

Role Description

Interventional Gastroenterology Endoscopy Fellow / Registrar

Job ad reference:	RBH560686		
Location*:	Herston	Unit/Department:	Gastroenterology and Hepatology Department Royal Brisbane and Women's Hospital Surgical Treatment and Rehabilitation Service (STARS)
Status:	Fixed term temporary full time from February 2025 to February 2026 Multiple positions available	Classification:	L10-13
Salary Range:	\$6,149.80 - \$6,776.80 per fortnight (plus superannuation and leave loading benefits)	Closing Date:	Thursday 23 rd May 2024
Contact name:	Dr Florian Grimpen	Contact number:	(07) 3647 0335
Online applications:	www.smartjobs.qld.gov.au		

* Please note: there may be a requirement to work at other facilities located across Metro North Health.

**Future recurring vacancies may also be filled through this recruitment process at any location across Metro North Health.

***Applications from third parties will not be accepted.

Benefits of Working for Us

- Excellent clinical exposure
- Generous leave entitlements
- Salary Packaging
- Employee Assistance Program
- Clinical research opportunities via UQ and Queensland Institute of Medical Research
- Easy access to transport with the RBWH bus station, Bowen Hills train station and the RBWH cycle centre
- Facilities include an education centre, doctors' common room, library, multiple food and retail outlets, childcare

Purpose of the role

- To work within the GE team to provide high level quality endoscopic care.
- To undergo further advanced endoscopic training.
- The department has employed endoscopy fellows since 2005 and has been offering two endoscopy fellowship positions since 2017. The endoscopy fellowship at STARS was created in 2023. The RBWH endoscopy fellows have access to virtually all the interventional procedures performed, but an arrangement will be made, dividing responsibilities between the two fellows. Usually, the ERCP/EUS fellow will do the vast majority of the HPB work. The Luminal Fellow will be concentrating on endoscopy, colonoscopy, EMR, ESD, RFA, stenting, balloon enteroscopy, bariatric endoscopy, etc. The Surgical Treatment and Rehabilitation Service (STARS) Colonoscopy Fellow will be based at STARS, and will focus on colonoscopy, endoscopy, EMR, and general gastroenterology. There will be an opportunity for the Colonoscopy Fellow to do two or three sessions per week at the RBWH. This can be a combination of advanced luminal work and EUS.
- Remuneration is at a clinical registrar level (full time).
- The GE On-Call roster is shared with 5 AT registrars and several other fellows (IBD, liver, nutrition). All after-hours endoscopic procedures are done with direct consultant supervision. Some after-hours procedures are done at another Metro North Facility – The Prince Charles Hospital in Chermside.

Context

- This role reports directly to Director of Gastroenterology and Hepatology at RBWH/STARS.

Key Accountabilities

The successful applicants will be following these sets of key accountabilities in accordance with the Metro North Health's values:

- Develop advanced endoscopic skills.
- Participate and conduct endoscopy research.
- Help to provide an endoscopic service to in-patients and out-patients, including covering of some endoscopist leave.
- Conduct an endoscopy outpatient clinic.
- Play an active part in undergraduate and postgraduate training in Gastroenterology and Hepatology.
- Participate in the development and continuing operation of quality assurance activities.
- Comply with and utilise procedures, policies, regulations and standards which impact upon the position, including contemporary human resource management requirements and practices, such as workplace health and safety, equal employment opportunity and anti-discrimination policies.

About the Department/Service

The Department of Gastroenterology is located on level 9, Ned Hanlon Building of the Royal Brisbane and Women's Hospital (RBWH). The endoscopy unit is co-located within the Department together with other major subspecialties including hepatology, inflammatory bowel diseases and nutrition.

The gastroenterology and hepatology in-patients are co-located with the gastrointestinal surgical patients on two wards next to the unit. The medical staff offices are located within the Gastroenterology Department.

