

ROLE DESCRIPTION

Mackay Hospital and Health Service

Role details

Job ad reference	MK555686	Classification	MO2-1 to MO2-3 (L25 to L27) MO1-1 to MO1-7 (L18 to L24)
Role title	Obstetrician & Gynaecologist - Staff Specialist or Senior Staff Specialist	Salary	\$244,201 - \$258,910 (L25 – L27) \$204,206 - \$237,196 (L18 – L24)
Status (temp/perm)	Permanent Full-Time (80 hrs p.f.) Or Permanent Part-Time (<i>Multiple Flexible Work Hours Available</i>)	Closing date	Ongoing
Unit/Branch Division/Hospital and Health Service/Hospital	Department of Obstetrics & Gynaecology Women's Health Service Mackay Hospital & Health Service	Contact name	Dr Leigh Grant Clinical Director O&G
		Contact number	(07) 4885 7220
Location	Mackay	Online Application	www.smartjobs.qld.gov.au

*Please note: there may be a requirement to work at other facilities located across Mackay Hospital & Health Service.

**Future recurring vacancies may also be filled through this recruitment process at any location across Mackay Hospital & Health Service.

***Applications from third parties will be accepted provided they are on the PSP or agree to abide by PSP terms.

About the Mackay Region

Mackay is a vibrant regional centre in tropical North Queensland, servicing a population of over 180,000. The Mackay Isaac Whitsunday Region has a thriving economy that includes a diverse range of tourism, agriculture, industry, mining, education, and health industries.

Mackay provides relaxed and comfortable rural and coastal living opportunities, only an hour flight from Brisbane and a short distance to the Whitsunday Islands and the Great Barrier Reef. The tropical climate is ideal for outdoor living with beautiful beaches and a spectacular natural environment nearby. Families are well serviced by a choice of high-quality schools and a wide range of sporting clubs with excellent facilities.

About Mackay Hospital and Health Service

Mackay Base Hospital is a 236-bed regional hospital that services 10 rural hospitals and multi-purpose health facilities across the Mackay Isaac Whitsunday region. Mackay HHS is embarking on an exciting period of growth with a \$250m redevelopment of the base hospital to provide an additional 112 inpatient beds and an expansion of outpatient and support services. Significant upgrades are also underway at rural hospitals in Bowen, Moranbah, Proserpine, and Clermont.

Clinicians working at MBH enjoy a challenging and rewarding clinical casemix that includes busy inpatient and outpatient general medicine, paediatrics, surgery, orthopaedics, obstetrics & gynaecology and mental health services. These core inpatient services are well integrated with active emergency medicine, anaesthetic and intensive care departments and supported by a wide range of allied health services. Specialty services are provided by tertiary hospitals in Townsville and Brisbane, including a strong undergraduate teaching affiliation with James Cook University.



**Queensland
Government**

Your opportunity

The Mackay Base Hospital is a state-of-the-art hospital in a sunny coastal location only an hour and 20 minutes flight from Brisbane. An opportunity is available to join our friendly team of Obstetricians & Gynaecologists. We are seeking a Staff Specialist or Senior Staff Specialist able to manage a generalist workload in both Obstetrics and Gynaecology. We have a strong focus on providing quality care centred and focussed around the woman and her family. We are committed to rebuilding a positive workforce culture and regaining the trust of our community.

