

Senior Staff Specialist or Staff Specialist (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	Senior Staff Specialist or Staff Specialist (Anaesthesia)	Classification	L25 – L27 L18 – L24
Status	Permanent Full or Part Time Fixed Term Temporary Full or Part Time (hours negotiable)	Salary	\$244,201 - \$258,910 p.a. (L25 – L27) \$204,206 - \$237,196 p.a. (L18 – L24) <i>*Pro rata for part time positions</i>
Unit/Facility	Rockhampton Hospital Central Queensland Hospital and Health Service	Total Package	\$514,421 p.a. (L27) \$427,113 p.a. (L24) <i>*Pro rata for part time positions</i>
Location	Rockhampton	Contact	Dr Michael Kirk (07) 4920 7244
Job Ad Reference	RK4F573293	Closing Date	Thursday, 1 August 2024

*Please note: there may be a requirement to work at other facilities 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, now providing integrated cancer care services in Central Queensland in the newly established building boasting state of the art medical equipment. The Rockhampton Hospital has four operating theatres and two procedure rooms. The operating theatre complex is supported by an 8-bed Intensive Care Unit (ICU)/High Dependency Unit (HDU).

The Department is accredited for specialist training and is involved in teaching and research. The Rockhampton Hospital Anaesthesia team provides great care for obstetrics, gynaecology, orthopaedics, general surgery, urology, Ear Nose and Throat (ENT), ophthalmology, gastroenterology, and dental procedures. It delivers a preadmission clinic and acute pain rounds and provides sedation for medical procedures. The Department supports four (4) Queensland Anaesthesia Rotational Training Scheme trainees, one (1) College of Intensive Care Medicine trainee, one (1) Rural Generalist trainee, two (2) Principal House Officers, two (2) Junior House Officers and one (1) Acute Pain Service Nurse. You can get a glimpse of the team you could join with this short video: <https://youtu.be/ebN4phyb9cY>.

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

Become part of a great team committed to delivering great care to Central Queenslanders and enjoying life. As a valuable and valued team member, you would work with the Director of Anaesthesia, Rockhampton Hospital, to ensure the Anaesthesia services we provide are of the highest standard and delivered safely, reliably, and efficiently. The range of services delivered to Central Queenslanders from Rockhampton Hospital continues to grow as does the Anaesthesia service. We now need more specialists to support our delivery of great care. These positions provide an opportunity for newly qualified Fellow of the Australian and New Zealand College of Anaesthetists (FANZCAs) to consolidate a consultant role in a supportive environment.

In CQ Health we provide health care as a single service across our hospitals. To meet service needs the medical officer may be requested to provide services at any facility across our footprint, in line with the 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:

- Professional Development Leave - 3.6 weeks p.a.
- Professional Development Allowance (\$21,500 p.a.)
- Motor Vehicle Allowance
- On-call and Overtime Allowances
- Attraction and Retention Incentive Allowance (Granted Private Practice arrangements)

The Role

Leadership and Management

- Provide professional leadership and assist with the education and supervision of Anaesthetic trainees and other medical staff, medical students.
- Supervise training registrars and junior medical staff to ensure appropriate provision of patient care.
- Provide quality leadership based on evidence-based practices and by demonstrating and enabling adequate communication to all stakeholders along the patient's continuum of care.
- Provide input for the performance appraisal and development of junior staff within the department.

Clinical Functions

- Provide a high-quality Anaesthesia service, both clinical and administrative, and work within the bounds of commonly accepted good clinical practice.
- Conduct acute pain service ward rounds, pre-anaesthetic assessment clinics and anaesthesia for endoscopy, general surgery, orthopaedics, obstetrics, gynaecology, urology, ophthalmology, Ear Nose and Throat, dental and investigative services for the care of patients within the Rockhampton Hospital.
- Participate in the after-hours and weekend on-call roster for the Department of Anaesthesia.
- This position will be located in Rockhampton but may provide anaesthesia assistance for cover to Biloela, Emerald and Gladstone Hospital as required.
- Any other appropriate duties as may be required by the Director of Anaesthesia.

Quality, Safety and Risk

- Contribute to clinical governance of anaesthesia services across CQHHS.
- 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.
- Actively participate in hospital's integrated risk management and safety programs including participation in incident monitoring system and root cause analysis where appropriate.
- Develop, promote, and implement quality assurance programmes within the Department.

Communication and Teamwork

- Provide high level of interpersonal and communication skills, both written and oral including the capacity to consult, negotiate and resolve conflict.
- Actively contribute to the multidisciplinary patient care team.
- Contribute to the establishment and fostering of relationships between the hospital and Primary Health care groups to ensure the continuum of care for the patient.
- Liaise with visiting medical officers regarding continuing medical education and policy formulation.
- Represent the Hospital and the Central Queensland Hospital and Health Service on committees as required.

Education and Research

- Actively engage in the supervision and teaching of staff, including specialist trainees, medical students, junior medical staff on rotation to the Department of Anaesthesia, as well as assist in the delivery of educational programmes through the Medical Education Unit.
- Maintain up-to-date college mandated requirements and demonstrate a commitment to continuing professional development in area of expertise.
- Actively conduct, contribute to, and support research activities within area of expertise.

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). In general, this will require Fellowship of the Australian and New Zealand College of Anaesthetists (FANZCA).
- Enrolment and maintenance of ongoing CME program of appropriate College.
- **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.
- **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.
- **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.
- **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

- Commitment to the principles of quality in health care including participation in quality improvement programs relevant to Anaesthesia.
- Extensive clinical experience with appropriate knowledge and skills extending across the range of Anaesthetic services, with an ability to work in relative isolation, deliver quality specialist care to patients in a clinical setting including directing the process of assessment, admission, on-going care, transfer, and discharge of patients.

Communication and Teamwork

- Ability to communicate effectively and provide medical care, including emergency care, in a multidisciplinary environment.
- High level oral and written skills including ability to prepare comprehensive and concise documentation of all clinical observations, opinions, diagnoses, other data, and procedures undertaken.

Leadership and Management

- Developed leadership skills and experience in contributing as a team member in a multidisciplinary approach to service provision.

Education and Research

- Demonstrated willingness to participate in teaching at undergraduate and postgraduate levels.
- Commitment to continuing professional education including maintenance of personal knowledge and skills.
- Proven commitment to leading and participating in an education program for clinical staff at both an undergraduate and postgraduate level, demonstrated ability to construct and/or maintain opportunities for research and education.

Remuneration Package

Approximate Remuneration Package – Medical Officers Certified Agreement (No.6) 2022 (MOCA6)

Remuneration Package	Total Annual (\$) *	
	Level 24	Level 27
Base Salary	\$237,196	\$258,910
Motor Vehicle Allowance	\$21,000	\$25,500
Professional Development Allowance	\$21,500	\$21,500
Estimated Remuneration (excluding superannuation)	\$422,361	\$461,603
Superannuation Estimate	\$48,388	\$52,818
TOTAL ESTIMATED REMUNERATION *	\$470,749	\$514,421

Additional benefits to this role include:

Professional Development Leave	3.6 weeks p.a.
Locality Allowance	\$347 p.a. (Rockhampton)
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