

## Medical Officer Private Practice (Baralaba)

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### Role Details

<b>Role Title</b>	Medical Officer Private Practice	<b>Classification</b>	MOR1-1 – MOR1-3
<b>Status</b>	Permanent Full Time	<b>Salary</b>	\$176,802 - \$187,832 p.a.
<b>Unit/Facility</b>	Baralaba Multipurpose Health Service (MPHS)	<b>Total Package</b>	\$255,345 p.a. (MOR1-3) \$242,909 p.a. (MOR1-1)
<b>Location</b>	Baralaba	<b>Contact</b>	Dr Arnel Polong (07) 4976 3188
<b>Job Ad Reference</b>	BA4F570010	<b>Closing Date</b>	Sunday, 21 July 2024

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

### Baralaba Multipurpose Health Service (MPHS)

The Baralaba Multipurpose Health Service (MPHS) facility is a relatively new purpose-built facility which provides 24-hours a day, seven days a week acute medical inpatient services, residential aged care, outpatient services and an emergency department. The facility is highly functional, contemporary, and spacious, most inpatient rooms have their own ensuite and each room has its own unique rural view. The Emergency Department and X-ray area are very functional and enables excellent patient flow.

The Medical Superintendent with Right of Private Practice provides inpatient, outpatient, and emergency care at Baralaba MPHS, as well as a general practice clinic which operates within the same building. Telehealth services are available for linking with specialist staff at other hospitals via videoconference, which means suitable patients no longer have to travel long distances for appointments. An active community advisory network provides opportunity for interested residents to be involved in their health service.

The private practice component of this position is completely separate from Queensland Health. Queensland Health provides the physical environment from which to operate the business only. A full range of General Practice services are provided with chronic disease management, minor procedures, and medicals. An Outreach Clinic is provided weekly to Wowan (a smaller neighbouring community). This practice has available the option of supported practice management.

CQ Health  
Living our values

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

Baralaba is a district of Workforce Shortage with eligibility for the Rural Locum Reliever Program enabling access to 19AB Medicare exemption. Doctors working in Baralaba are also eligible to apply for a Registrar position with the Rural Vocational Training Scheme.

The Baralaba MPHS service provides acute inpatient services for up to 4 acute patients, 3 high care residential care residents, 1 low care residential care resident, 1 respite care/ palliative care patient and 1 community place. Residential care is currently provided to 4 permanent residents. Baralaba MPHS has a Clinical Services Capability Level of 2.

There is a 2-bed Emergency Department which provides a 24-hour emergency service; this service is complimented by the use of Telehealth support for emergency presentations.

Emergency retrieval is usually via air transport from Rockhampton. Patient transport via ambulance is restricted by personnel availability, resources, and distance from definitive care. Due to the remoteness of outlying properties, and compromised distance and road conditions, the MPHS provide an emergency care hub for surrounding districts.

There is no public transport available in Baralaba, so Queensland Ambulance Service (QAS) Patient Transit Service supports travel for the residents of Baralaba and surrounds to access specialist appointments in Rockhampton as required.

### **The Opportunity**

The Medical Officer Private Practice (MOPP) will be responsible for working with the Medical Superintendent Private Practice (MSPP) to provide safe, efficient quality medical services to inpatients and outpatients of the Baralaba Multipurpose Health Service, as well as a general practice clinic which operates within the same building. The position also requires participation in a 24-hour on-call roster ensuring medical services are available at all times.

An opportunity exists to maintain selected skills at the Baralaba Hospital, and it is intended the Medical Officer Private Practice will maximise their professional development as part of this appointment. The role has the potential to attract significant additional training, incentives and benefits from organisations committed to supporting the success of healthcare in rural and regional Australia.

The provision of clinical services for Central Queensland Hospital and Health Service is provided as one service, multiple sites. In order to meet service needs, the Medical Officer may be required to provide clinical services at any facility within the Central Queensland Hospital and Health Service, in line with the clinical services capability of that facility.

## Remuneration Package

### Approximate Remuneration Package – Medical Officers Certified Agreement (No.5) (MOCA5)

Remuneration Package	Total Annual (\$) *		
	MOR1-1	MOR1-2	MOR1-3
Base Salary	\$176,802	\$182,330	\$187,832
Motor Vehicle Allowance	\$21,000	\$21,000	\$21,000
Professional Development Allowance	\$21,500	\$21,500	\$21,500
Locality Allowance (Baralaba)	\$1,064	\$1,064	\$1,064
Estimated Remuneration (excluding superannuation)	\$220,366	\$225,895	\$231,397
Superannuation Estimate	\$22,542	\$23,247	\$23,949
<b>TOTAL ESTIMATED REMUNERATION *</b>	<b>\$242,909</b>	<b>\$249,142</b>	<b>\$255,345</b>
<b>Additional benefits to this role include:</b>			
Professional Development Leave	3.6 weeks p.a.		
Inaccessibility Incentive Allowance	\$27,600.00 100% paid after twelve months completion period. 25% paid in three monthly instalments thereafter.		
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	12.75% employer superannuation contribution		
Plus Earnings from Private Practice			

