

Senior Medical Officer (Rural Generalist or Provisional Fellow)

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 Medical Officer	Classification	L13 – L14; L13 – L18; L18 – L25
Status	Permanent Full or Part Time Fixed Term Temporary Full or Part Time (Hours Negotiable)	Salary	\$176,802 – \$182,330 p.a. (L13 – L14) \$176,802 – \$204,206 p.a. (L13 – L18) \$204,206 – \$244,248 p.a. (L18 – L25) <i>*Part Time figures calculated pro rata</i>
Unit/Facility	Emerald Hospital	Total Package	\$341,410 p.a. (L14) \$411,711 p.a. (L18) \$488,446 p.a. (L25) Accommodation package included
Location	Emerald, Blackwater, Springsure, and Woorabinda*	Contact	Dr Andrew Scott (07) 4987 9565
Job Ad Reference	CH4F572767	Closing Date	Tuesday, 30 July 2024

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

Emerald Hospital

Emerald Hospital is located 300kms west of the Queensland coastline. The population of the surrounding community is approximately 28,000 with 15,000 at Emerald. There are two small hospitals within 100kms, located at Blackwater and Springsure. Emerald Hospital is a 36-bed facility, has two operating theatres and approximately 160 staff delivering services across acute, community and primary care. There are approximately 300 babies born at the Emerald Hospital each year.

The Opportunity

This a chance to join a dynamic team of Rural Generalists working at top of scope. With a well resourced and newly rebuilt emergency department, busy rural maternity service and procedural services professional satisfaction is assured. Our Senior Medical Officers provide high quality primary and secondary medical services to the Central Highlands community at the Emerald Hospital, Blackwater Multipurpose Health Service, Springsure Multipurpose Health Service, Woorabinda Multipurpose Health Service, Gemfields Primary Health Clinic and Capella Outpatient Clinic. We are commitment to patient safety and continuous service improvement and assists in the professional development and support of Principal House Officers, Resident Medical Officers, and medical students.

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

Total Package

Approximate Remuneration Package – Medical Officers Certified Agreement (No.6) (MOCA6)

Remuneration Package	Total Annual (\$) *		
	Level 14	Level 18	Level 25
Base Salary	\$182,330	\$204,206	\$244,248
Motor Vehicle Allowance	\$21,000	\$21,000	\$25,500
Professional Development Allowance	\$21,500	\$21,500	\$21,500
Attraction and Retention (35%) – Assigned Model	\$63,816	\$102,103	\$122,124
Rural and Regional (10%)	\$18,233	\$20,421	\$24,425
Locality Allowance (Emerald)	\$823	\$823	\$823
Estimated Remuneration (excluding superannuation)	\$307,702	\$370,053	\$438,620
Superannuation Estimate	\$33,708	\$41,658	\$49,827
TOTAL ESTIMATED REMUNERATION *	\$341,410	\$411,711	\$488,446
Additional benefits to this role include:			
Professional Development Leave	3.6 weeks p.a.		
Over-time, on-call and recall allowance	Paid per occurrence		
Inaccessibility Incentive Allowance	\$20,700 per annum o 100% paid after twelve months completion period. o 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	Up to 12.75% employer superannuation contribution		
Accommodation	An accommodation subsidy is included in this role		

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

If you make the move to a rural and remote location, [you may be eligible for up to \\$70,000](#) under the Workforce Attraction Incentive Scheme.

Please refer to the guideline located on the [Attraction Incentives website](#) to view eligibility and conditions.

The Role

Professional and Ethical

- Fulfil the responsibilities of this role in accordance with the Queensland Public Service, Queensland Health and CQ Health values.
- Actively participate in the Performance Appraisal and Development (PAD) process and engage in continuous learning and workplace improvement and innovation.
- Contribute to a healthy and safe environment for patients and colleagues within the health service.
- Actively promote good health and safety practices to staff of your work area.

Quality, Safety and Risk

- Understand your broad responsibility for safety and quality in healthcare.
- Work within the quality and safety framework.
- Uphold the principles and practices of the Health Service's Health and Safety Management System in accordance with legislation and industry standards.
- Understand and practice in accordance with the National Standards in Safety and Quality in Healthcare.
- Follow and comply with State-wide and CQ Health clinical guidelines and procedures.
- Actively participate in continuous quality and safety improvement activities within the workplace.
- Abide by Safety Checklists before all relevant (e.g., operative) procedures.
- Identify clinical and other risks and escalate to the Director of Medical Services.
- Report clinical incidents to the Director of Medical Services and record in RiskMan database if appropriate.
- Escalate to the Director of Medical Services any medico-legal, ethical, transfer, safety, or clinical enquiry that you are unable to resolve on your own.
- Actively participate in clinical audits, case review, clinical meetings, and peer review processes.
- Actively participate in Mortality and Morbidity and other Clinical Governance meetings.
- Demonstrate exemplary infection control and prevention practices.
- Demonstrate appropriate antibiotic stewardship.
- Actively participate in patient safety and quality initiatives such as the early recognition and management of deteriorating patients, prevention of falls and harm from falls, VTE prophylaxis and medication safety.
- Contribute to a positive safety culture and demonstrate communication and teamwork for patient safety.

