

ROLE DESCRIPTION

Mackay Hospital and Health Service

Role details

Job ad reference	MK555405	Classification	MO2-1 to MO2-3 (L25 to L27) MO1-1 to MO1-7 (L18 to L24)
Role title	Anaesthetist - Senior Staff Specialist or Staff Specialist	Salary	\$244,201 p.a. to \$258,910 p.a. (L25 to L27) \$204,206 p.a. to \$237,196 p.a. (L18 to L24)
Status (temp/perm)	Permanent Full Time (80 hrs p.f.) Or Permanent Part Time Options Available Multiple Positions	Closing date	Ongoing
Unit/Branch	Department of Anaesthetics	Contact name	Danny Bartlett, Clinical Director
Division/Hospital and Health Service/Hospital	Perioperative, Women's Health and Ambulatory Care Mackay Hospital & Health Service	Contact number	(07) 4885 7937
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.



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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.

For more information, please visit www.mackay.health.qld.gov.au

Your opportunity

A Staff Specialist is responsible for assisting the Director in:

- Provision of high-quality clinical services as part of the Unit/Department.
- Education of medical staff and students, Allied Health, interested community groups and nursing staff.
- Active participation in patient safety, audit, research and service planning activities.

The department currently provides anaesthesia for orthopaedic, trauma, general, gynaecological, obstetric, paediatric, ENT, dental, ECT and endoscopic procedures. We also provide a pre-assessment clinic, an acute pain service and obstetric epidural service. We support the trauma and cardiac arrest teams.

The department is an accredited training facility and thus you will be required to supervise Principal House Officers, Junior House Officers and Interns, Registrars and Provisional Fellows.

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.
- Provide patients with a medical service in accordance with the standards of the speciality and the ethics of the profession.
- Provide a service in accordance with Hospital and Health Service policies.
- Perform after hours and weekend clinical duties as rostered.
- Provide clinical assistance in emergencies as directed.
- Pre-operative assessment and early post-operative care of patients.
- Supervision of anaesthesia trainees and other staff as appropriate.
- Management of the anaesthesia component of the work of the Day Procedure Unit.
- Administrative duties relating to the functioning of the department and the hospital.
- Participation in continuing medical education to maintain personal knowledge and skills as established in the College's Maintenance of Professional Standards Program.
- Participation in programs to safeguard personal wellbeing as well as the wellbeing of colleagues, trainees and related professionals.
- 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 staff specialist actively promote good health and safety practices to staff of your work area.



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Total Package

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

Remuneration Package 1 FTE (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 qualification from a registered tertiary institution and Registration with the Australian Health Practitioner Regulation Agency with a current annual practising certificate is essential.
- Registration with the Medical Board of Australia with Specialist recognition, and
- Fellowship or eligibility for Fellowship of the Australian and New Zealand College of Anaesthetists.
- Evidence of participation in a continuing professional education programme.
- Current Specialist registration (Anaesthesia) with the Medical Board of Australia.
- 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 recent ability to provide anaesthesia for a broad range of surgical specialities including emergency and paediatric cases.
- Demonstrated ability to function as part of a multidisciplinary team.
- Proven ability in anaesthetics and patient care as deemed by the College.
- Extensive experience and ability to deliver high-quality patient care services.
- Understanding of and high-level ability to apply contemporary leadership principles to develop and maintain an effective and motivated team.
- High-level ability to identify and resolve issues using an innovative approach where appropriate.
- Well-developed ability to build and maintain appropriate relationships with team members, clients and stakeholders.
- Well-developed knowledge of the principles of effective team functioning.
- Commitment and motivation to effectively contribute to and work with Queensland Health values.

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.



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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:



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.
- **Recruitment Agency Submissions:** Applications from Agencies will be accepted provided they are on the PSP or agree to abide by PSP terms.
- This role may be eligible for the Queensland Health Attraction Incentive [Queensland Health Workforce Attraction Scheme](#) (conditions apply).
- **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

