

# Role Description

## Staff Specialist – Gastroenterology

<b>Job ad reference:</b>	PCH561149		
<b>Location*:</b>	The Prince Charles Hospital	<b>Unit/Department:</b>	Gastroenterology & Hepatology
<b>Status:</b>	Permanent part time - up to 40hrs per fortnight	<b>Classification:</b>	L18 – L24 L25 – L27
<b>Salary Range:</b>	\$97.84 - \$124.05 per hour (plus superannuation and leave loading benefits)	<b>Closing Date:</b>	Wednesday, 22 <sup>nd</sup> May 2024
<b>Contact name:</b>	Dr Robert Franz	<b>Contact number:</b>	(07) 3139 4668
<b>Online applications:</b>	<a href="http://www.smartjobs.qld.gov.au">www.smartjobs.qld.gov.au</a>		

\* 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.

### Purpose of the role

- Provide a full range of high quality secondary and tertiary level services in the field of Gastroenterology and Hepatology within The Prince Charles Hospital and other hospitals of the Metro North Health Service District. Services to be provided include inpatient and outpatient gastroenterology and hepatology, endoscopy and colonoscopy and afterhours on call service for emergencies.
- Participate in quality assurance, continuing education, clinical teaching and research activities of the Department. There is also the opportunity to develop and contribute to tertiary services at The Prince Charles Hospital and the Royal Brisbane and Women's Hospital.
- Provide leadership and development and implementation of policies and procedures to provide an efficient and effective Gastroenterology and Hepatology Service, training post for advanced gastroenterology trainees and active participation in initiatives already being implemented.

### Context and Delegations

- This role reports directly to the Medical Director, Gastroenterology Department, The Prince Charles Hospital.
- This role has a professional reporting line to the Director Medical Services, The Prince Charles Hospital.
- This role will work directly with Staff Specialists in Gastroenterology and supporting multi-disciplinary clinical team.
- This role will work directly with other team members from administration, nursing, and medical streams.
- There are no HR or Finance Delegations.

## Key Accountabilities

This successful applicant will carry out the following key accountabilities in accordance with the Metro North Health's values:

### **Clinical Duties:**

- Development and expansion of high quality gastroenterology and hepatology care to inpatients and outpatients within The Prince Charles Hospital as a member of an enthusiastic Gastroenterology Department.
- Development of Gastroenterology Advanced Trainee core training post at The Prince Charles Hospital.
- Provision of endoscopy services including emergency endoscopy services as and when required
- Participation in the provision of an after-hours on call gastroenterological service.
- Development of additional research programs and active participation in current research programs.
- Undertake continuing and vocational education of medical and other members of the District staff.
- Development of regular educational meetings at TPCCH and participation and development of interdepartmental meetings.
- Take part in undergraduate and postgraduate teaching of students and medical trainees.
- Attend continuing medical educational activities within and beyond the District.
- Initiate, supervise and foster clinical research activities within the District.

### **Administrative Responsibilities:**

- To contribute to the organisation of clinical services of the Department including management of personnel and financial resources.
- To take an active interest and contribute to administrative services within The Prince Charles Hospital.
- Provide ethical decision making in the achievement of organisational goals.

### **General Responsibilities:**

- 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.
- Perform all duties efficiently and in a professional manner.
- Represent, The Prince Charles and the Department of Gastroenterology on committees.
- Provide appropriate advice for the planning of zonal and hospital activities and contribute to the development and improvement of gastroenterology services in the zone.
- Manage the performance appraisal and development of subordinate staff.
- Provide ethical decision making in the achievement of organisational goals.
- Extensive knowledge in the field of gastroenterology and hepatology. Proficiency in general gastroenterology, endoscopy and colonoscopy.
- Demonstrated ability to establish and develop gastroenterology registrar training, and demonstrated teaching skills appropriate to the training and education of medical registrars, medical students, nurses and other allied health professionals.
- Ability to negotiate and communicate effectively with all levels of staff and patients and ability to work collegially with other staff in a team approach to solving clinical, financial and organisational problems.
- Higher degree (MD or PhD) with demonstrated commitment to education and research.
- Demonstrated ability to actively participate in a working environment supporting quality human resource management practices including employment equity, anti-discrimination, occupational health and safety, and ethical behaviour.
- Demonstrated clinical and technical expertise in all relevant areas with the Internal Medicine Services programs.
- Demonstrated oral and written communication skills commensurate with this position.
- Demonstrated interpersonal skills which allow effective communication in a multidisciplinary environment.
- Demonstrated knowledge of safety and quality initiatives, as well as the ability to conduct audits and data analysis of key outcome measures.
- Experience in relevant areas of inpatient and outpatient care.
- Demonstrated commitment to education and research activities.
- A sound knowledge of contemporary Human Resource issues including time management, Workplace Health & Safety, Equal Employment Opportunity, Anti-discrimination and Code of Conduct.
- Experience in solid organ transplantation, desirable.

## 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/>

## Our Vision

Excellent healthcare, working together, strong and healthy communities.

