

Senior Medical Superintendent with Private Practice or Medical Superintendent with Private Practice

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 Superintendent with Private Practice or Medical Superintendent with Private Practice	Classification	MSR2-1 – MSR2-2 MSR1-1 – MSR1-4
Status	Permanent Full Time	Salary	\$198,941– \$204,206 p.a. (MSR2-1 – MSR2-2) \$176,802– \$193,410 p.a. (MSR1-1 – MSR1-4)
Unit/Facility	Springsure Multi-Purpose Health Service*	Total Package	Up to \$273,745 p.a MSR2-2 Up to \$261,573 p.a MSR1-4
Location	Springsure	Contact	Dr Andrew Scott (07) 4987 9565
Job Ad Reference	CH4F573489	Closing Date	Sunday, 4 August 2024

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

Central Highlands

The diversity of the Central Highlands attracts people from all walks of life, and many stay on to settle in the area. Its strong economy and expanding infrastructure projects offer employment and security, while the friendly and laid-back lifestyle makes new residents feel at home. The Springsure community is excited to support a new doctor to the township and have a long standing history of ensuring new arrivals feel valued and welcome.

While the lifestyle is relaxed, you will enjoy many of the advantages of city living without the stresses. Instead of lengthy commutes, you will be able to spend more time with your family and enjoy the social, sporting, and recreational facilities on offer. The Central Highlands is renowned for being a very friendly and welcoming community.

Springsure Multi-Purpose Health Service (MPHS)

Springsure MPHS is located approximately 70kms south of Emerald Hospital. Springsure MPHS provides a range of health services to the community, including emergency, inpatients and outpatients, and residential aged care with 10 permanent aged care beds. Springsure hosts a suite of visiting community and Allied Health clinics, including Physiotherapy, Speech Pathology, Podiatry, Dietetics, Occupational Therapy, Child Health Nurse and Women's Health.

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

The Medical Superintendent Private Practice (MSPP) will be responsible for the provision of safe, efficient quality medical services to inpatients and outpatients of the Springsure MPHS including the provision of 24-hour emergency department coverage. This role is supported by the Emerald Hospital team including providing phone advice, at times, physical coverage and backfill.

This position also has the right to Private Practice allowing for generation of significant income through fee for service primary care. The surgery is located in Wood Street, Springsure. An opportunity exists to maintain selected skills at Springsure Medical and it is intended the Medical Superintendent 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.6) (MOCA6) 2022

Remuneration Package	Total Annual (\$) *		
	MSR1-1	MSR1-4	MSR2-1
Base Salary	\$176,802	\$193,410	\$198,941
Motor Vehicle Allowance	\$21,000	\$21,000	\$21,000
Professional Development Allowance	\$21,500	\$21,500	\$21,500
Locality Allowance (Springsure)	\$1,003	\$1,003	\$1,003
Estimated Remuneration (excluding superannuation)	\$220,305	\$236,913	\$242,444
Superannuation Estimate	\$22,542	\$24,660	\$25,365
TOTAL ESTIMATED REMUNERATION *	\$242,847	\$261,573	\$267,809
Additional benefits to this role include:			
Professional Development Leave	3.6 weeks p.a.		
Inaccessibility Incentive Allowance	\$34,500.00 50% 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	Up to 12.75% employer superannuation contribution		

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

The Role

Clinical Practice

- Provide clinical services to patients of the hospital and private practice in accordance with the credentials and clinical privileges process and within the clinical service capability framework including accident and emergency response, general practice medicine and primary health care services.
- Participate in the documentation and benchmarking of clinical indicators with appropriate practice benchmarks and address any anomalies identified.
- Ensure the provision of 24-hour 7 day a week roster arrangement for medical support to the Springsure Hospital.
- Knowledge and skills in advanced procedural skills, in one or more of the following areas:
 - General Practice
 - Emergency Medicine
 - Skin Cancer medicine
- Ensure medical services meet Accreditation, Professional and Queensland Health Standards.
- 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.
- Employees who are appointed to the CQHHS are accountable for information security, management, and appropriate use, in accordance with legislation, standards, policies and procedures.
- Understand your accountability to uphold the principles and practices of the Health Service’s Health and Safety Management System in accordance with legislation and industry standards. As a supervisor actively promote good health and safety practices to staff of your work area.

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.

Communication and Teamwork

- 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.

Quality Improvement

- 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.

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).
- Current certificates in ALS and APLS.
- **Non-mandatory qualifications/requirements: While not mandatory,** Fellowship of either the Australian College of Rural and Remote Medicine (FACRRM) or Royal Australian College of General Practitioners (FRACGP) is highly desirable.
- Advanced skills in Emergency Medicine or commitment to complete AST – Emergency Medicine / Remote medicine, FARGP – Emergency Medicine (ACRRM / RACGP) is highly desirable.
- **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 qualifications:** 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 identify 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.
- **NDIS:** As a Health Care worker in Queensland Health who engages in risk-assessed roles, you must hold a current disability check (Yellow Card or Yellow Card Exemption) or an NDIS worker screening check, in accordance with Part 5 of the *Disability Services Act 2006 (Qld)*. Queensland Health will facilitate the applicants obtaining this 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:** The MSPP position typically work day shift with on-call for the hospital rather than shift work.
- **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 Practice

- 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.
- Sound knowledge of community health, public health and epidemiology, Aboriginal health, drug and alcohol issues and health education.

Knowledge Management

- Demonstrated participation in substantial relevant professional development, research, and continuous learning to ensure the progression of individual clinical standards.

Communication and Teamwork

- High level interpersonal skills for written and verbal communication with health service agencies, non-government organisations, community groups and health professionals at all levels.
- Proven ability to work effectively as a member of the team with an ability to promote and adapt to change.

Quality Improvement

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