# Role Description

# Senior Registrar or Registrar (Colorectal)

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| **Reference:** | TV571721 | **Position ID:** | 32026761 / 30463489 |
| **Role title:** | Senior Registrar or Registrar (Colorectal) | **Classification:** | Registrar (L4 – L9)Senior Registrar (L10 – L13) |
| **Employment status:** | Fixed term temporary part time 38 hours per fortnight from 03/02/2025 up to 01.02.2026. | **Salary:** | $63.45 – $73.56per hour (L4-L9)$76.87 – $84.71 per hour (L10-L13) |
| **Unit/ Branch:** | General SurgerySurgical Service Group | **Contact Name:** | Michellina Davies |
| **Contact Number:** | 07 4433 3564 |
| **Location:** | Townsville University Hospital | **Closing Date:** | Thursday, 1 August 2024  |

# The opportunity

This is an excellent opportunity for an enthusiastic General Surgeon who is preparing for a future application to the Australia and New Zealand Training Board in Colon and Rectal Surgery (ANZTBCRS) for formal training to become a Colorectal Surgeon.

This is a high-volume, 12-month clinical fellowship in colorectal surgery in Townsville University Hospital with abundant opportunity to develop an academic career in colorectal surgery. The successful candidate will also be encouraged to complete a Master of Philosophy by publication at the James Cook University.

This is an expanding and collegiate unit. Currently, there are two consultant colorectal surgeons (Dr Chrispen Mushaya and A/Prof Shinichiro Sakata) who are full members of the Colorectal Surgical Society of Australia and New Zealand (CSSANZ), one senior SET registrar in General Surgery, one non-accredited registrar, one resident and two surgical interns.

**Work Expectations**

* This well-supported position will allow the fellow to develop advanced clinical management and surgical skills in a broad range of colorectal surgery. The fellow’s weekly timetable will be split between providing clinical support as well as undertake research and be involved in educational development and leadership.
* The position is part-time (0.5FTE) but the fellow’s salary will be supplemented with private assisting fees. Pay is expected to be equivalent to full-time.

This is an excellent opportunity for those who desire a strong clinical and operative foundation in colorectal surgery. Dedicated and supervised teaching of our colorectal fellow occurs in both the public and private sectors.

Exposure to the robotic platform occurs in the private sector.

Our Unit has sent our current colorectal fellow for formal wet-lab training at the Royal Prince Alfred Hospital Training Institute for Robotic Surgery. This has allowed our fellow to learn robotic colorectal surgery under our supervision in the private sector.

* First on call for Acute general surgery not more than 1 weeknight each week and 1 weekend in 4.

**Research Expectations**

* Masters of Philosophy by publication, aiming for at least 3 peer reviewed publications in 12 months.
* Dedicated weekly meeting with research supervisors.
* Presentation of research at national and international meetings.
* Contributing to The Binational Colorectal Cancer Audit (BCCA), a CSSANZ initiative used for clinical audit of the surgical practices of Australian and New Zealand surgeons for the purpose of quality assurance as well as critically important research.

# Reporting line, staffing, and budget responsibilities

* This position reports both operationally and professionally to the Director of General Surgery and as otherwise delegated by the Director of General Surgery, to the Staff Specialists General Surgery.

# The role

*Responsibilities:*

* Provide ethical decision making in the achievement of organisational goals.
* Under the supervision of the relevant Consultants, initiate, maintain and be responsible for the clinical care of patients.
* Supervise the day to day activities of junior medical staff to ensure that appropriate standards of care are maintained, and that junior medical staff are trained to adequately fulfil their duties.
* Participate in the provision of an on-call roster or a shift roster to provide services out of hours, at night and on weekends, as directed by the relevant Consultant.
* Ensure and review the quality of patient care by participation in clinical audits and quality programs.
* To make an appropriate signed and dated legible entry in the patient’s medical records on every attendance upon a patient. The medical officer should also print his/her name under the signature. For each working day there should be a medical annotation in the medical notes.
* To ensure that discharge summaries and medico-legal correspondence is completed with minimum delay and that all such correspondence is completed prior to leaving the unit.
* Be responsible to the relevant Director or Visiting Medical Officer for such administrative tasks as are necessary.
* Be aware of and adhere to all relevant hospital policies and procedures.
* Undertake theoretical and practical training in the particular discipline in which the Registrar is employed.
* To participate in Quality Improvement Programs.

*Additional:*

* Fulfil the responsibilities of this role primarily in accordance with the Townsville Hospital and Health Service (HHS) core values, as outlined below, and in accordance with the [values outlined for the public service](https://www.forgov.qld.gov.au/our-values) with the Queensland Government.
* Ensure that service standards, safety and quality are maintained through adherence to defined service quality standards and relevant occupational health and safety policies, procedures and work practices.
* Some roles within Queensland Health are designated as Vaccination Preventable Disease (VPD) risk roles.