## Metro North Health Values and their corresponding Lominger™ competencies:

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

### How you will be assessed

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

- Ongoing Specialist registration with the Australian Health Practitioner Regulation Agency as a Medical Practitioner which is supported by
  - MBBS or equivalent, registrable with the Medical Board of Australia as a specialist in Gastroenterology and FRACP or equivalent, acceptable to the Royal Australasian College of Physicians, and registrable with the Medical Board of Australia.
  - Certified copies of qualifications must be provided to the appropriate supervisor/manager prior to appointment to the role.
- Experience in Endoscopy and Colonoscopy including Conjoint Committee recognition of training (or equivalent)
- The Prince Charles Hospital is a teaching hospital of the University of Queensland. It has affiliations with James Cook University and Queensland University of Technology. It is accredited by the Royal Australasian College of Physicians for both basic training in Medicine and advanced training in General Medicine, Geriatric Medicine, Rehabilitation Medicine, Thoracic Medicine, Cardiology and Infectious Diseases. The applicant should have a PhD and demonstrate commitment to education and research.
- The position will require the applicant to be in a position to apply for a Medicare Provider Number and relevant specialist recognition from the Specialist Recognition Advisory Committee of the Health Insurance Commission.

- The successful applicant must hold and maintain appropriate **Scope of Clinical Practice (SoCP)** relevant to the role, awarded by a Metro North Health Credentialing and SoCP delegate.
  - Information presented for this application may be presented to the Medical Credentialing Committee.
  - All appointments are subject to maintenance of SoCP.
  - SoCP is further limited by the **Clinical Services Capability Framework (CSCF)** for the facilities in which clinical work is to be undertaken.
  - **This process must be completed prior to commencement.**
- **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:

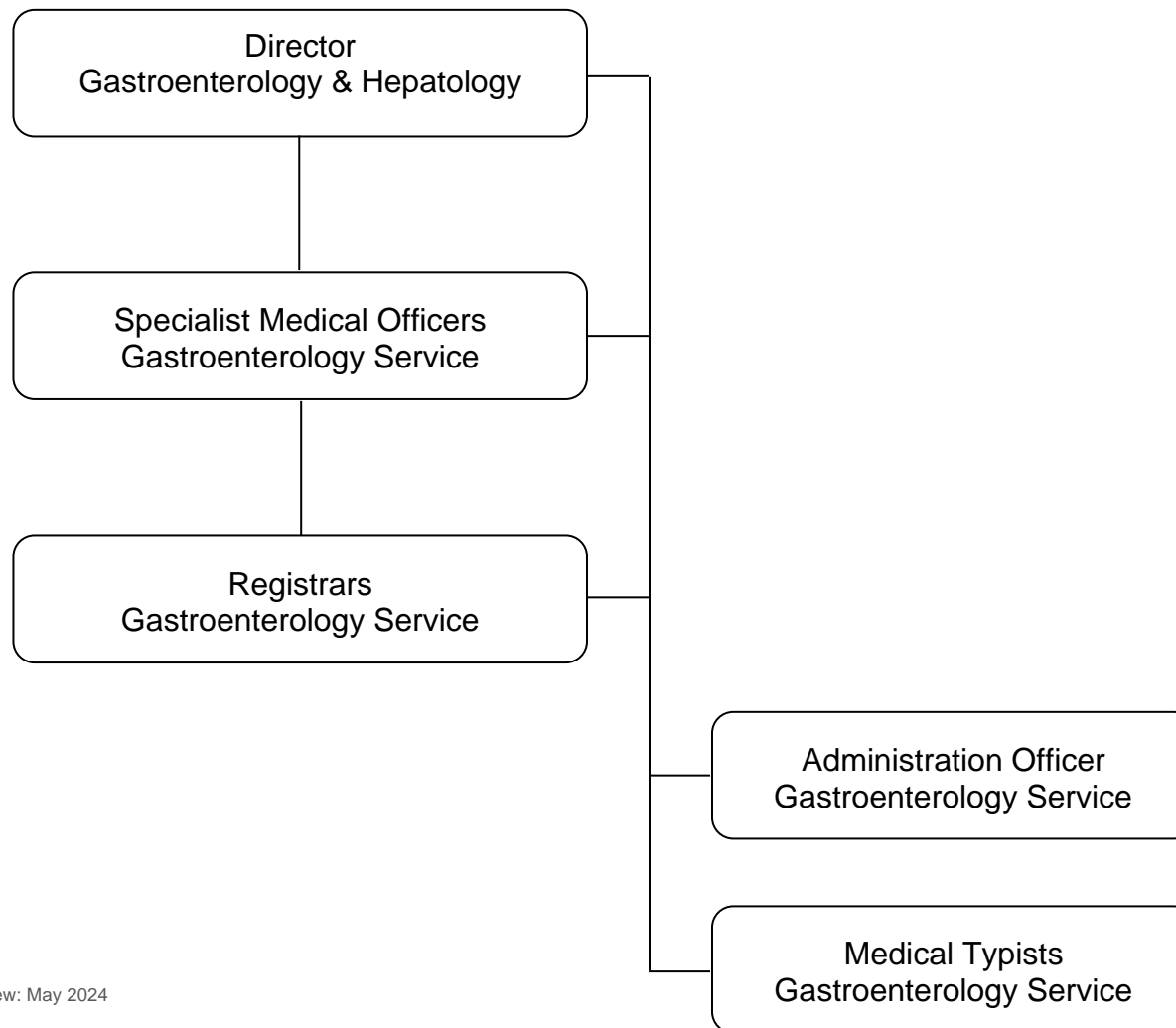
1. **A short statement (maximum 2 pages)** - Formulate your response to the dot points listed under “*How you will be Assessed*” within the context of the “*Key Accountabilities*”  
**And**
2. **Your current CV or Resume, including referees.** You must seek approval prior to nominating a person as a referee. Referees should have thorough knowledge of your work performance and conduct, and it is preferable 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.

