Roles at this level require employees to hold at least a relevant tertiary degree (or equivalent) qualification in an eligible Health Practitioner clinical profession.
- Employees at Health Practitioner 4 demonstrate the application of high levels of clinical expertise, and provide clinical leadership within a team. Roles may have a clinical, education or research focus, or may involve elements of all three.

- Employees provide clinical services of a complex and varied nature where principles, procedures, techniques or methods frequently require adaptation or modification, with clinical decisions based on valid and reliable evidence.
- Employees perform a majority of tasks independently, with a requirement for only minimum levels of clinical practice supervision. Employees may be recognised as a reference point within a team. Employees are expected to research and apply professional clinical evidence to identify opportunities for quality and service improvement activities.
- Employees ensure that service initiatives are integrated into professional clinical practice, guidelines and policies at a service level, with minimal support/direction from a more senior practitioner.
- Employees are expected to provide general clinical advice to supervisors/managers and relevant stakeholders in relation to the delivery of professional clinical services. Employees are responsible for ensuring the maintenance of clinical outcomes and professional standards within the work area.
- Primary educator employees will be responsible for the development, delivery and evaluation of clinical education and training programs within a discipline or service area.
- Primary researcher employees will have a designated role as a researcher within a team/project, undertaking research of a complex and critical nature, or may manage a small clinical research project/s, with research outcomes being applied to clinical practice within a service or more broadly.

Management:

- Roles at this level require employees to hold at least a relevant tertiary degree (or equivalent) qualification in an eligible Health Practitioner clinical profession.
- Clinical management roles at HP4 require base level managerial knowledge and skills, coupled with highly developed clinical expertise and a sound understanding of the health care continuum.
- Management responsibilities at this level will include operational management/supervision of a small professional team or work unit. The focus may be facility or service based.
- Employees provide advice and direction to a small team and undertake clinical governance activities within the service, operating with a high degree of independence.
- Employees are responsible for providing clinical leadership within a service; that includes the provision of clinical practice supervision and education/training to HP3 level clinicians. Employees will be responsible for monitoring and reporting of professional standards, quality and service delivery outcomes.
- Employees may provide input into strategic planning for a service and will be responsible for ensuring alignment of team or work unit activities to the strategic direction of the service. Clinical management employees at this level may be responsible for the appropriate management of allocated financial resources, and/or maintenance of equipment and assets, in defined areas.

Technical:

- Roles at this level require employees to hold at least a relevant diploma (or equivalent) qualification in an eligible Health Practitioner technical discipline.

- HP4 covers advanced technician roles that demand the application of advanced levels of specialised technical knowledge and skills. Employees provide the point of reference for technical advice at a service level.
- Employees provide specialised or generalist technical services of a highly complex nature requiring exercise of fully independent technical judgement and advanced level command of conventional methods and specialised techniques.
- Technical employees contribute to the development of technical competence within a service, providing education/training to HP3 level technicians, leading quality and service improvement initiatives, and leading technical governance activities for a technical discipline within a service.

Management (Technical):

- Roles at this level require employees to hold at least a relevant diploma (or equivalent) qualification in an eligible Health Practitioner technical discipline.
- Technical management employees at this level demonstrate well developed managerial knowledge and skills, and an advanced level of technical knowledge, skills and expertise and leadership across two or more speciality areas.
- Technical management employees at this level have operational, staff and resource management responsibilities for a medium size technical work unit/s across one or more sites, or a large technical work unit based at a single facility.
- Employees ensure that service initiatives are integrated into technical practice, work unit guidelines and service protocols. Employees provide high level advice to supervisors/managers to contribute to the strategic direction and planning for a service.

HP5

Clinical:

- Roles at this level require employees to hold at least a relevant tertiary degree (or equivalent) qualification in an eligible Health Practitioner clinical profession.
- Clinical employees at Health Practitioner 5 demonstrate application of advanced levels of clinical expertise that are recognised at a service level, and provide significant clinical leadership within a service. Professional clinical roles at HP 5 may have a clinical, education or research focus, or may involve elements of all three.
- Clinical employees at HP5 level provide specialised or generalist clinical services of a significantly complex and critical nature, with significant scope. Duties are performed through the fully independent application of clinical expertise and use of advanced or novel techniques.
- Employees are expected to utilise evidence and research to lead the identification, development, implementation and evaluation of quality and service improvement initiatives and the development of better practice. Employees provide high level clinical advice to supervisors/managers and relevant stakeholders in relation to the development of clinical services.
- Clinical employees provide high level clinical leadership within the professional and/or multidisciplinary team/s, and are recognised as the reference point for other clinicians at a service level. Employees contribute to clinical governance and professional competence at a

service level, providing clinical practice supervision, and providing advanced training and guidance to HP4 level clinicians seeking to build capability.

