

# Role description

## Cairns and Hinterland Hospital and Health Service

### Role details

<b>Job ad reference</b>	CAH571387	<b>Classification</b>	L25 – L27 L18 – L24
<b>Role title</b>	Senior Staff Specialist or Staff Specialist (Plastic and Reconstructive Surgeon)	<b>Contact name</b>	Dr Roxanne Wu
<b>Status (temp/perm)</b>	Temporary Fulltime, up to 03 August 2025	<b>Contact number</b>	07 4226 6355
<b>Unit/Branch</b>	Department of Surgery	<b>Closing date</b>	22 <sup>nd</sup> July 2024
<b>Directorate/ Hospital and Health Service</b>	ICU, Women's and Perioperative Services Cairns and Hinterland Hospital and Health Service	<b>Salary</b>	\$244 201 - \$258 910 per annum (L25 – L27) \$204 206 - \$237 196 (L18 – L24) <i>(plus superannuation and leave loading benefits)</i>
<b>Location</b>	Cairns		

*Cairns and Hinterland Hospital and Health Service does not accept applications submitted through recruitment agencies. Medical Practitioners are encouraged to apply online via Smartjobs or directly with Recruitment Cairns.*

## Queensland Health's vision

*By 2026 Queenslanders will be among the healthiest people in the world.*

## Our vision

Excellence in healthcare, wellbeing, research and education in Far North Queensland.

## Our purpose

We work together, with our community, providing healthcare services to improve health and wellbeing in Far North Queensland.

More information on the strategic direction of Cairns and Hinterland Hospital and Health Service visit: <https://qheps.health.qld.gov.au/cairns/strategic-plan-2018-2022>

Please visit our website for additional information about Cairns and Hinterland Hospital and Health Service [www.health.qld.gov.au/cairns\\_hinterland](http://www.health.qld.gov.au/cairns_hinterland)



Queensland  
Government

## Our values

The staff and patients at Cairns and Hinterland Hospital and Health Service have helped develop a set of shared values that guide our behaviours and decision making in our workplaces. These values underpin our daily work, the strategies of our Health Service and help deliver Queensland Health's vision.



### COMPASSION

*At CHHHS, we demonstrate that we care about the challenges facing our patients and colleagues by taking time to walk in their shoes. Compassion is delivered with a warm hello, a smile, by genuinely listening and following through on concerns.*



### ACCOUNTABILITY

*At CHHHS, we value accountability at all levels as it builds trust in our organisation, our people and our services. When we live up to our responsibilities, we earn respect from the people and communities we have made a commitment to.*



### RESPECT

*At CHHHS, we value a respectful approach to our work and care as it builds strong relationships and trust. We encourage you to treat others as you'd like to be treated.*



### INTEGRITY

*At CHHHS, we rely on our integrity to guide us when the choice isn't an easy one to make. It ensures we are making decisions that are transparent, truthful and for the greater good of our patients, colleagues and communities.*

## Your employer— Cairns and Hinterland Hospital and Health Service

- The Cairns and Hinterland Hospital and Health Service strives to provide excellence in health care, wellbeing, research and education in Far North Queensland.
- The Health Service is the primary provider of health services to residents of the Cairns, Tablelands and Cassowary Coast regions with a population of over 250,000 people, as well as providing specialist services to the Torres Strait and Cape York region. Cairns Hospital is the primary referral hospital for Far North Queensland.
- We provide an extensive range of health services at more than 30 regional, rural and remote facilities across a geographical area of 142,900 square kilometres.
- The Health Service is 95 percent self-sufficient with only a small number of high-level acute services being provided in Townsville and Brisbane.
- Our staff are a part of the community we serve, and we strongly believe that health outcomes are enhanced by involving our community in the planning and evaluation of local health services.

## Cairns Hospital

Cairns Hospital is a busy regional tertiary Hospital with a range of subspecialties including vascular, orthopaedics, plastic and reconstructive surgery, ENT, urology, and a level 5 adult Intensive Care Unit. We are seeking an energetic Plastic and Reconstructive Surgeon who is looking to utilise the full scope their general plastic surgical experience.

## Your opportunity

To assist in the provision of high quality Plastic and Reconstructive Surgery services to patients within the Cairns and Hinterland Hospital and Health Service. These services include: Surgical Outpatients, Elective Surgery, Acute Surgery and the development of a recognised Plastic Surgery Training Position for the Royal Australasian College of Surgeons.

This position involves providing support to the trauma and orthopaedic service for major soft tissue reconstruction so specific training and experience in advanced microsurgical reconstructive techniques is required.

As the Cairns Hospital develops its role as a University Hospital, experience in academic surgery with teaching at undergraduate and post-graduate level is an advantage.

