

Role Description

Orthopaedic Spine Fellow – Registrar or Senior Registrar

Job ad reference:	RBH561311		
Location*:	Herston	Unit/Department:	Orthopaedic Department, Surgical and Perioperative Services
Status:	Fixed-term temporary full time. Commencing August 2024 and or Feb 2025 for 6 or 12 months-negotiable	Classification:	L10 – L13 or L4 – L9
Salary Range:	\$73.56 - \$84.71 per hour (plus superannuation and leave loading benefits)	Closing Date:	Friday, 24 th May 2024
Contact name:	Dennis Hartig	Contact number:	(07) 3646 8129
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 including annual leave & professional development leave
- 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

About Department of Orthopaedic Surgery

The Orthopaedic Department at the RBWH is divided into sub-specialties including Trauma, Hands, Arthroplasty, Spinal, Sports and Foot & Ankle. Each unit provides a tertiary level service in all aspects of adult surgery. Each unit is supported with consultants, registrars, and residents. The department plays a major role in orthopaedic training, provides specialist orthopaedic services to the whole of the Royal Brisbane and Women's Hospital, and is a major referral hospital for the whole of Queensland.

The Orthopaedic Surgeon will be involved in the treatment of a cohort of complex orthopaedic patients within their subspecialty with the support of a team of clinical and administrative staff. Clinical duties involve trauma and elective work, covering all aspects of the subspecialty surgery. Teaching of junior doctors and medical students is an understood component of the role. Support for research within the institution is highly regarded.

About the Role

Purpose of the role

- To serve as an Orthopaedic Fellow in the Department of Orthopaedic Surgery, Royal Brisbane and Women's Hospital (RBWH).
- To be involved in the efficient provision of patient services, undergraduate and postgraduate teaching and research
- To be involved in quality assurance activities, including best practice initiatives and clinical audit.
- Communication is with patients and their families and carers, other medical officers within and outside of the department and facility. The position is expected to have extensive liaison with nursing and allied health staff and interaction with undergraduate students and support staff.

Context and Delegations

We are seeking applicants for the spinal fellow role at RBWH. This role requires assessment and management of spinal conditions under the guidance of Orthopaedic Spine Surgeons. Both surgical and non-surgical treatment will be required.

Teaching of advance surgical trainees, junior medical officers and medical students is an understood component of the role. Research within the organisation is supported and encouraged. A willingness to collaborate with other clinical and non-clinical staff is essential.

- This role reports directly to the Clinical Director of Orthopaedics.
- This role has a professional reporting line to Chief Medical Officer and Director Medical Services, RBWH
- This role will work directly with other team members from administration, nursing, and medical streams.

Key Accountabilities

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

- Be an active member of the multidisciplinary team in the Orthopaedic Department and the Surgical and Perioperative Service line.
- Actively participate in the delivery and development of contemporary, evidence-based, multidisciplinary models of care for both inpatient and outpatients in the speciality of Orthopaedics in the subspecialties required.
- Undertaking clinical responsibilities as the leader of a high performing multi-disciplinary team, including on-call commitments, liaison with other departments and referring hospitals, maintaining appropriate records and confidentiality, and obtaining and documenting consent.
- Conduct handovers and ward rounds, assess patients, plan clinical management, and arrange appropriate investigations and treatment while ensuring that all discussions, decisions and actions are appropriately documented in the electronic medical records and communicated with the multi-disciplinary team, junior medical officer team, patients and relatives.
- Dedication to role modelling and providing professional leadership, training and education within the area of speciality, and supervision of junior staff in line with guidelines of RBWH/ Metro North HHS and relevant professional and regulatory bodies
- Participate in clinical governance activities including attendance at departmental meetings, audit and peer review, monitoring of processes and outcomes of care.
- Actively contribute to the hospital and health service and professional community with participation in, and initiation of, academic activities such as workshops, seminars and conferences, and other tasks aligning your area of sub-specialty expertise with our health services' strategic plans.
- Provide ethical decision making and effective issues management and communication in the achievement of organisational goals, ensuring issues are resolved effectively and in a timely manner.
- Role model positive workplace behaviour that supports quality human resources management practices including employment equity, anti-discrimination, work, health and safety, and ethical standards.
- Actively contribute to a positive workplace culture within the Service which encourages and recognises high performance, builds leadership capabilities and supports staff to maximise their health and wellbeing.
- Ensure compliance with contemporary healthcare safety and quality standards and participate in RBWH assurance processes including accreditation.
- You have demonstrated commitment or track record of academic and professional excellence through your contribution in areas including research, teaching, or relevant professional peer leadership, as evidenced by publications, grants, presentations, project leadership, and/or supervision of research candidates.
- Display behaviours favourable for team performance i.e. respectful speaking and listening, commitment-based collaboration, clinical courage, standing by mistakes, and ongoing reflection on actions and outcomes.

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.

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



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.

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.
- **Experience** in spinal orthopaedic surgery and high standards in all facets of clinical medicine.
- Varied exposure to provision of spinal surgery in other health districts or systems.
- Research and presentation experience, with particular focus on international collaborations although not a pre-requisite of the role.

Mandatory qualifications/professional registration/other requirements

- Appointment to this position requires proof of qualification and registration with the Medical Board of Australia or eligibility of registration with the Medical Board of Australia.
- Membership with the Royal Australian College of Surgeons or equivalent overseas body, recognised by the Medical Board of Australia.
- Appointment to the Senior Registrar classification requires specialist registration with the Medical Board of Australia.
- Certified copies of the required information must be provided with your application.
- 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
- **Disclosure of Serious Disciplinary History:** Under the [Public Sector Act 2022](#), applicants are required to disclose any previous serious disciplinary action taken against them.

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 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.
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