**This is a VPD risk role.**

# Work Health and Safety

Townsville HHS is committed to providing a safe workplace for all employees. This commitment includes a dedicated *People Focussed Safety* culture.

A *People Focussed Safety* culture commits to the health, safety and wellbeing of staff, volunteers and other persons, through the provision of a dynamic and comprehensive Health and Safety Management System (HSMS). The HSMS provides for proactive safety initiatives, early injury management practices with a strong focus on a safe and durable return to work.

The provision of a Health and Safety environment within Townsville HHS is everyone’s responsibility.

# Safety and Quality

Relevant to the position, participate in the ongoing education, implementation, monitoring and evaluation of safety and quality initiatives set by [*The Australian Commission on Safety and Quality in Health Care*](https://www.safetyandquality.gov.au/) to achieve a safe high-quality and sustainable health system, including compliance with the *National Safety and Quality Health Services Standards.*

Relevant to the position, participate in the ongoing education, implementation, monitoring and evaluation of safety and quality initiatives relevant to ***Aged Care Quality and Safety Commission, Aged Care Quality Standards and the National Disability Insurance Scheme Practice Standards***.

For more information in regards to Work Health and Safety Accountabilities within the Townsville HHS please review [*Workplace Health and Safety Act 2011*](https://www.legislation.qld.gov.au/LEGISLTN/CURRENT/W/WorkHSA11.pdf) *-* ***Part 2, Health and Safety Duties.***

# Mandatory qualifications/ professional registration/ other requirements

* Possession of Bachelor of Medicine, Bachelor of Surgery (MBBS) qualifications (or equivalent).
* Current registration or eligibility for registration as a Medical Practitioner with the Medical Board of Australia
* Appointment to this position requires proof of qualification and registration or membership (if applicable) with the appropriate registration authority or association. Certified copies of the required information must be provided to the appropriate supervisor/manager prior to commencement of clinical duties.
* Appointment level will be determined by qualifications and medical registration with the Medical Board of Australia.
* **Vaccine Preventable Disease (VPD):** Health Care Workers in Queensland Health whose occupation poses a potential risk of exposure to blood or body fluids are required to provide evidence of vaccinations or proof that they are not susceptible (due to prior exposure to the disease and therefore have natural immunity) to the following VPD's Hepatitis B, Measles, Mumps, Rubella, Varicella and Pertussis (diphtheria, tetanus and pertussis containing vaccine) according to the Queensland Health Policy.

# How you will be assessed

You will be assessed on your ability to demonstrate the following key requirements, knowledge and experience which is outlined under ‘The role’. The ideal applicant will be someone who has proven ability and can demonstrate the following:

* Knowledge of current medical practices and issues, and evidence of an appropriate level of expertise in the skills of the discipline.
* Demonstrated ability to review, analyse and evaluate patient care for the identification of appropriate treatment and investigations.
* Ability to maintain accurate and complete medical records – clinical, administrative and statistical.
* Well-developed communication skills (written, oral and interpersonal skills) with the ability to communicate with all levels of staff and hospital clients from a variety of backgrounds.
* A personal commitment to the maintenance of high standards in the clinical care to patients and proven ability to react promptly to emergency or urgent situations impacting upon patient care.
* Ability to practice medicine in a cross-cultural environment.
* Build relationships with patients and members of the multidisciplinary team, using strong communications skills and negotiation skills to understand needs and to deliver a service that meets their needs and policy guidelines.
* Actively participate in a working environment supporting quality human resource management practices including employment equity, anti-discrimination, occupational health and safety and ethical behaviour.

# Your application

Please provide the following information to the panel to assess your suitability:

* Your current CV or resume, including referees. You must seek approval prior to nominating a person as a referee. Referees should have a thorough knowledge of your work performance and conduct, and it is preferable to include your current/immediate past supervisor. By providing the names and contact details of your referee/s you consent for these people to be contacted by the selection panel. If you do not wish for a referee to be contacted, please indicate this on your resume and contact the selection panel chair to discuss.
* A short response (maximum of two pages) on how your experience, abilities, knowledge and personal qualities are relevant for the role, addressing the key responsibilities and key attributes of the position.
* Applications will remain current for 12 months after they have been submitted.
* Future vacancies of a similar nature throughout the Townsville Hospital and Health Service may also be filled through this recruitment process.