## Your role

- Fulfil the responsibilities of this role in accordance with CHHHS values as outlined above.
- Follow defined service quality standards, occupational health and work policies and procedures relating to the work being undertaken in order to ensure high quality, safe services and workplaces.
- Implement and monitor the organisation's quality standards, work health and safety policies, procedures and programs and provide clinical governance in the relevant work area.
- Provide expert medical leadership in Plastic and Reconstructive Surgery that encourages innovation, patient and multidisciplinary team participation in treatment and care with the aim of achieving demonstrable improvement in service outcomes.
- Provision of training, education and supervision of junior medical staff and active contribution to the multidisciplinary patient care team is required.
- This position supervises the training of Registrars, Principal House Officers and Resident Medical Officers who provide surgical assistance.
- Opportunity to contribute research and teaching medical students through James Cook University.
- This position reports directly to the Clinical Director of Surgery.
- This position supervises: Registrars, Principal House Officers, Senior and Junior House Officers and Interns.
- Provide ethical decision making in the achievement of organisational goals.
- Provide quality patient care based on evidenced-based practices and by demonstrating and enabling adequate communication to all stakeholders along the patient's continuum of care.
- Provide and enable for appropriate clinical care to patients under their name, including delegating the provision of care through effective communication.
- Supervise training registrars and junior medical staff to enable appropriate provision of patient care and to provide ongoing on-the-job training and guidance.
- Recognise the benefits and application of a multidisciplinary team by involving multidisciplinary team members in the assessment and provision of patient care
- Provide education on their specialist area through training seminars and tutorials to clinical staff.

- Contribute to and support research activities within their area of expertise
- Demonstrate efficient utilisation and management of resources to support hospital budgetary goals of cost containment and efficiency
- Follow hospital practices and demonstrate initiative aligned to ensuring the safest possible environment for patients and staff
- Maintain up-to-date college mandated requirements and demonstrate a commitment to continuing professional development in their area of expertise
- Actively support the delivery of private practice where reasonable, and clinically appropriate in accordance with the Granted Private Practice Agreement.

## Mandatory qualifications/Professional registration/Other requirements

- 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.
- Registration as a Specialist Medical Practitioner with the Australian Health Practitioner Regulation Agency (AHPRA).
- Must have Fellowship of the Royal Australasian College of Surgeons (RACS) or equivalent.
- Requires credentialing and scope of clinical practice approved and issued by the CHHS Credentialing and Scope of Clinical Practice Committee
- This position requires the incumbent to operate a class C motor vehicle and an appropriate licence endorsement to operate this type of vehicle is required. Proof of this endorsement must be provided before commencement of duty.
- **Vaccine Preventable Diseases (VPD)** evidence as required for your employment in accordance with legislation/government policy and Directives.
- It is a condition of employment for the employee in this role to be, and remain, vaccinated against or non-susceptible to the following Vaccine Preventable Diseases (VPDs) during their employment: **Measles, Mumps, Rubella (MMR), Varicella (chicken pox) and Pertussis (whooping cough)**. *Existing staff engaged prior to 1 July 2016 (and have not had a break in service) are not subject to this new condition of employment unless they are moving from one Hospital and Health Service to another Hospital and Health Service within Queensland. Existing staff that have previously submitted this evidence since 1 July 2016 will not be required to resubmit.*
- It is a condition of employment for the employee in this role to be vaccinated against or not susceptible to **Hepatitis B**. Proof of vaccination or non-susceptibility is a condition of employment for all staff (new and existing) who have direct contact with patients or who in the course of their work may be exposed to blood/body fluids or contaminated sharps.
  - It is strongly recommended that you complete the **VPD Evidence Form** and prepare your documents prior to meeting with the selection panel; however, you will only be required to supply the evidence if you are the preferred applicant. If you are the preferred applicant, your application for employment will not be successful unless you comply with this Queensland Health policy. Further information and Evidence Forms can be found at <https://www.health.qld.gov.au/employment/work-for-us/dept-of-health/pre-employment/vaccinations/providing-evidence>
  - A [Tuberculosis risk assessment form](#) is to be completed prior to commencement.

## How you will be assessed?

You will be assessed on your ability to demonstrate the following key capabilities, knowledge and experience. Within the context of the responsibilities described above under 'Your role', the ideal applicant will be someone who can demonstrate the following:

- This position requires proven experience and good outcomes for major soft tissue reconstruction of trauma and other defects as you will be supporting the orthopaedic team in this area.
- Proven surgical skills in Plastic and Reconstructive Surgery including microsurgical reconstruction of the breast and the lower limb, implant based breast reconstruction, advanced skin cancer management and surgery, wound management and head and neck reconstruction.
- Knowledge and experience in quality improvement programs appropriate to Plastic and Reconstructive Surgery.
- Well-developed communication skills with a proven ability to teach at both an undergraduate and postgraduate level.
- Demonstrated commitment to research within the field of Plastic and Reconstructive Surgery.
- A commitment to own ongoing professional development.
- A thorough understanding of the relationship between clinical decisions and resource utilisation.
- Knowledge of the implications of case-mix funding for clinicians practicing in the hospital environment will be an advantage.

