

Senior Staff Specialist / Staff Specialist – Cardiology

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 / Staff Specialist – Non-Invasive Cardiology	Classification	L25 – L27; L18 – L24
Status	Permanent Full or Part Time (Hours Negotiable) Fixed Term Temporary Full or Part Time	Salary	\$244,248 - \$258,910 p.a. (L25 – L27) \$204,206 - \$237,196 p.a. (L18 – L24)
Unit/Facility	Central Queensland Hospital and Health Service	Total Package	\$514,421 p.a. (L27) \$470,749 p.a. (L24)
Location	Rockhampton*	Contact	Dr Samuel Sidharta (07) 4920 6109
Job Ad Reference	RK4F570988	Closing Date	Sunday, 8 September 2024

***Additional Locations:** This role provides services to – Rockhampton Hospital, Gladstone Hospital and Emerald Hospital.

Central Queensland Hospital and Health Service

CQ Health provides public health services across Central Queensland, in hospitals and in the community. CQ Health is a statutory body governed by our Board. We serve a growing population of approximately 250,000 people and employ more than 3,700 staff, treating more than 700,000 patients each year. The health service has a diverse geographic footprint, ranging from regional cities to remote townships in the west and beachside communities along the coast.

Rockhampton Hospital

Rockhampton Hospital is the main referral hospital for Central Queensland. It provides a range of services, including Emergency Medicine, General Medicine, Cardiology, Oncology, Haematology, Renal Medicine, Palliative Care, Psychiatry, Rehabilitation, Geriatric Medicine, Paediatrics, General Surgery, Orthopaedics, Urology, ENT, Obstetrics and Gynaecology, Intensive Care and Anaesthesia. There are also a range of clinical services provided on a visiting basis from the tertiary hospitals in Queensland.

Want to learn more? CQ Health: www.health.qld.gov.au/cq

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

This is your opportunity to join a Cardiology unit undergoing major development and expansion of services to become a regional cardiac centre of excellence and major referral hub for Central Queensland region.

Based in Rockhampton, the Cardiology Service adopts a multidisciplinary model in delivering an integrated specialist care across the care continuum. Our Cardiology team provides a range of diagnostic and procedural services for patients with suspected or established cardiac conditions, including Echocardiography, Stress Imaging, Cardiac Computed Tomography, Heart Failure Services, Cardiac Rehabilitation Services, and Chest Pain Assessment Services. In addition, following a significant infrastructure capital injection, the Cardiology Department is presently undertaking construction planning to build a new, state of the art Cardiac Catheterisation Laboratory, expand the Cardiac Investigation Unit service, and increase inpatient beds capacity.

As a Non-Invasive Cardiologist, you are expected to provide a high quality, cost efficient and high value care, and evidence-based Cardiology services and patient care within the Central Queensland Hospital and Health Services (CQHHS). You will work in the Coronary Care Unit, Cardiology Ward, Cardiac Investigation Unit, and Outpatient Clinics and will be expected to contribute to the on-call and weekend roster. You will be integral in all stages of Non-Invasive Cardiology service planning and delivery.

The provision of clinical services for Central Queensland Hospital and Health Service is provided as one service, multiple sites. To meet service needs, the Senior Medical Officer is 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.

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:

- Excellent clinical exposure to broad and undifferentiated Cardiology problem
- Professional Development Leave 3.6 weeks p.a.
- Professional Development Allowance (\$21,500 p.a.)
- Motor Vehicle Allowance
- Over-time, recall, and on-call allowances
- Clinical research opportunities with University of Queensland and/or Central Queensland University
- Attraction and Retention Incentive Allowance (Granted Private Practice arrangements)
- Eligible for Workforce Attraction Incentive Scheme 1 (for eligible applicants) [Attraction incentives | Healthy Careers - Queensland Health](#)

The Role

- Fulfil the responsibilities of this role in accordance with the Queensland Public Service and CQ Health values.
- Actively participate in the Performance Appraisal and Development (PAD) process and engage in continuous learning, workplace improvement, and innovation.
- Understand your broad responsibility for safety and quality in healthcare, actively participate in continuous quality and safety improvement activities within the workplace and notify a relevant clinical or non-clinical responsible officer when concerns exist about workplace or patient safety.
- The provision of a healthy and safe environment within the health service is everyone's responsibility. Understand your accountability to uphold the principles and practices of the Health Service's Health and Safety Management System in accordance with legislation and industry standards.