### Instructions on how to apply

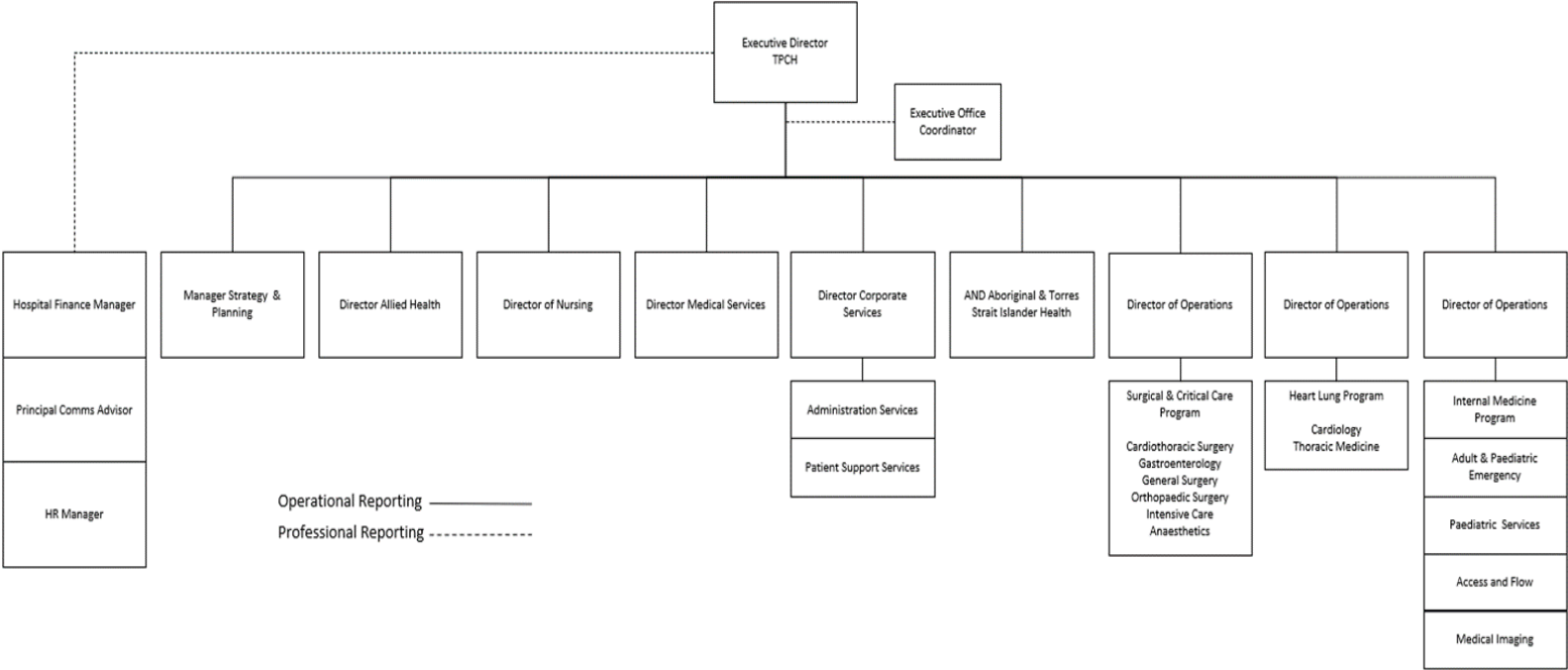
- Submit your application online at [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au) by the closing date.
- Please note that hand delivered applications will not be accepted.
- Only those persons eligible to work in Australia may be employed by Metro North Health. Prospective employees are 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.

Gastroenterology Service  
The Prince Charles Hospital

Organisational Chart



TPCH Organisational Structure



### 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 2<sup>nd</sup> 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, 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. 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:  
[https://www.forgov.qld.gov.au/\\_data/assets/pdf\\_file/0033/185919/lobbyist-disclosure-policy\\_0.pdf](https://www.forgov.qld.gov.au/_data/assets/pdf_file/0033/185919/lobbyist-disclosure-policy_0.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