Once completed, your application should be submitted online – visit the [Smart Jobs and Careers website](http://www.smartjobs.qld.gov.au/). If you have difficulties, please contact Recruitment Services on 1300 193 156.

# About the Townsville Hospital and Health Service

The Townsville Hospital and Health Service (HHS) is the public healthcare provider for more than 250,000 people across a geographic area of 150,000km2.

We serve the local government areas of Townsville, Burdekin, Charters Towers, Flinders, Richmond, Hinchinbrook and Palm Island.

In doing so, we operate 21 facilities: 19 hospitals and health centres and two residential aged care homes. More than 6,600 staff work across our facilities, which is about one in every 17 working people, making us members of the communities we serve.

We provide a comprehensive range of services, from primary care in remote locations, to highly specialised care at Townsville University Hospital. This is the largest tertiary hospital in Northern Australia, providing specialist referral services for the 700,000 people living from Mackay to the Torres Strait, to the Northern Territory border.

More than providing the healthcare of today, we are planning and innovating for the future. Our staff and collaborators are advancing healthcare through impactful research. While as a major teaching hospital, we are training tomorrow’s doctors, nurses, midwives, allied health practitioners, and more.

# Our vision is world-class healthcare for northern Queensland. The [Townsville Hospital and Health Service Strategic plan 2022-2026](https://qheps.health.qld.gov.au/__data/assets/pdf_file/0035/2801978/strategic-plan.pdf) commits to this ambitious direction, outlines our strategic objectives and lists the measures we will use to know we have achieved them.

**Our Vision: World-class healthcare for northern Queensland**

**Our Purpose: Great care every day**

**Our Values:**

Please visit our website for additional information about the [**Townsville Hospital and Health Service**](https://www.townsville.health.qld.gov.au/)

# Health Equity and Racism

Townsville Hospital and Health Service has set out its actions and agreed key performance measures to improve Aboriginal and Torres Strait Islander people’s health and wellbeing outcomes.  The Health Equity Strategy and Implementation Plan can be found at [First Nations Health Equity Strategy 2022-2025 and Implementation Plan](https://www.townsville.health.qld.gov.au/about-us/health-equity/)

Racism is a key structural determinant of Aboriginal and Torres Strait Islander people’s health inequity. Racism is not always conscious, explicit, or readily visible - often it is systemic. Systemic or institutional racism are forms of racism that are widely and deeply embedded in systems, laws, written or unwritten policies and well-established practices and beliefs that produce, condone, and perpetuate widespread unfair treatment, causing and/or contributing to inherited disadvantage.

It is expected that all Townsville Hospital and Health Service staff, including the incumbent of this role as a valuable member of the Townsville Hospital and Health Service workforce, contribute to the health equity agenda and meet the intent of supporting the defined six actions that specifically meet the needs of Aboriginal and Torres Strait Islander people within the National Safety and Quality Health Service Standards (NSQHS), by actively supporting the elimination of racial discrimination and institutional racism; supporting increased access to health care; influencing the social, cultural and economic determinants of health; supporting the delivery of sustainable, culturally safe and responsive health services;  and recognise the importance of working with Aboriginal and Torres Strait Islander peoples, communities and organisations to design, deliver, monitor and review the health and support services we provide.

# Additional information

* Pre-employment screening, including criminal history, aged care checks, and discipline history checks, may be undertaken on persons recommended for employment. Roles providing health, counselling and support services to children will require a ‘working with children check’ from the Blue Card Services Department of Justice and Attorney-General prior to appointment, unless otherwise exempt.
* Employees who are appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment. For further information, refer to Probation HR Policy B2.
* All relevant health professionals, who in the course of their duties formulate a reasonable suspicion that a child or youth has been abused or neglected in their home/community environment, have a legislative and a duty of care obligation to immediately report such concerns to Child Safety Services, Department of Communities.
* Applicants will be required to give a statement of their employment as a lobbyist within one (1) month of taking up the appointment. Details [Lobbyist Disclosure](https://www.qld.gov.au/gov/documents/policy/lobbyist-disclosure).
* Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role. Details are available in section 571 of the [Workers' Compensation and Rehabilitation Act 2003](https://www.legislation.qld.gov.au/legisltn/current/w/workerscompa03.pdf).
* In accordance with Government requirements and Queensland Health’s commitment to a healthier workplace the Queensland Health Smoking Management Policy supports a smoke-free environment. Smoking is prohibited at all Queensland public hospitals and health facilities and for five (5) metres beyond their boundaries. Queensland Health employees may obtain assistance to quit smoking through staff program *Quit Smoking for Life* program. Information is available at [Quit smoking.....for life!](https://qheps.health.qld.gov.au/smoke-free/quitsmoking)

# Organisational Chart