The Department performs tertiary and quaternary level care for the state, Northern NSW, Northern Territory and the Pacific region. Over 10,000 endoscopic procedures are performed annually at RBWH, and about 15,000 procedures are performed annually at STARS. Specialist endoscopic services include ERCP (around 780 annually), EUS (around 450 annually), stenting, ESD, radiofrequency ablation, single and double balloon enteroscopy, capsule endoscopy, overstitch, POEM, and other interventional endoscopy and colonoscopy. The Inflammatory Bowel Diseases service is one of the largest and most comprehensive nationally, providing care to over 1600 IBD patients each year. It runs 12 IBD clinics per week, including an established IBD telehealth programme for regional centres in Wide Bay and Central Queensland, as well as clinical research (including clinical trials) and basic science (QIMR Berghofer MRI) programmes. The Hepatology program includes clinics at RBWH and North Lakes (Caboolture) providing care to over 3000 patients per year, a liver cancer surveillance programme and clinical trials. The nutrition programme includes an Enteral Nutrition and Home PN service that serves the majority of the State. This is provided by a well-established and fully-fledged Nutrition team that comprises of a Senior Staff Specialist, HPN Dietitian, EN dietitian, inpatient PN dietitian, Clinical Nurse, Pharmacist and an AO.

The Department is part of the Metro North stream of Gastroenterology and Hepatology. This model aims to provide patients with efficient and equitable access to a full range of secondary and tertiary services. It also provides tertiary and quaternary services to a broader population.

The medical staff of the RBWH's Gastroenterology Department includes about 8 full time gastroenterologists, 9 part time staff specialists, 9 visiting gastroenterologists, two endoscopy fellows (clinical), two IBD fellows (clinical and research), one Hepatology fellow (clinical), one nutrition fellow, 3 training registrars, 2 RMOs, and one intern. The major clinical and research interests of the senior staff include:

- Dr Mark Appleyard: Capsule endoscopy, enteroscopy, ERCP, interventional endoscopy and endoscopy
- Dr Florian Grimpén: ERCP, general intervention, enteroscopy, capsule endoscopy
- Dr Enoke Gonsalkorala: Hepatology, general gastroenterology, colonoscopy outcomes research
- Dr Nicholas Tutticci: ESD, EMR, colonoscopy outcomes research
- Dr Tim O'Sullivan: Interventional luminal endoscopy, Colonoscopy outcomes
- Dr Chun Gan: General luminal intervention, familial bowel cancer
- A/Professor Graham Radford-Smith: inflammatory bowel diseases, intestinal biomarkers
- Professor Barbara Leggett: Hepatology, colonic polyps, colorectal cancer
- Dr Gareth Walker: inflammatory bowel diseases, intestinal biomarkers, digital therapeutics
- Dr Richard Skoien: chronic liver disease biomarkers, HCC
- Dr Vishal Kaushik: Specialist Nutrition Support Team Lead, Enteral Nutrition, Home PN.

The unit has a weekly academic meeting incorporating a histology meeting, a radiology meeting, case and topic presentations and GE histology. There is a weekly journal club. There are regular multi-disciplinary meetings for Hepatobiliary malignancy and upper GI malignancy.

There is a strong research focus within the Department. Active research areas include small bowel endoscopy, Inflammatory Bowel Disease natural history and genetics, intestinal biomarkers, colorectal cancer genetics, and hepatology. There are currently multiple research projects in progress across endoscopy, IBD, nutrition and liver disease. Staff are encouraged to explore existing links with research institutions on campus and locally, including QIMR Berghofer Medical Research Institute, the University of Queensland, and Queensland University of Technology.

Surgical Treatment and Rehabilitation Service (STARS) is 182 bed digital hospital providing elective procedural services and inpatient rehabilitation services. The vision for gastroenterology at STARS is to be one of the leading academic colonoscopy centres that produce research to inform colonoscopy practice in Australia and overseas. Over 15000 procedures are performed each year at STARS. Colonoscopy key performance indices and outcomes are recorded in RedCap colonoscopy outcomes database and is supported by a dedicated data manager. The large volume of procedures and established database paves the way to producing high quality research which will help guide practice in the future. The service works in collaboration with the Gastroenterology and Hepatology service at RBWH where there is the opportunity to be involved with interventional endoscopy research.

The gastroenterology service at STARS comprises of specialist outpatient services, outpatient endoscopy and inpatient consultation. Proceduralists (Gastroenterologists and Surgeons) from all four hospitals within Metro North health services perform endoscopy procedures and attend specialist outpatient services at STARS. The outpatient service is supported by specialist gastroenterology nursing and dietetics services. A junior medical officer attends specialist outpatients and Fellows from the Royal Brisbane and Women's Hospital perform endoscopy under supervision.

About Metro North Health

Delivering outstanding health services is just one of the ways that we care for our community. Our passion for people is reflected in the way we do our work and live our values every day. We value and nurture our team members so they can provide quality value based care to our patients across our diverse organisation. Our focus on Value Based Healthcare means we expect our staff to deliver the care the patient needs, no more and no less, to achieve the best quality of life for our community. This passion fuels our collaborative culture of innovation and research.