Key Accountabilities

Clinical Practice

- Provision of a high-quality Cardiology service in accordance with the standards of the discipline, the ethics of the profession, and the Clinical Privileges formally granted.
- Provision of Cardiology Services for patients that are consistent with the Clinical Services Capability Framework of the relevant facilities with the Health Service.
- Rostered duties include a minimum of 2 general cardiology outpatient clinic sessions and 2 echo reporting sessions.
- Specific duties may involve ward rounds, Telehealth and outreach clinic services, procedural work, and multidisciplinary team meetings.
- Manage the delivery of patient care in the area of Cardiology, including the management of complex clinical situations.
- Participation in the continuing professional development of self and others, including annual performance appraisal.
- Document relevant clinical information clearly, accurately, and appropriately, and ensure appropriate handover of patients.
- Participate in Model of Care developments, which are inter-disciplinary.
- Provide leadership in clinical services of Cardiology that innovate, encourage participation in treatment and care aimed at achieving demonstrate improvement in service outcomes.
- Enable and optimise the use of clinical pathways.
- Develop, promote, and implement quality assurance programs within the Department.
- Participation in after-hours and weekend on call roster.
- Any other appropriate duties as may be required by the Clinical Director Cardiology.
- The position will primarily be located within Rockhampton Hospital and will provide services to the following secondary locations as required: Gladstone, Emerald, Biloela and Moura Hospitals, Capricorn Coast Hospital and Health Service, Rockhampton Community and Public Health Service, Theodore Multipurpose Health Service, Woorabinda Multipurpose Health Service and Blackwater Multipurpose Health Service.

Quality Assurance and Clinical Governance Activities

- Maintain Cardiology service standards, guidelines, procedures, and policies.
- Contribute to clinical governance, data, and records integrity of cardiology services.
- Develop and implement the practice of continuous quality improvement and total quality management to achieve quality and safety outcomes in patient care at all levels of clinical and administrative practice,

including active participation in clinical audits, clinical meetings, and clinical incident management resolution.

- Actively participate in quality improvement initiatives in the Cardiology Department to ensure that all aspects of the service are regularly reviewed and opportunities for improvement identified.
- Active participation and attendance at departmental meetings.
- Provide medical reports and participate in clinical incident management resolution as required by the departmental Clinical Director and Medical Executive CQHHS.
- Participate in risk management and critical incident monitoring in the Department. This includes, but not limited to the investigation and resolution of complaints, monitoring investigation accuracy and utilisation and investigation of all incident reports.
- Assist in the response to complaints, concerns, and compliments in a timely manner.
- Attend committees and other meetings, both within and outside the Department, as requested by the Clinical Director and provide reports as required.
- 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.

Education and Training

- Facilitate a learning environment by sharing knowledge and expertise, participating in teaching and research activities and supporting the development of colleagues.
- Provide close clinical supervision, teaching, and professional development of Registrars, and Junior Medical Staff in the department to ensure a high standard of clinical practice. This includes active involvement in the formative and summative assessment of these groups.
- Provision of appropriate training for specialist registration by the professional College.
- Participate in the planning, delivery, and evaluation of educational programs in the field of Cardiology for postgraduate and undergraduate students in Medicine, Nursing, and other health professionals, as appropriate for a teaching hospital.
- Participate actively in the supervision, education, and professional development of Cardiac Scientists and the Cardiac Investigation Unit staffs.
- Mentoring other staff as required.

Communication and Teamwork

- Contribute to the establishment and fostering of relationships between the hospital and relevant community groups to provide information about the hospital and to ensure the continuum of care for the patient.
- Role model desired standards of behaviour, promoting a positive attitude, enthusiasm, respect and support of other staff, effective communication and ethical decision making.
- Liaise and collaborate with other members of the multidisciplinary teams to ensure effective team functioning, positive patient outcomes, and the achievement of departmental objectives.