- A primary educator role develops, delivers and participates in evaluation of specialised education and training programs within services. A primary educator employee contributes to the strategic direction of professional development programs that contribute to enhanced clinical practice knowledge and skills across a service.
- A primary researcher leads and manages clinical research programs or a component of a major clinical research program with research outcomes influencing clinical processes and standards of clinical practice and requires relevant postgraduate research qualification and a recent history of peer reviewed publishing on complex clinical practice and / or broad professional topics (not associated with obtaining academic qualifications).

Management (Clinical):

- Roles at this level require employees to hold at least a relevant tertiary degree (or equivalent) qualification in an eligible Health Practitioner clinical profession.
- Clinical management employees at HP5 require well developed managerial knowledge and skills and strategic leadership ability, coupled with an advanced level of clinical expertise and comprehensive understanding of the health care continuum.
- Employees operationally manage and supply strategic direction to a medium size professional or multidisciplinary team/work unit operating across one or more sites or clinical service areas, ensuring adherence to clinical service standards and achievement of quality and service delivery objectives.
- Employees undertake strategic planning for a service, and provide advocacy for the service in advising senior management and relevant stakeholders. The strategic focus will be service based.
- Employees are responsible for managing clinical governance processes within a service and/or leading professional governance activities for a particular discipline across a service/s.
- Clinical management employees at this level are responsible for the management of human, financial and physical resources, including management of one or more cost centre budgets.

Technical:

- Roles at this level require employees to hold at least a relevant diploma (or equivalent) qualification in an eligible Health Practitioner technical discipline.
- Technical employees at Health Practitioner 5 demonstrate an expert level of technical knowledge and skills, performing in an expert capacity with command of highly specialised techniques within their given technical domain.
- Employees provide authoritative technical advice and leadership within a service, and provide a reference point for stakeholders within and outside the discipline/service, at a state-wide or national level.
- Employees would be expected to contribute to the development of technical competence in the discipline/service at a state or national level and to advocate for and influence the discipline / service's strategic direction of technical practice.

Management (Technical):

- Roles at this level require employees to hold at least a relevant diploma (or equivalent) qualification in an eligible Health Practitioner technical discipline.

- Technical employees at Health Practitioner 5 demonstrate highly developed managerial and strategic leadership knowledge and skills, and expert level of technical expertise.
- Employees operationally manage large and diverse multi-disciplinary technical team/s, operating across multiple jurisdictions. The strategic focus will be service based across multiple disciplines/settings.
- Employees direct the provision of services in the given technical function, ensuring integration of service delivery with professional healthcare stakeholder groups across multiple jurisdictions.

Mandatory qualifications, registrations and other requirements

- Roles at the HP3, HP4 and HP5 level require employees to hold at least a relevant tertiary degree (or equivalent) qualification in an eligible Health Practitioner clinical profession.
- 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

How to apply

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

- Your current CV or resume and complete the online questionnaire
- Applications will remain current for 12 months or for the duration of the vacancy. Future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process.

Additional information

Discover more about working at the Department [here](#). Of note:

- The information you provide as an applicant is used in adherence with the *Information Privacy Act 2009*
- All roles within the Department are subject to employment screening.
- The nominated applicant will be required to disclose any serious disciplinary action taken against them in the Queensland public sector.
- The Department 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.
- Applicants may be required to disclose any pre-existing injury or medical condition of which they suspect would be aggravated by performing the role. Details are available in section 571 of the Workers' Compensation and Rehabilitation Act 2003 (<https://www.legislation.qld.gov.au/view/html/inforce/current/act-2003-027#ch.14-pt.1-div.1>)
- We are committed to building inclusive cultures in the Queensland public sector that respect and promote [human rights](#) and [diversity](#). We encourage everyone to apply for our advertised roles, irrespective of gender, ethnicity, age, language, sexual orientation, and disability or family responsibilities. We recognise the value of diverse backgrounds, experiences and perspectives.
- The Department 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 Department must show respect for each other, visitors, the general public and contractors by treating them fairly and objectively, ensuring freedom from discrimination, sexual harassment, racial or religious vilification, victimisation and bullying. The Department of Health is an equal opportunity employer.

To demonstrate support for a safe, secure and supportive workplace, the Department is a White Ribbon Australia accredited workplace. For more information visit [here](#).

- The Department acknowledges the challenge for its staff in balancing work, family and community life successfully. To help them achieve this, we encourage conversations between managers and staff about implementing [flexible working arrangements](#) to manage their paid work commitments with their career goals, personal, community and cultural responsibilities. Through flexible working arrangements, there is an opportunity to match the individual's requirements with those of the workplace to achieve agreed work goals and objectives.