

Senior Staff Specialist or Staff Specialist or Visiting Specialist or Visiting Senior Specialist (Otolaryngology) (ENT Surgery)

Our Destination 2030: Great Care for Central Queenslanders strategy will shape the future of healthcare across our region and support our aim for Central Queenslanders to be amongst the healthiest in the world. Great staff working in great teams with a culture of supporting and investing in our people's future. Find out more visit online www.health.qld.gov.au/cq/destination-2030



Great People, Great Place to Work

Role Details

Role Title	Senior Staff Specialist or Staff Specialist or Visiting Specialist or Visiting Senior Specialist (Otolaryngology) (ENT Surgery)	Classification	L25 – L27 L18 – L24 VS.01 – VS.04 VSS.01
Status	Permanent Full or Part Time <i>**see note regarding temporary visa holders</i>	Salary	\$204,206 - \$237,196 (L18 – L24) \$244,248 - \$258,910 (L25 – L27) \$180.46 – \$197.40 p.h. (VS.01–VS.04) \$214.47 p.h. (VSS.01)
Unit/Facility	Department of Surgery Rockhampton Hospital	Total Package	\$470,749 p.a. (L24) \$514,421 p.a. (L27) \$249.97 p.h. (VS.04) \$269.22 p.h. (VSS.01)
Location	Rockhampton *	Contact	Dr Michael Lamparelli (07) 4920 6235
Job Ad Reference	RK4F569993	Closing Date	Sunday, 14 July 2024

*Please note: there will be a requirement to work at other sites and services located across Central Queensland Hospital and Health Service (CQHHS).

**Temporary visa holders can only be offered temporary full-time positions.

**Visiting Specialist appointment: Where approved, the total of sessional attendances scheduled per week shall not exceed 32 hours for any VMO.

***Please note: there may be a requirement to work at other sites and services located across Central Queensland Hospital and Health Service

Rockhampton Hospital

Rockhampton Hospital is a 305-bed facility and is the main referral hospital for Central Queensland. Specialist Medical Services include Emergency Medicine, General Medicine, Cardiology, Renal Medicine, Palliative Care, Psychiatry, Rehabilitation, Geriatric Medicine, Paediatrics, General Surgery, Orthopaedics, Urology, ENT, Obstetrics and Gynaecology, Intensive Care and Anaesthetics. There are also a range of clinical services provided on a visiting basis from tertiary hospitals in Queensland. A new Cancer Care Unit provides care for local patients, with state-of-the-art equipment and services.

CQ Health
Living our values

Care	We are attentive to individual needs and circumstance	Integrity	We are consistently true, act diligently and lead by example
Respect	We will behave with courtesy, dignity and fairness in all we do	Commitment	We will always do the best we can all of the time

The Opportunity

The Senior Staff Specialist/Staff Specialist (Otolaryngology) assists the Director of Surgery in ensuring that Otolaryngology Services provided by Central Queensland Hospital and Health Service are of the highest standard and delivered in an efficient and effective manner. The position assists with the education and supervision of surgical trainees and other medical staff, medical students, allied health, interested community groups and nursing staff.

While this position is based at Rockhampton Hospital, the provision of surgical services to CQHHS is provided as one service over multiple sites. In order to meet service needs, the Specialist will be required to provide clinical services at any facility within CQHHS, in line with the clinical services capability of the that facility. There may also be need or opportunity to work at the Mater Hospital, Rockhampton.

Total Package

- 12.75% employer superannuation contribution
- Annual leave loading 17.5%
- Salary packaging
- Work/life balance, variety, and flexibility
- Employee Assistance Program

Additional benefits to this role include:

- Professional Development Leave 3.6 weeks p.a.
- Professional Development Allowance (\$21,500 p.a.)
- Motor Vehicle Allowance
- Over-time and on-call allowances
- Attraction and Retention Incentive Allowance (Granted Private Practice arrangements)
- Eligible for Workforce Attraction Incentive Scheme 1 and 2 (for eligible applicants) [Attraction incentives | Healthy Careers - Queensland Health](#)
- Relocation and Travel

Additional benefits for Visiting Specialist appointment:

- VMO Fuel Allowance
- Professional Development Allowance (minimum appointment 12 hours per fortnight to be eligible)

The Role

Clinical Functions

- In conjunction with the Director of Surgery, contribute to, support and encourage surgical unit activities, including clinical audit.
- Participate in consultant (outpatient and inpatient) and operating services within the area of Otolaryngology.
- Applicants for a VMO positions will require a local private practice as per regulations.
- Participate in the after-hours 'on call' roster for Otolaryngology.
- Participate in the CQHHS surgical outreach program for the provision of otolaryngology services to other hospitals in CQHHS including outreach and/or telehealth clinics at Biloela, Emerald, Gladstone, Woorabinda, Capricorn Coast, Barcaldine and Longreach Hospitals as required from time to time.
- Provide appropriate evidenced-based clinical care and, where necessary, delegate the provision of clinical care to patients under their name.