We embrace the diversity of local and greater communities as we provide services to people throughout Queensland, northern New South Wales and the Northern Territory, in all major health specialities including medicine, surgery, mental health, cancer care, trauma, women's and newborn care, and more than 30 sub-specialities. Metro North Health services include rural, regional and tertiary hospitals, and community and oral health services.

Our diverse Health Service provides a wide variety of rewarding career paths across our tertiary/quaternary referral hospitals, secondary hospitals, community health centres, residential and extended care facilities and regional community hospitals. We expect our staff and volunteers to translate our values into action through providing high quality connected care that is relevant, efficient and respectful of our patients' needs and wishes. Our people are passionate about our community and patients, with a focus on putting people first. Come and work where people are at the centre of everything we do and your contribution is truly valued.

Health Equity and Racism






Metro North Health has set out its actions and agreed key performance measures to improve Aboriginal and Torres Strait Islander people's health and wellbeing outcomes.

Racism is a key structural determinant of Aboriginal and Torres Strait Islander people's health inequity. Racism is not always conscious, explicit, or readily visible - often it is systemic. Systemic or institutional racism are forms of racism that are widely and deeply embedded in systems, laws, written or unwritten policies and well-established practices and beliefs that produce, condone, and perpetuate widespread unfair treatment, causing and/or contributing to inherited disadvantage.

It is expected that all Metro North Health staff, including the incumbent of this role as a valuable member of the Metro North workforce, contribute to the health equity agenda and meet the intent of supporting the defined six actions that specifically meet the needs of Aboriginal and Torres Strait Islander people within the National Safety and Quality Health Service Standards (NSQHS), by actively supporting the elimination of racial discrimination and institutional racism; supporting increased access to health care; influencing the social, cultural and economic determinants of health; supporting the delivery of sustainable, culturally safe and responsive health services; and recognise the importance of working with Aboriginal and Torres Strait Islander peoples, communities and organisations to design, deliver, monitor and review the health and support services we provide.

Please visit our website for additional information about Metro North Health. <http://metronorth.health.qld.gov.au/>

Metro North Health Values and their corresponding Lominger™ competencies:

				
Respect	Teamwork	Compassion	High performance	Integrity
<ul style="list-style-type: none"> • Interpersonal savvy • Manages conflict • Communicates effectively • Balances stakeholders 	<ul style="list-style-type: none"> • Collaborates • Develops talent • Values differences • Builds effective teams 	<ul style="list-style-type: none"> • Customer / patient focus • Demonstrates self-awareness • Manages ambiguity • Being resilient 	<ul style="list-style-type: none"> • Cultivates innovation • Action oriented • Drives results • Drives vision and purpose 	<ul style="list-style-type: none"> • Decision quality • Ensures accountability • Courage • Manages complexity

How you will be assessed

How we do things is as important as what we do therefore you will be assessed on your ability to demonstrate the following key technical and behavioural capabilities, knowledge and experience. Within the context of the responsibilities described above under Key Accountabilities, the ideal applicant will be someone who can demonstrate the following:

- Patient Focused – drives high quality care and customer service throughout the health service
- Ethical Behaviour – consistently role models values based leadership
- Taking Accountability – takes accountability for actions, projects and performance
- Effective Communication – proactively engages with others
- Collaborative – proactively engages with others and shares information
- Emotional Intelligence – demonstrated awareness and regulation of self and others' emotional states
- Decision Making – critically analyses situations in the organisational context
- Demonstrated training and experience in gastroenterology and hepatology
- Demonstrated a commitment to learning advanced endoscopic techniques
- Demonstrated record in teaching and clinical and/or laboratory research.

You will be assessed on your ability to demonstrate the following values within the context of the “Key Accountabilities”. The ideal applicant will be able to demonstrate the following:

- **Respect** – demonstrates interpersonal savvy, manages conflict appropriately, communicates effectively and balances the needs of all stakeholders with utmost respect to all people at all times
- **Teamwork** – collaborates effectively, develops talent, values differences and builds effective teams to bring about best use of resources to deliver healthcare services

- **Compassion** – is patient / client focussed, demonstrates self-awareness and the effects of behaviour on others, deals with or manages ambiguity and complexity, demonstrates resilience in the delivery of patient services or support in the delivery of services to patients
- **High Performance** – cultivates innovation, is action oriented, drives results and supports Metro North Health's vision and purpose to exceed expectations of our patients and stakeholders
- **Integrity** – demonstrates sound decision quality, ensures accountability, demonstrates courage in the face of adversity and works effectively / manages complexity to ensure work output and decisions are ethical and invariably of a high standard

