

Clinical Director (Anaesthesia)

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	Clinical Director (Anaesthesia)	Classification	L25 – L27 L18 – L24
Status	Permanent Full or Part Time	Salary	\$244,201 - \$258,910 p.a. (L25 – L27) \$204,206 - \$237,196 p.a. (L18 – L24)
Unit/Facility	Rockhampton Hospital	Total Package	Up to \$526,673 p.a. (L27) Up to \$483,001 p.a. (L24)
Location	Rockhampton*	Contact	Dr Michael Kirk (07) 4920 7244
Job Ad Reference	RK4F571447	Closing Date	Thursday, 25 July 2024

*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. Services include Emergency Medicine, General Medicine, Cancer Services, Cardiology, Renal, Palliative Care, Mental Health, Rehabilitation, Geriatric Medicine, Oral Health, Paediatrics, General Surgery, Orthopaedics, Ophthalmology, Urology, ENT, Obstetrics and Gynaecology, Intensive Care and Anaesthesia. There are a range of clinical services provided on a visiting basis from tertiary hospitals in Queensland. The Cancer Care Unit provides care for local patients, with state-of-the-art equipment and services. Rockhampton Anaesthesia is accredited for ANZCA specialist training.

The Opportunity

The Clinical Director (Anaesthesia) is a leader in delivering great care for Central Queenslanders, influencing the delivery of services across CQ Health. They will lead, inspire, and foster excellence in clinical outcomes, scholarship, and staff development.

The Clinical Director (Anaesthesia) is responsible for staff across multiple streams including the education and supervision of trainees, students, and staff.

The Clinical Director (Anaesthesia) reports to the Director of Medical Services – Rockhampton Business Unit.

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 Clinical Director (Anaesthesia) will:

- Maintain a commitment to CQ Health values and deliver services that continually strives towards efficacy targets for safety, quality, clinical and operational outcomes.
- Lead Anaesthetics in the provision of high-quality services consistent with Queensland Public Service and CQ Health values.
- Lead continuous quality and safety improvement activities across CQ Health and instigate appropriate risk mitigation actions when required.
- Participate in performance appraisal and development processes, engage in continuous learning and workplace improvement and innovation.
- Uphold the principles and practices of CQ Health's health and safety management system in accordance with legislation and industry standards.
- Promote good health and safety practices to staff across CQ Health.
- Ensure provision of high-quality accessible services within allocated resources that meets the needs of the community.
- Support academic, research, education, training and supervision roles.
- Complete all mandatory training and professional development requirements.

The role is structured to maintain a minimum of 0.5 FTE of clinical activities.

Clinical services at CQHHS are provided as one service across multiple locations. Staff are required to provide services at facilities across CQ Health in line with the clinical service capability of the site.

Total Package

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| <ul style="list-style-type: none"> • 12.75% employer superannuation contribution • Annual leave loading 17.5% • Salary packaging • Work/life balance, variety, and flexibility • Employee Assistance Program | <p>Additional benefits to this role include:</p> <ul style="list-style-type: none"> • 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) • Clinical Manager Allowance |
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The Role

Professional

- Provide leadership in clinical and service improvement activities to achieve KPI targets set by CQ Health and the Queensland Department of Health.
- Demonstrate skills in promoting and fostering high quality teamwork.
- Demonstrate a high level of communication skills in clinical practice and corporate functions.
- Advocate patient focussed care across Central Queensland.
- Participate in the provision of advice on medico-legal issues.
- Lead and participate in activities delivering improvements in clinical, corporate and research governance.
- Critically evaluate medical information and apply to matters associated with medical management.
- Lead, attend and provide support to a range of internal and external committees, forums, meetings, working parties and expert advisory groups.

Clinical Expertise

- Demonstrate clinical and technical expertise with appropriate knowledge, skills, and ability to deliver quality patient clinical care services.
- Provide evidence-based and quality clinical care of individual patients in all domains of medical practice.

- Undertake clinical responsibilities within the facility clinical services capability framework including inpatient, outpatient, on-call, evening, and weekend work.
- Participate in outreach programs for the provision of services across Central Queensland.
- Obtain and document informed consent and according to CQ Health procedures and Queensland Health patient information and consent forms.

Clinical Governance, Quality and Safety

- Promote a strong patient safety culture, incident review and risk management ethos.
- Support CQ Health on a range of projects and improvement initiatives.
- Lead initiatives and contribute to processes that ensure patients receive high quality services and continuity of care, and that high-quality clinical standards and clinical outcomes and risk management approaches and accreditation requirements are achieved.
- Lead, facilitate and Implement quality, safety, and risk management initiatives including audit, incident investigation, open disclosure, root cause analysis, coronial investigation, and complaint management.
- Undertake relevant quality and safety activities to ensure the organisation complies with National Safety and Quality Health Service (NSQHS) and other professional bodies standards and accreditation requirements.
- Support the development and implementation of policies, protocols, and guidelines.
- Proactively manage patient feedback and actively assist in the investigation, response and remediation to incidents and complaints
- Assist programs to develop systems to audit, analyse and monitor clinical care and patient outcomes.