Communication and Teamwork

- Actively contribute to the multidisciplinary patient care team.
- Provide a high level of interpersonal and communication skills, both written and oral, including the capacity to consult, negotiate and resolve conflict.
- Contribute to the establishment and fostering of relationships between the hospital and relevant community groups in order to provide information about the hospital and to ensure the continuum of care for the patient.
- Liaise with other Hospital and Health Service Departments as required ensuring the coordination of safety, efficiency and cost effectiveness of health services.
- Provide expert consultancy/advisory services as required to both internal and external agencies that are relevant to the health industry.
- Actively participate in a working environment supporting quality human resource management practices including employment equity, anti-discrimination, occupational health and safety, and ethical behaviour.

Education and Research

- Maintain up-to-date college mandated requirements and demonstrate a commitment to continuing professional development in area of expertise.
- Implement and undertake teaching and educational initiatives and responsibilities within the specialty area.
- Actively conduct, contribute to, and support research activities within area of expertise.

Mandatory Qualifications / Professional Registration / Other Requirements

- **Mandatory qualification/s:** MBBS or equivalent eligible for registration with the Medical Board of Australia.
- Possession of qualifications and experience appropriate for registration as a Specialist in Otolaryngology in Australia. In general, this will require Fellowship of the Royal Australasian College of Surgeons in the speciality of Otolaryngology.
- Enrolment and maintenance of ongoing CME program of appropriate College.
- **Credentialing:** The appointee will be required to undergo a credentialing process and will be granted appropriate scope of clinical practice. There is a system of review and renewal of credentials and Scope of Clinical Practice for Specialists and Non-specialist Senior Medical Officers on staff. Your qualifications, registration and certified skills and competencies determine the scope of clinical practice you will be granted and subsequently your position title and salary status.
- **Working Rights:** To be appointed permanently, you must be an Australian citizen, have permanent residency status or have a visa permitting you to work permanently in Australia. For temporary appointments, you must have a visa (or be eligible for a visa) permitting you to work for the length of the temporary appointment.
- **Eligibility for a Visiting Specialist / Visiting Senior Specialist appointment:** To be eligible for appointment as a Visiting Specialist / Visiting Senior Specialist, the medical officer must:
 - ordinarily work the majority of their hours in the private sector, and
 - own/operate their own private practice (the loaded rate includes compensation for ongoing private practice costs normally incurred between 8am – 6pm, Monday to Friday, including public holidays i.e. rooms lease and running costs, full time secretary wages, etc.), and
 - ordinarily work less than 15 hours per week in the public sector.

- **Proof of qualification:** Appointment to this position requires proof of qualification and registration or membership with the appropriate registration authority or association. Certified copies of the required information must be provided to the appropriate supervisor/manager, prior to the commencement of clinical duties.
- **Proof of identity documents:** Candidates must provide certified copies of requested proof of identity documents for the purposes of General Criminal History and National Police Certificate checks.
- **NDIS:** As a Health Care worker in Queensland Health who engages in risk-assessed roles, you must hold a current disability check (Yellow Card or Yellow Card Exemption) or an NDIS worker screening check, in accordance with Part 5 of the *Disability Services Act 2006 (Qld)*. Queensland Health will facilitate the applicants obtaining this check.
- **Disclosure of Serious Disciplinary History:** Under the [Public Sector Act 2022](#), applicants are required to disclose any previous serious disciplinary action taken against them.
- **Information security:** Each employee of CQ Health is accountable for information security, management and appropriate use, in accordance with legislation, standards, policies and procedures.
- **Shift work:** 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.
- **Travel:** Travel throughout the health service may be required as part of this position.
- **Vaccine Preventable Diseases:** 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
 - All new employees who will be working in clinical areas must be assessed for their risk of tuberculosis and screening undertaken if required.Further vaccinations may be required due to risks for a role; examples include:
 - Hepatitis A – Workers in regular contact with untreated sewerage
 - Q Fever – Research or Laboratory staff regularly handling specimens
 - Influenza

How you will be Assessed

You will be assessed on your ability to demonstrate the best fit for the role. Within the context of the responsibilities described under 'The Role', the ideal applicant will be someone who can demonstrate the following:

Clinical Functions

- Clinical experience and skills in Otolaryngology, for a wide range of procedures.
- An understanding and commitment to the principles of continuous quality improvement and review.

Leadership and Management

- A well-developed ability to direct the process of assessment, admission, ongoing care, transfer and discharge of patients.
- Developed leadership skills and experience in contributing as a team member in a multidisciplinary approach to service provision.

Communication and Teamwork

- Ability to prepare comprehensive and concise documentation of all clinical observations, opinions, diagnoses, other data and procedures undertaken.
- An ability to communicate effectively and provide medical care, including emergency care, in a multidisciplinary environment.

Education and Research

- A commitment to continuing professional education including maintenance of personal knowledge and skills.
- An interest and understanding of the policy framework for improving clinical practice standards.
- A willingness to participate in teaching at Undergraduate and Postgraduate levels.