## Your application

Please provide the following information to the panel to assess your suitability:

Please provide the following information to the panel to assess your suitability:

- Your current CV or resume (***see medical CV template provided online***) including the names and contact details of two referees. Referees should have a thorough knowledge of your capabilities, work performance and conduct within the previous two years, and it is preferable to include your current/immediate/past supervisor.
- A short statement (maximum 1-2 pages) on how your experience, abilities and knowledge would enable you to achieve the key responsibilities and meet the key attributes.
- Certified copies of your:
  - Basic medical qualification
  - Fellowship (s)
  - Diploma (s)

## How to apply

- Queensland Health encourages applicants to apply on-line for our vacancies through [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au)
- To do this, access the 'apply online' facility on the SmartJobs and careers website.
- Online applications have special requirements:

You need to create a 'My SmartJob' account before submitting your online application. Details are available through the Queensland Government SmartJobs and Careers website at [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au);

You can 'save and submit later', allowing you to organise your attachments for submission at a later time, but before the closing date of applications.

By applying online, you can track your application through the process, maintain your personal details through registration and withdraw your application if required.

- Do not attach photographs, certificates, references or other large graphics to your application.
- Any documents attached to Smartjobs should be in Microsoft Word, or .jpg, .gif, .bmp, .png, .rtf, .txt, .doc or docx. Do not upload zipped files, pdf documents created through Microsoft Word 2007, tagged pdfs or protected documents.
- Late applications cannot be submitted via the SmartJobs website, so please allow enough time before the closing date to submit your application. If approval has been granted by the Selection Panel for a late application to be considered, please contact the Recruitment Services team to arrange this.
- If you experience any technical difficulties when accessing [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au) please contact 13 QGOV (13 74 68).
- Hand delivered applications will not be accepted.
- All calls relating to the status of your application once the job has closed should be directed to the contact officer on the role description.
- If you require any other assistance, please contact Recruitment Services on 07 4226 3752.

## Additional information

- Applications will remain current for 12 months.
- Future vacancies of a temporary, full-time and part-time nature may also be filled through this recruitment process.
- 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.
- Applicants are required to disclose any pre-existing illness or injury which may impact on their ability to perform the role as per [section 571 of the Workers' Compensation and Rehabilitation Act 2003](#).
- Under the [Public Service Act 2008](#), applicants are required to disclose any previous serious discipline history taken against them.
- Employees who are permanently appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment.
- All Queensland Health staff, who in the course of their duties formulate a reasonable suspicion that a child has suffered, is suffering, or is at unacceptable risk of suffering significant harm in their home/community environment and may not have a parent able and willing to protect the child from harm. have a legislative and a duty of care obligation to immediately report such concerns to Child Safety Services, Department of Communities.
- Some roles within Queensland Health are designated as 'Vaccination Preventable Disease (VPD) risk roles. A VPD risk role is a role in which the incumbent may be exposed to the risk of acquisition and/or transmission of a VPD. If you are applying for a role that has been designated as a VPD risk role you must be able to provide evidence that you either have been vaccinated against the VPD's listed in the role description; or you are not susceptible to the VPD's listed in the role description.

You will be asked by the recruiting manager to supply this evidence if you are the preferred candidate for the role. Any job offer would be subject to the supply of evidence related to VPD in addition to other required employment screening. The majority of our frontline clinical roles require at a minimum

vaccination against measles, mumps, rubella, varicella (chicken pox), pertussis (whooping cough) and Hepatitis B. The following tools will assist if you are required to provide evidence of VPD vaccination:

- VPD Evidence guide
- VPD evidence form – Doctor
- VPD evidence form – Self

Please head to our [Vaccinations Homepage](#) for more information on how to provide your evidence.

- 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.qld.gov.au/gov/system/files/documents/lobbyist-disclosure-policy.pdf?v=1454302064>

## Declaration of outside practice

Given the extensive nature of the duties for this position, it is incumbent on the Service to understand exactly what other duties you may have. As such, notification of all other medical officer engagements is required, whether as an employee, contractor or business owner, including the following detail of such engagements:

1. Nature of engagement
2. Location
3. Working times
4. Duration of work
5. On call commitments



# Organisational Chart

Updated November 2023