Mandatory qualifications/professional registration/other requirements

- Appointment to this position requires proof of qualification and registration or eligibility of registration with the Medical Board of Australia (AHPRA).
- Certified copies of your qualifications are required to be provided with your application.
- To be appointed as a Senior Registrar (L10-L13), you must have specialist registration with the Medical Board of Australia.
- Completion of the FRACP exam (or equivalent) with at least 2 years of advanced training in gastroenterology and hepatology
- Eligibility for recognition of competence in upper endoscopy and colonoscopy by the Conjoint Committee for Recognition of Training in Gastrointestinal Endoscopy (pending award of FRACP).
- **Disclosure of Serious Disciplinary History:** Under the [Public Sector Act 2022](#), applicants are required to disclose any previous serious disciplinary action taken against them.
- 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:

1. **A short statement (maximum 2 pages)** - Formulate your response to the dot points listed under "*How you will be Assessed*" within the context of the "*Key Accountabilities*"
2. **Your current CV or Resume, including 2 referees.** You must seek approval prior to nominating a person as a referee. Referees should have thorough knowledge of your work performance and conduct, and it is a requirement 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 CV or Resume.
3. **Proof of Identity** – Include 3 certified copies of identity documents to satisfy proof of your name, date of birth and signature with your application. Ensure ID is valid (not expired). Note: one form of ID must be a photo ID i.e passport or driver's license. All documents must be certified by one of the following: Justice of the Peace, Public Notary, Commissioner of Declarations or Solicitor.
4. **Qualifications** – Include certified copies of your primary medical degree and fellowship certificate with your application. Your qualifications must be certified by one of the following: Justice of the Peace, Public Notary, Commissioner of Declarations or Solicitor

Instructions on how to apply

- Submit your application online at www.smartjobs.qld.gov.au by the closing date.
- Please note that hand delivered applications will not be accepted.
- Only those persons eligible to work in Australia may be employed by Metro North Health. Prospective employees are required to provide proof of identity and documentary evidence of their right to work in Australia.
- Late applications cannot be submitted online. For a late application to be considered, please arrange approval and submission via the contact officer.

Diversity and Inclusion

We are committed to providing a diverse and inclusive workplace for our people and our community. We encourage people of all genders, races, ages and abilities to apply for roles within Metro North Health and strive to ensure that our workplace is free from all forms of discrimination and harassment.

As an Equal Employment Opportunity (EEO) employer we ensure that our selection processes and employment decisions are undertaken in a non-discriminatory way and are consistent with the requirements of the Anti-Discrimination Act 1991. If there are any reasons that you may have challenges with the recruitment process, please let us know when we contact you.

Work Health and Safety

We are committed to *Putting People First* to provide better healthcare. This commitment includes a dedicated *People Focussed Safety* culture.

This culture commits to the health, safety and wellbeing of staff, volunteers and other persons, through the provision of a dynamic and comprehensive Health and Safety Management System (HSMS). The HSMS provides for proactive safety initiatives, early injury management practices with a strong focus on a safe and durable return to work.

The provision of a Health and Safety environment within Metro North Health is everyone's responsibility.

Safety and Quality

Relevant to the position, staff participate in the ongoing education, implementation, monitoring and evaluation of safety and quality initiatives relevant to The National Safety and Quality Health Services Standards 2nd Edition and the Australian Council on Healthcare Standards (ACHS).

Vaccine Preventable Diseases (VPD) Requirements ([Health Employment Directive No. 01/16](#))

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)
- Hepatitis B

Further vaccinations may be required due to particular risks for a role; examples include:

- Hepatitis A – Workers in regular contact with untreated sewerage
- Q Fever – Research or Laboratory staff regularly handling specimens

