

## 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](http://www.health.qld.gov.au/cq/destination-2030)

*Great People, Great Place to Work*



### Role Details

<b>Role Title</b>	Senior Medical Officer	<b>Classification</b>	L13 – L14 L13 – L18 L18 – L25
<b>Status</b>	Permanent Full Time or Part Time (Hours negotiable)	<b>Salary</b>	\$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>*pro-rata amounts for part-time</i>
<b>Unit/Facility</b>	Blackwater Multi-Purpose Health Service	<b>Total Package</b>	\$341,469 p.a. (L14) \$377,233 p.a. (L18) \$447,197 p.a. (L25) <i>*pro-rata amounts for part-time</i>
<b>Location</b>	Blackwater	<b>Contact</b>	Dr Andrew Scott (07) 4987 9565
<b>Job Ad Reference</b>	CH4F573431	<b>Closing Date</b>	Sunday, 4 August 2024

**\*Additional Locations:** This role provides services to Blackwater Multi-Purpose Health Service, Emerald Hospital and Springsure Multi-Purpose Health Service

### Blackwater Hospital

Blackwater Hospital is a 16-bed facility incorporating four aged care beds, providing acute inpatient, accident and emergency, pharmacy, and outpatient services to the community. The Blackwater team is getting ready to move into a brand new facility.

Visiting Allied Health Services include Podiatry, Speech Pathology and Occupational Therapy as well as Adult and Youth Psychiatric services. Community health clinics include Antenatal, Dietetics, Child Health, Diabetic, Immunisation and Women's Health.

### The Opportunity

The Senior Medical Officer provides high quality primary and secondary Medical services to the Blackwater Multi-Purpose Health Service, with a commitment to patient safety and continuous service improvement and assists in the professional development and support of clinicians as required.

CQ Health  
Living our values

<b>Care</b>	We are attentive to individual needs and circumstance	<b>Integrity</b>	We are consistently true, act diligently and lead by example
<b>Respect</b>	We will behave with courtesy, dignity and fairness in all we do	<b>Commitment</b>	We will always do the best we can all of the time

Rosters could be arranged to support fly in/out or drive in /out arrangements if desirable (travel at cost to employee).

The provision of Medical services to CQHHS is provided as one service across multiple sites. In order to meet service needs, the Senior Medical Officer may be required to provide clinical services at any facility within CQHHS, in line with the clinical services capability of that facility.

This position provides services to all CQHHS sites and services including Rockhampton, Gladstone, Emerald, Biloela, Capricorn Coast Hospitals, Mount Morgan, Baralaba, Theodore, Blackwater Springsure and Moura Multi-Purpose Health Services, North Rockhampton Nursing Centre, Eventide and Rockhampton Mental Health Service.

## Remuneration 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	\$ 71,472	\$ 85,487
Rural and Regional (10%)	\$ 18,233	\$ 20,421	\$ 24,425
Locality Allowance (Blackwater)	\$ 882	\$ 882	\$ 882
Estimated Remuneration (excluding superannuation)	\$ 307,761	\$ 339,481	\$ 402,041
Superannuation Estimate	\$ 33,708	\$ 37,753	\$ 45,155
<b>TOTAL ESTIMATED REMUNERATION *</b>	<b>\$ 341,469</b>	<b>\$ 377,233</b>	<b>\$ 447,197</b>
<b>Additional benefits to this role include:</b>			
Professional Development Leave	3.6 weeks p.a.		
Over-time, on-call and recall allowance	Paid per occurrence		
Inaccessibility Incentive Allowance	\$27,600. <ul style="list-style-type: none"> <li>• 100% paid after twelve months completion period.</li> <li>• 25% paid in three monthly instalments thereafter</li> </ul>		
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		

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

## The Role

### 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 procedures.
- Identify clinical and other risks and escalate to the Director of Medical Services (Central Highlands or CQHHS).
- Report clinical incidents to the Director of Medical Services (Central Highlands or CQHHS) and record in RiskMan CI database if appropriate.
- Escalate to the Director of Medical Services (Central Highlands or CQHHS) 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 & 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 to patients at all times subject to approved scope of clinical practice and according to Queensland Health policy and the Clinical Services Capability Framework.
- Medical practice including advanced rural skills practice in accordance with your approved scope of clinical practice (Generalist in Emergency Medicine or Emergency Medicine AST preferred).
- Provision of evidence-based and quality clinical care of individual patients in all domains of medical practice:
  - Patient Interview;
  - Clinical examination;
  - Identification of clinical problems and health opportunities;
  - Plan of overall clinical care and health promotion;
  - Maintenance of concise but comprehensive, accurate, legible records of patient status and progress and associated correspondence.
- Participation in rosters for the provision of out of hours care at night and on weekends and public holidays.
- Provision of population health services to the local community or communities served, including active participation in community health programs.
- Participate in emergency retrievals, inter-hospital transfers, disaster/accident site attendance for triage/emergency management.

## Leadership and Management

- Role model good behaviour that aligns with the values of CQHHS (care, integrity, compassion, and respect).
- Understand the Senior Medical Officer's important clinical leadership role within CQHHS.
- Supervise junior doctors, medical students and other healthcare employees as required.
- Liaise with visiting medical specialists to drive high quality healthcare.
- Accept responsibility for the handover of care from visiting specialists.
- Accept responsibility for specific medical services/tasks as allocated by the Director of Medical Services (Central Highlands or CQHHS).
- Liaise with other senior health care professionals to develop and extend the services offered by the hospitals.
- Consider equity and access in healthcare provision.
- Be conscious of efficiency in healthcare and reduce waste.
- Strive towards NEAT, NEST and other key performance indicators on behalf of CQHHS.

## Communication and Teamwork

- Ensure professional communication with individual patients, relatives, guardians and all relevant health professionals necessary for quality clinical care outcomes, including for the transfer of responsibility of clinical care.
- Manage the administrative requirements of patient care including ensuring discharge summaries and medico-legal correspondence is completed with minimal delay.

## Education and Research

- Maintain your own clinical standards through participation in college and/or Queensland Health prescribed continuing professional development programs.

## 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.
- **Non-mandatory qualifications/requirements:** FACRRM or FRACGP or evidence of significant progress as an ACRRM or RACGP trainee.
- Advanced skills in the following will be favourably considered:
  - Obstetrics i.e., DRANZCOG (Advanced)
  - Anaesthetics ie: JCCA
  - Surgery
  - Internal Medicine
  - Emergency Medicine
  - Paediatrics
- Current ALS and PALS certification.
- Enrolment in and maintenance of a CME/CPD program with an appropriate medical college.
- **Proof of qualification/s:** 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. This is reviewed on a three-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.
- Each employee of CQHHS is accountable for information security, management and appropriate use, in accordance with legislation, standards, policies and procedures.
- **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.
- **Work Roster:** Ability to participate in an extended hours roster to work outside of “ordinary hours” and fulfil on-call requirements in General Practice/Emergency/Advanced Skills.
- **Shift work:** Appointees will be required to work all shifts in accordance with the unit roster.
- **Travel:** Travel throughout the health service may be required as part of this position.
- **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.
- **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.