\* Paid pro-rata for engagement period or part time employee

## The Role

### Quality, Safety and Risk

- Comply with National Quality Standards as per the Australian Commission on Quality and Safety in Healthcare as well as the Australian Council of Health Care Standards accreditation requirements.
- Implement and monitor the organisation's quality standards, occupational health and safety policies, procedures and programs and provide clinical governance in the relevant work area.
- Ensure a high quality and cost-efficient clinical practice through participation in the development and maintenance of quality enhancement and improvement strategies including participation in peer review, clinical audits, clinical coding, the use of evidence-based treatment protocols and guidelines and high-quality clinical documentation.

### Clinical Practice

- Provide clinical services to patients of the hospital and private practice in accordance with the credentials and scope of clinical practice process and within the clinical service capability framework including accident and emergency response, general practice medicine and primary health care services.
- Participate in the provision of a daily public outpatient clinic and ward rounds at Baralaba MPHS.
- Work with the MSPP to ensure the provision of 24-hour 7 day a week roster arrangement for medical support to the Baralaba MPHS.
- Participate in the documentation and benchmarking of clinical indicators with appropriate practice benchmarks and address any anomalies identified.
- Ensure medical services meet accreditation, professional and Queensland Health standards.

### **Communication and Teamwork**

- Positively promote the medical services to the community and assess community needs and develop programs to address service “gaps” and target high risk groups.
- Participate in the planning, implementation and evaluation of health promotion and illness prevention programs.
- Maintain effective communication with staff at all levels of the organisation.
- Work cooperatively and effectively within a multidisciplinary team, and with clients and their families.

### **Knowledge Management**

- Maintain and enhance clinical skills/knowledge to reflect contemporary, rural medical practice and theory and to fulfil the clinical duties of the position.

### **Mandatory Qualifications / Professional Registration / Other Requirements**

- **Mandatory qualification/s:**
  - Bachelor of Medicine, Bachelor of Surgery (MBBS) or equivalent eligible for registration with the Medical Board of Australia.
  - Enrolment/acceptance into a GP training program that will facilitate a provider number with access to Medicare benefits for the private practice.
  - Current Advanced Life Support (ALS) and Advanced Paediatric Life Support (APLS) certification, and enrolment and maintenance of ongoing Continuing Medical Education (CME) program of appropriate College.
- **Credentialing process:** 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. This is reviewed on a three-yearly basis.
- **Non-mandatory qualifications/requirements:**
  - Candidates with emergency experience who wish to train for vocational registration are encouraged to apply if they are eligible for training through Remote Vocational Training Scheme (RVTS) to work towards a fellowship.
  - Intention to work towards, or holder of Fellowship of either the Australian College of Rural and Remote Medicine (FACRRM) or Royal Australian College of General Practitioners (FRACGP) i.e., Rural Generalist, Rural Vocational Practitioner, Provisional Fellow or Rural Practitioner is highly desirable.
  - Skills in Emergency Medicine or commitment to complete such skills are highly desirable.
  - While not mandatory, knowledge and clinical skills in general practice surgery with the capability to attend minor operations and removal of skin lesions, along with some prior experience in emergency obstetrics (not procedural) would be well regarded.
  - Coaching and mentoring support is available from the Executive Director Medical Services (EDMS) and the Baralaba MSPP for the Medical Officer working within this role.
- **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.
- **Aged care criminal history clearance:** Potential applicants are advised that the *Aged Care Act 1997* requires Queensland Health employees and volunteers of aged care services (applicable areas only) to have a current National Police Certificate. Queensland Health will facilitate the applicants obtaining the above 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.
- **Shift work:** Appointees will be required to work all shifts in accordance with the unit roster.
- **Travel:** Travel throughout the health service may be required as part of this position.
- **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:** 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 Practice

- Knowledge, skills and experience across a variety of clinical fields (e.g., primary care, emergency and general medicine, geriatrics, mental health, drug and alcohol), with an ability to provide an effective and efficient range of general practice services including safe childbirth in emergency situations.
- Sound knowledge of community health, public health and epidemiology, aboriginal health, drug and alcohol issues and health education.

### Quality Improvement

- Well-developed ability to identify opportunities for improvement and a demonstrated commitment to continuous quality improvement.
- Actively maintain Clinical Governance principles at the hospital and comply with Queensland Health requirements in this regard.

### Communication and Teamwork

- High level interpersonal skills for written and verbal communication with health service agencies, non-government organisation, community groups and medical professionals at all levels.
- Proven ability to work effectively as a member of the team with an ability to promote and adapt to change.

### Knowledge Management

- Participation in relevant professional development, research and continuous learning to ensure the progression of individual clinical standards.