

Medical Officer Private Practice (Moura)

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	Medical Officer Private Practice	Classification	MOR1-1 – MOR1-3
Status	Permanent Full Time	Salary	\$176,802 - \$187,832 p.a.
Unit/Facility	Moura Multipurpose Health Service	Total Package	Up to \$242,725 p.a. (MOR1-1) Up to \$255,162 p.a. (MOR1-3)
Location	Moura	Contact	Dr Dilip Kumar (07) 4976 3361
Job Ad Reference	BA4F571604	Closing Date	Thursday, 25 July 2024

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

***Additional Locations:** This role provides services to – Moura Multipurpose Health Service

Moura Multipurpose Health Service

Moura is situated approximately 180kms west of Rockhampton in the fertile Dawson Valley. The Moura Multipurpose Health Service (MPHS) comprising 2 emergency department (ED) resuscitation bays, 2 short stay beds, 2 inpatient bays, 2 treatment rooms and 3 consult rooms was completed in May 2015. This 'Community Hospital' is a new concept for Queensland Health, and a hybrid between an outpatient centre and a traditional rural Hospital.

Services:

- 24-hour Accident and Emergency services
- General Medical and Surgical services
- Paediatric
- Palliative Care
- Pharmacy

Outreach and Visiting Service:

- Mental Health services
- Drug and Alcohol services
- Women's Health services
- Radiographer services

A regular outpatient session is held at the hospital each day, Monday to Friday. The Medical Superintendent with Private Practice and Medical Officer with Private Practice hold private clinics at a surgery next to the hospital.

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 Moura Multipurpose Health Service is the pilot site for the Statewide Telehealth Emergency Medicine Support Unit. The unit links staff with emergency specialists at the Rockhampton and Emerald Hospitals to make diagnoses and reduce the need for unnecessary transfers of patients.

Moura has a pro-active community committee, the Moura and District Healthcare Association (MDHCA) which has been instrumental in supporting sustainable quality healthcare, and recognises as a priority, the attraction and retention of doctors and supporting health professionals for the district.

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 Moura Hospital including the provision of 24-hour emergency department coverage.

This position can undertake Private Practice at a surgery run by the MSPP located in Minogue Street, Moura. An opportunity exists to maintain their skills at the Moura Hospital and by arrangement with Gladstone Hospital. It is intended the Medical Officer Private Practice will maximise his or her professional development as part of this appointment.

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 the 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 (Moura)	\$881	\$881	\$881
Estimated Remuneration (excluding superannuation)	\$220,182	\$225,711	\$236,849
Superannuation Estimate	\$22,542	\$23,247	\$23,949
TOTAL ESTIMATED REMUNERATION *	\$242,725	\$248,958	\$255,162
Additional benefits to this role include:			
Professional Development Leave	3.6 weeks p.a.		
Inaccessibility Incentive Allowance	\$20,700.00 100% 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		

* 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 Moura Hospital.
- Work with the MSPP to ensure the provision of 24-hour / 7 day a week roster arrangement for medical support to the Moura Hospital.
- Participate in the documentation and benchmarking of clinical indicators with appropriate practice benchmarks and address any anomalies identified. This is to meet KPIs.
- Ensure medical services meet accreditation, professional and Queensland Health standards.
- The MSPP Moura is the line manager and the Director of Medical Services (DMS), Gladstone Banana HHS has the overall oversight regarding clinical and corporate governance.

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:** MBBS or equivalent eligible for registration as a Medical Practitioner with the Medical Board of Australia, Australian Health Practitioner Regulation Agency (AHPRA).
- **Non-mandatory qualifications/requirements:**
 - A post graduate qualification (e.g. FRACGP or FACRRM) while not mandatory would be highly regarded.
 - Enrolment/acceptance of a GP training program that will facilitate a provider number with access to Medicare benefits for the private practice.
 - 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 five-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.

- **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.
- **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.
- **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.
- **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

- Demonstrated 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.

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 facilitate, promote and adapt to change.

Education and Research

- Sound knowledge of community health, public health and epidemiology, Aboriginal health, drug and alcohol issues and health education.
- Participation in substantial relevant professional development, research and continuous learning to ensure the progression of individual clinical standards.

Quality Improvement

- Well-developed ability to identify opportunities for improvement and a demonstrated commitment to continuous quality improvement.