Research and Professional Development

- Participate in and/or lead departmental research activities in collaboration with colleagues into areas relevant to Cardiology.
- Participate in Continuing Professional Development activities as directed by the relevant specialist college and the Clinical Director to maintain accreditation and personal professional improvement.
- Participate in the continuing professional development of self and others, including annual performance appraisal and performance management.
- Adherence to professional code of conduct and appropriate team professional relationships.

With the Medical Executive, undertake responsibilities including: --

- Assist the Clinical Director in the day-to-day running of the Cardiology Department in its provision of services including the management of the human and material resources necessary to provide services.
- Undertake additional duties as directed by the Clinical Director of Cardiology including representing your service at forums and committees, offering expert advice, counsel and leadership on clinical service delivery and development.
- Facilitate the provision of clinical services and the development of clinical protocols and guidelines for efficient and appropriate Cardiology patient care.
- Assist the Clinical Director in working in close collaboration with personnel across the hospital to monitor and facilitate operational issues involved in a multidisciplinary approach to quality care of Cardiology patients from pre-hospital to discharge.
- Contribute to cost sustainability in the provision of health care within the CQHHS by the efficient utilisation of resources.
- Actively participate in clinical networks and work collaboratively with health care teams across the care continuum.
- Integrate key objectives from the strategic plan into service delivery.
- Employees who are appointed to the CQHHS are to maintain data quality and manage all information in accordance with legislation, standards, policies and procedures.
- Implement and monitor the organisation's quality standards, occupational health and safety.
- Follow defined service quality standards, occupational health and safety policies and procedures relating to the work being undertaken in order to ensure high quality, safe services and workplaces.
- Take reasonable care for your own health and safety and take reasonable care to ensure that your acts or omissions do not adversely affect the health and safety of others.
- Actively participate in a working environment supporting quality human resource management practices including employment equity, anti-discrimination, workplace health and safety and ethical behaviour.

Mandatory Qualifications / Professional Registration / Other Requirements

- **Mandatory qualifications:** Bachelor of Medicine and Bachelor of Surgery (MBBS) or equivalent eligible for registration with the Medical Board of Australia.
- Fellowship of the Royal Australasian College of Physicians (FRACP) – Specialist Cardiologist (or equivalent).
- Non-Invasive Cardiac Imaging subspecialty training with accreditation in Level 2 Adult Echocardiography as per CSANZ requirements (or equivalent).
- Evidence of active participation in a Continuing Professional Development Program (CPD).
- Evidence of current minimum echocardiography volumes demonstrating Level 2 CSANZ competency.
- Demonstrate clinical and academic research skills and experience.
- **Non-mandatory qualifications/requirements:** Qualification in Cardiac CT and/or Cardiac MRI is highly desirable.
- **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.
- 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. 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.

- **Proof of qualification:** Appointment to this position requires proof of qualification and if applicable 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.
 - Each employee of CQ Health is accountable for information security, management and appropriate use, in accordance with legislation, standards, policies and procedures.
 - **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.
 - **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:

- **Care** – attentive to individual needs and circumstances, patient-focused, demonstrate self-awareness and the effects of behaviour on others, communicates effectively, demonstrates compassion and resilience in the delivery of patient services, and involve patient and carer in each decision-making process.
- **Integrity** – act diligently and lead by example, outcome orientated, demonstrate sound decision-making quality, promote and demonstrate accountability, works effectively, guarantee output and decisions are ethical and of a high standard.
- **Respect** – behave with courtesy, dignity, and fairness in every conduct, manages conflict appropriately, demonstrate utmost respect to all people at all times, collaborates effectively, value differences of ideas.
- **Commitment** – always do the best, cultivates innovation, drives results, commitment to good governance, build effective culture to bring about the best use of resources to deliver service, which exceed expectations of our patients.
- Demonstrate clinical and technical expertise in all relevant areas of Cardiology.
- Excellence in clinical cardiovascular research, with proven skills in scientific analysis and peer review report writing skills.

- Well-developed interpersonal, written and oral communication skills, including the ability to effectively use problem solving and conflict resolution frameworks.
- Commitment to ongoing professional development of self and others.
- Demonstrated understanding of and commitment to the CQHHS values.