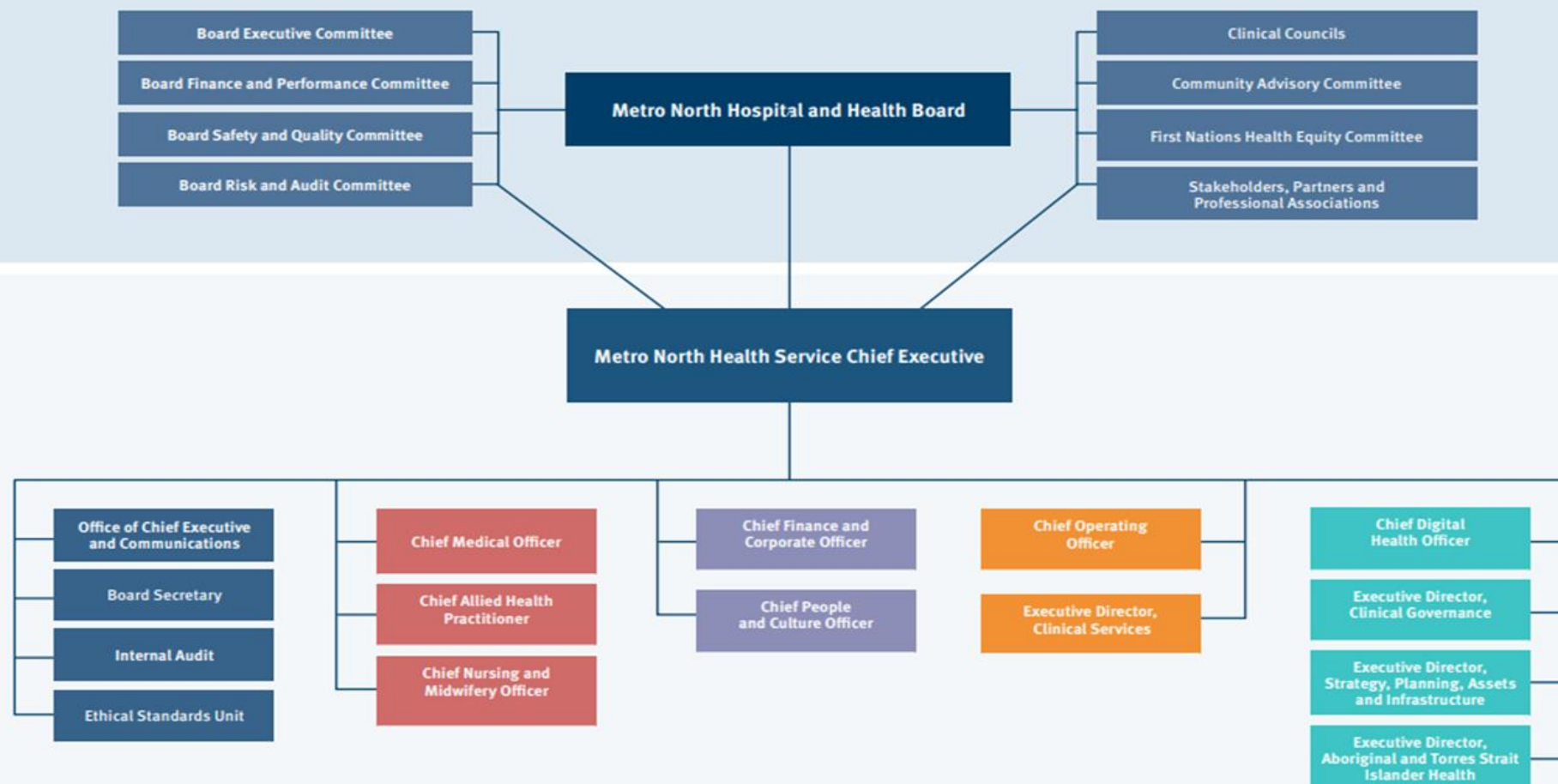
All new employees who will be working in clinical areas must be assessed for their risk of tuberculosis and screening undertaken if required.

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 (i.e. one Health Service to another Health Service, Department of Health (DoH) to a Health Service, or Health Service to DoH).

Additional Information

- 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.
- 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.
- Pre-employment screening, including criminal history and discipline 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, unless otherwise exempt. Roles providing services to National Disability Insurance Scheme (NDIS) participants require an NDIS worker screening check.
- Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role.
- Applicants will be required to give a statement of their employment as a lobbyist within one (1) month of taking up the appointment. Details are available at:
<http://www.psc.qld.gov.au/publications/assets/policies/lobbyist-disclosure-policy.pdf>
- Employees who are appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment. For further information, refer to Probation HR Policy B2
<https://www.health.qld.gov.au/system-governance/policies-standards/doh-policy/policy/qh-pol-197.pdf>
- 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.

Metro North Health Executive Structure



EFFECTIVE DATE: 08/2023

Metro North
Health



Queensland
Government