Your role

- Fulfil the responsibilities of this role in accordance with the [Queensland Public Service and the Mackay HHS Values](#) as outlined above and [here](#).
- 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.
- The provision of a Healthy and Safe environment within Mackay Hospital and Health Service is everyone's responsibility.
- Understand your accountability to uphold the principles and practices of the Health Service's Health and Safety Management System in accordance with legislation and industry standards. As a supervisor actively promote good health and safety practices to staff of your work area.
- Implement and undertake major teaching and educational initiatives and responsibilities within the Department of Obstetrics and Gynaecology, including with university students and midwives.
- Provide clinical expertise in both obstetrics and gynaecology for inpatient and ambulatory patients.
- Foster a positive workplace culture through exemplary leadership practices and role modelling behaviours.
- Provide expert leadership to clinical and service improvement activities and initiate, encourage, and participate in research, evaluation and evidence-based treatment and care aimed at achieving demonstrable improvements in service outcomes, within the ethical guidelines of National Health and Medical Research Council (NHMRC).
- Conduct clinical duties in birth suite, emergency and elective operating theatres and clinics.
- Actively contribute to the growth and improvement of the department by participating in patient safety activities, teaching and supervision, clinical audit, research, committee representation and complaints management; actively pursuing evidence-based practice within the Department of Obstetrics and Gynaecology.
- Participate in the on-call roster to provide emergency after hours care.
- Participate in the provision of specialist outreach obstetrics and gynaecology services to our smaller health facilities (no overnight travel expected).
- Work in a collaborative partnership with other health service staff including medical, paramedical, nursing and midwifery.
- Maintain current knowledge regarding the provision of safe and high-quality health care, including the concepts of Human Factors and Patient Safety, and to promote these within the Health Service.
- Facilitate and encourage innovation and change by adopting contemporary approaches to clinical service delivery creating a high-level performance culture within the service.
- Provide ethical decision making in the achievement of organisation goals.
- Other duties as directed by the Executive Director of Medical Services and the Director of Obstetrics and Gynaecology.



Total Package

Approximate Remuneration Package – Medical Officers Certified Agreement (No.6) (MOCA6)

Remuneration Package 1.0FTE (80 hrs p.f.)	Total Annual (\$) *		
	Level 18	Level 24	Level 27
Base Salary	\$204,206	\$237,196	\$258,910
Motor Vehicle Allowance	\$ 21,000	\$ 21,000	\$ 25,500
Professional Development Allowance	\$ 21,500	\$ 21,500	\$ 21,500
Attraction and Retention (50%) – Assignment	\$102,103	\$118,598	\$129,455
Rural and Regional (10%)	\$ 20,421	\$ 23,720	\$ 25,891
Locality Allowance (if applicable)	\$ 378	\$ 378	\$ 378
Estimated Remuneration (excluding superannuation)	\$369,608	\$422,392	\$461,634
Superannuation Estimate	\$ 41,658	\$ 48,388	\$ 52,818
TOTAL ESTIMATED REMUNERATION *	\$411,266	\$470,780	\$514,452

Additional benefits to this role include:

Professional Development Leave	3.6 weeks p.a.
Over-time, on-call and recall allowance	Paid per occurrence
Annual Leave	5 weeks p.a. (required to work on public holidays) 17.5% annual leave loading is paid for 4 weeks leave.
Salary Sacrificing	\$17,000 grossed up taxable value – independent financial advice is recommended**
Superannuation	Up to 12.75% employer superannuation contribution

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

** Salary sacrificing advice must be sought if additional benefits such as fly in, fly out, accommodation etc are confirmed as part of the package.

Mandatory qualifications/Professional registration/Other requirements

- Mandatory possession of a medicine degree from a registered tertiary institution and;
- Registration with the Medical Board of Australia with Specialist registration in Obstetrics & Gynaecology or appropriate registration with the Medical Board of Australia to practise in the specialist position and;
- Fellowship or eligibility for Fellowship via the substantial comparability pathway of the Royal Australian and New Zealand College of Obstetricians and Gynaecologist (RANZCOG).
- Mandatory possession of a qualification from a registered tertiary institution and Registration with the Australian Health Practitioner Regulation Agency with a current annual practicing certificate is essential.
- The successful applicant must hold at least a tertiary degree (or equivalent) qualification in “relevant occupation” and be registered with the “relevant agency”.
- Candidates must provide certified copies of requested proof of identify documents for the purposes of general Criminal history and National Police Certificate checks.
- Declaration of any current, criminal or significant previous disciplinary proceedings or restrictions on clinical practice
- **Shift Workers:** Appointees will be required to work all shifts in accordance with the unit roster.
- **Licence to Operate Vehicle:** This position requires the incumbent to operate a class C motor vehicle and an appropriate licence endorsement to operate this vehicle is required. Proof of this endorsement must be provided prior to the commencement of duty.
- **Vaccine Preventable Diseases (VPD) Requirements:** 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: measles, mumps, rubella, varicella (chicken pox), pertussis (whooping cough).