Strategy and Operations

- Lead the planning, development, implementation and delivery of clinical services and contemporary models of care.
- Lead improvements contributing to timely access to clinical services.
- Contribute to the provision of excellence in clinical service, research, education, and knowledge transfer.
- Contribute to the establishment and maintenance of a high-quality multidisciplinary teams, open communication, collaborative working relationships and professional behaviours.
- Liaise with programs to promote cross-program dialogue and activity.

Workforce

- Provide leadership and support for staff, appraise their performance, ensure staff complete mandatory and required training and are provided with professional training and development opportunities.
- Lead effective and efficient management of medical staff through recruitment, retention, recognition, and strategy development.
- Manage staff through effective development strategies and ensure there are effective consultation and communication processes in place.
- Monitor the operations the Occupational Health and Safety Management System to provide a safe and positive workplace.

Education and Research

- Initiate, encourage and participate in research, evaluation and evidence-based treatment and care aimed at achieving demonstrable improvements in service outcomes within ethical guidelines.
- Implement and undertake a range of major teaching and educational initiatives.
- Attend continuing educational activities within CQ Health.
- Actively engage in the teaching of students, medical staff, nursing staff, allied health staff and other health care professionals.

Financial Management

- Plan and control the financial functions of the service within the allocated budget.
- Develop financial responsibility and accountability and assist in developing and implementing financial strategies that will ensure budgetary targets and key performance indicators are met.
- Prepare analysis and reports as well as identify and manage specified financial recovery activities.
- Initiate and implement actions to improve the financial effectiveness of all functions under the position's control.

Mandatory Qualifications / Professional Registration / Other Requirements

- **Mandatory qualification/s:**
 - MBBS or equivalent eligible for registration with the Medical Board of Australia.
 - Registration or eligibility for registration as a Specialist in Anaesthesia with the Australian Health Practitioner Registration Authority (AHPRA). This will require Fellowship of the Australian and New Zealand College of Anaesthetists (FANZCA).
 - Enrolment and maintenance of ongoing CME program with the appropriate bodies.
- **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.
- **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.
- **Proof of Identity:** Candidates must provide certified copies of requested proof of identity documents for the purposes of General Criminal History and National Police Certificate checks.
- **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:** Staff are required to work in accordance with unit rosters, including after hours, weekends and on-call.
- **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 across CQ Health locations within Central Queensland is required as part of this position.
- Each employee of CQHealth is accountable for information security, management and appropriate use, in accordance with legislation, standards, policies and procedures.
- **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 Expertise

- Clinical experience with ongoing maintenance of knowledge, skills, and attributes.
- Compassionate patient-centred care.
- A commitment to quality and safety, together with strategies to address timely access to services.

Professionalism

- Attributes that accord with CQ Health values.
- A commitment to ethical practice.
- An understanding of medico-legal issues associated with clinical care.
- A commitment to profession-led regulation.
- Abilities to effectively manage matters of patient safety and quality of care.

Leadership and Management

- Leadership skills and experience in leading and contributing as a team member in a multidisciplinary approach to service provision.
- Leadership with proven ability to exercise sound judgment in professional standards, ethics and a commitment to research and innovation.
- Knowledge of current and relevant workforce issues.
- An understanding of requirements for managing clinical services.
- Abilities to lead service improvement through research and quality improvement activities.
- Skills to advocate for improvements in health care through involvement in relevant professional bodies and forums.
- An ability to respond to individual patient health and educational needs.
- Promotion of the maintenance of good health and wellbeing in colleagues and themselves.

Communication and Teamwork

- Well-developed communication skills including the ability to prepare comprehensive and concise documentation and reports.
- Capacity to be an effective member of the team, stimulate constructive debate and support colleagues in the achievement of objectives.
- An ability to communicate effectively with team members, colleagues, patients, families, and the community including those from diverse cultural backgrounds in a multidisciplinary environment.

Scholar and Teacher

- Proven commitment to leading and participating in an education program at undergraduate and postgraduate levels with a demonstrated ability to construct and maintain opportunities for research and education.
- An ability to contribute to the development, dissemination, application, and translation of new medical knowledge and practice.
- Facilitates the education of patients, families, trainees, and other health professionals.
- Providing training and commitment to the supervision, mentoring and assessment of staff and students.
- Advocates for laboratory, translational, and clinical research.