Clinical Functions

- Provide clinical services including advanced rural skills practice within your granted Scope of Clinical Practice, according to Queensland Health policy and the facility's Clinical Services Capability Framework.
- Provide evidence-based and quality clinical care of inpatients and outpatients in all domains of medical practice at Emerald, Blackwater, Springsure, Woorabinda, Capella and Gemfields facilities.
- Participate in 24/7 rosters for the provision of out-of-hours care at night and on weekends.
- Participate in emergency retrievals, inter-hospital transfers, disaster/accident site attendance for triage/emergency management as required.
- Provide population health services to the communities served, including active participation in community health programs as required.
- Follow up of all pathology, radiology, other clinical tests, and referrals ordered by yourself or your colleagues working within the same clinical unit.
- Assist patients in completing Acute Resuscitation Plans and in end-of-life planning.

Leadership and Management

- Role model professional behaviour that aligns with the values of CQ Health (Care, Integrity, Respect and Compassion).
- Provide appropriate medical clinical leadership within a multidisciplinary team.
- Supervise junior doctors, medical students and other healthcare employees as required.
- Achieve quality and performance indicators on behalf of CQ Health.
- Manage services to maximise value, equity, and access, while conscious of efficiency and waste.
- In collaboration with the Director of Medical Services, support and maintain robust Clinical Governance systems.

- Take on responsibility for specific tasks, services or service portfolio as allocated by the Director of Medical Services.
- Collaborate with other senior health care professionals to develop and extend the services available in Central Highlands District.

Communication and Teamwork

- Partner with consumers in their healthcare decisions.
- Communicate in a professional, compassionate, and patient-centred manner at all times with individual patients, relatives, guardians and all health professionals.
- Manage the administrative requirements of patient care including clear documentation of all clinical encounters, witnessing of results and reports, discharge summaries, actioning correspondence and medicolegal obligations with timeliness and minimal delay.
- Demonstrate exemplary handover procedures to ensure continuity of care for patients and achieve quality clinical outcomes, especially during the transfer of responsibility of clinical care.
- Ensure informed consent is obtained and documented appropriately before any procedures are undertaken.
- With patients' consent, be available for family meetings to discuss healthcare needs and outcomes.
- With the Director of Medical Services, to practice Open Disclosure as required.
- Collaborate with visiting medical specialists to drive high quality healthcare.

Education and Research

- Maintain your own clinical standards through participation in college and/or Queensland Health prescribed continuing professional development programs.
- Ensure Advanced Life Support, Paediatric Advanced Life Support and Neonatal Resuscitation skills are current and certified at all times.
- Ensure currency of practice in procedural skills, seeking appropriate supervision and upskilling as required.
- Teach, supervise, and mentor colleagues and medical students.
- Work collaboratively with the Director of Medical Services to build the service as a rural medical educational hub.
- Actively contribute to the medical education and simulation-based education program.
- Be involved in appropriate medical research.

Mandatory Qualifications / Professional Registration / Other Requirements

- **Mandatory qualification/s:** MBBS or equivalent eligible for registration with the Medical Board of Australia. The incumbent is required to maintain registration with the Medical Board of Australia at all times.
- FACRRM or FRACGP or evidence of significant progress as an ACRRM or RACGP trainee.
- Current ALS, PALS and Neonatal Resuscitation certification.
- Enrolment in and maintenance of a CME/CPD program with an appropriate medical college.
- **Non-mandatory qualifications/requirements:** Advanced skills in the following will be favourably considered:
 - Obstetrics i.e., DRANZCOG (Advanced)
 - Anaesthetics i.e., JCCA/DipRGA
 - Surgery
 - Internal Medicine
 - Paediatrics

- Emergency Medicine
- Palliative Care
- Mental Health
- **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.
- **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. 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.
- **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. This includes nights.
- **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:

Professional and Ethical

- Demonstrated ability to self-manage workload and to manage fatigue.
- Demonstrated ability to promote a healthy and safe environment for patients and colleagues.

Quality, Safety and Risk

- Demonstrated participation in initiatives to improve standards and quality of health care and patient safety.
- Demonstrated participation in Clinical Governance operations including drafting policy & procedure, performing clinical audit, and participating in morbidity & mortality reviews.

Clinical Functions

- Competence and capability in rural generalist medical practice (particularly hospital-based practice)
- Demonstrated high level of skill in trauma management and emergency medicine.
- Competence and capability in at least one advanced rural skill.
- Demonstrated experience participating in an after-hours roster in a rural environment.

Leadership and Management

- Ability to function as in a multidisciplinary team and to provide leadership within the team.
- Previous experience taking responsibility for development of a service or managing a service portfolio.

Communication and Teamwork

- High level of communication skills in clinical practice and ability to manage disagreement with patients and colleagues.
- Demonstrated experience with Open Disclosure and responding to a clinical incident.

Education and Research

- Demonstrated ability to maintain up to date knowledge and skills.
- Experience in education and training of medical staff and/or medical students.