- 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, Department to a HHS, or HHS to Department).
- Hepatitis B Vaccination:** Health Care Workers in Queensland Health whose occupation poses a potential risk of exposure to blood or body fluids must be immunised against Hepatitis B according to the National Health and Medical Research Council Australian Immunisation Handbook and the Queensland Health Infection Control Guidelines.

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 'Your role', the ideal applicant will be someone who can demonstrate the following:

- Demonstrated high level of clinical knowledge, proficiency and skills extending across the broad range of Obstetrics and Gynaecology medicine.
- Comprehensive and concise documentation of all clinical observations, opinions, diagnoses, other data and procedures undertaken.
- Ability to appropriately investigate, treat and refer patients.
- Ability to direct the process of assessment, admission, ongoing care, transfer and discharge of patients.
- Demonstrated interest and understanding of the policy framework for improving clinical practice standards.
- Demonstrable ability to communicate effectively and provide Medical care, including emergency care, in a multidisciplinary environment.
- An interest in and proven ability to teach at both undergraduate and post-graduate level.

Your application

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

- A short response/cover letter:** Document should be a maximum of 2 pages and describe how your experience, abilities and knowledge would enable you to achieve the key responsibilities and meet the key attributes in the "How you will be assessed" section above.
- Your current CV or resume:** Summary of education, qualifications, skills and experience, including relevant work history.
- Referee Reports:** Three (3) referee reports are required for Staff Specialist positions as per Recruitment of Staff Specialists procedure (NC-PRO 94 V3.0). One referee report must be from the current Line Manager and all referee reports need to be verbally verified.
- Other documents:** Any other documentation required by the Selection Panel, if required/requested.
- Interview:** Prospective applicants will undertake a structured interview with senior Mackay HHS staff. The interview will be held in person, or remotely by negotiation.

Your employer—Mackay Hospital and Health Service

To support that Mackay Hospital and Health Service is regarded as an employer of choice, staff have been consulted and selected four values they strive to demonstrate in their daily activities:



**Queensland
Government**

Collaboration – through partnerships and co-operation we drive innovation;

Trust – having confidence and belief in each other to be able to rely and depend on our actions;

Respect – we show respect and compassion for the people we care for and work with;

Teamwork – we depend on and support one another individually and as a team.

There is an expectation of each employee, by their colleagues, manager and the Executive, to exhibit values-based behaviours in the completion of all their tasks.

Additional information

- **Currency of Applications:** Applications remain current for 12 months (permanent roles) and for the duration of the vacancy (temporary roles).
- This role may be eligible for the Queensland Health Attraction Incentive [Queensland Health Workforce Attraction Scheme](#) (conditions apply).
- **Recruitment Agency Submissions:** Applications from Agencies will be accepted provided they are on the PSP or agree to abide by PSP terms.
- **Future Vacancies:** Future vacancies of a temporary, full-time and part-time nature may also be filled through this recruitment process.
- **Pre-Employment Screening:** Pre-employment screening, including criminal history, restrictions on clinical practice and discipline history checks will 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.
- Employees who are appointed to the MHHS are accountable for information security, management and appropriate use, in accordance with legislation, standards, policies and procedures.
- **Probation:** Employees who are permanently appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment.
- **Salary Packaging:** To confirm your eligibility for the Public Hospital Fringe Benefits Tax (FBT) Exemption Cap please contact the Queensland Health Salary Packaging Bureau Service Provider of your choice – RemServ (1300 304 010) or SmartSalary (1300 476 278).
- **Mandatory Reporting Child Abuse/Neglect:** 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
- **Disclosure of Employment as a Lobbyist:** Applicants will be required to give a statement of their employment as a lobbyist within one month of taking up the appointment (<http://www.psc.qld.gov.au/publications/assets/policies/lobbyist-disclosure-policy.pdf>).
- **Disclosure of Pre-Existing Illness:** 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* (<http://www.justice.qld.gov.au/fair-and-safe-work/workers-compensation-and-rehabilitation/workers-compensation-and-rehabilitation-legislation/workers-compensation-and-rehabilitation-act-2003>).

Organisational Chart

