

Role Description

General Practitioner – Minor Injuries and Illness Clinic

Job ad reference:	BSH564842		
Location*:	Bribie Island	Unit/Department:	Minor Injury and Illness Clinic Bribie Island Satellite Hospital Metro North Hospital and Health Service
Status:	Multiple flexible, permanent and fixed term temporary full time and part time positions available.	Classification:	L24-L25 L18-L23 L18 L13-L17
	10 Hour shifts between 7.30-23.30, minimum 8 hours per week.		
Salary Range:	See page 7	Closing Date:	Friday, 2 nd August 2024
Contact name:	Dr Sean Clark	Contact number:	(07) 5433 8194
Online applications:	www.smartjobs.qld.gov.au		

* Please note: there may be a requirement to work at other facilities located across Metro North Health.

**Future recurring vacancies may also be filled through this recruitment process at any location across Metro North Health.

***Applications from third parties will not be accepted.

*****Your primary work location is Bribie Island Satellite Hospital however training and early onboarding will be required at other metro north facilities or satellites

This role may be eligible for the Queensland Health Attraction Incentive under Scheme 1 Interstate/ International Candidates.

Purpose of the role

- Deliver high-quality clinical care to patients presenting to the within the granted Scope of Clinical Practice (SoCP) approved within Metro North Health within the Bribie Island Minor Injuries and Illness Clinics (MIIC).
- Provide high quality, short term medical care as an independent practitioner and when required, in consultation with endorsed escalation pathways to specialist Hospital and Health clinical services (e.g. Established rapid access services, on site specialist consult liaison services and/or emergency physician on duty in the catchment Emergency Department (including the Virtual Emergency Department when appropriate)).
- Care will be delivered primarily to ambulatory patients presenting to the Minor Injury & Illness Clinics, Caboolture and/or Bribie Island (From mid 2024) Satellite Hospitals, including adults and children.
- Competently manage minor injuries and illnesses including eye, ENT, gynaecological and mental health presentations independently within approved SoCP.

Context and Delegations

- Your primary work location is Bribie Island Satellite Hospital however training and early onboarding will be required at other Metro North facilities or Satellites
- This role reports operationally to the Medical Director Service Line, Emergency (Caboolture, Kilcoy, Woodford) and professionally to the Director of Medical Services, Caboolture Hospital. During the transition period between recruitment and go-live, the position will work operationally with the Satellite Hospital Project Team.

- This role will work independently within the Scope of Clinical Practice for a General Practitioner at the Caboolture and/or Bribie Island Minor Injury & Illness Clinics. The role is also suited to General Practitioners (FACRRM or FARGP) with advanced skills in Emergency Medicine, Indigenous Health, Anaesthesia or Paediatrics.
- The role does not have any Finance or HR Delegations
- The role will be part of a multidisciplinary team responsible for the clinical management of patients who present to the Minor Injury & Illness Clinic.
- The role will also undertake other duties as directed operationally by the Medical Director Service Line Emergency (Caboolture, Kilcoy, Woodford).
- There is a requirement to provide out of hours duty and rostered overtime as appropriate.
- Flexible work arrangements may be negotiated

The Minor Injury and Illness Clinic (MIIC) will provide episodic, unscheduled extended hours, short term care to adults and children presenting to the Metro North satellite hospitals at Caboolture and Bribie Island with minor injuries and illnesses that are not anticipated to be life threatening in nature.

The purpose of the service is to provide residents and visitors to the satellite hospital catchments local access to treatment for low complexity care. This is anticipated to reduce demands for low complexity care on existing emergency departments in the area, increasing their capacity to deliver immediate and urgent care for emergency presentations.

The MIIC will not provide complex emergency care or be a substitute for comprehensive, continuing general practice care. The MIIC will work in partnership with hospitals and general practice providers to ensure patients receive the right level of care in the right place as quickly as possible. Patients presenting with conditions outside the scope of minor injuries and illnesses will be forwarded to the nearest acute facility with capacity to deliver the required level of care.

The MIIC will provide non-urgent care to adults and children who present to the Satellite health care facilities.

The scope of services provided are defined by the following patient factors:

- Ambulant or able to stand transfer with one assist
- Patients arriving via Queensland Ambulance Service (QAS) with minor injuries and illnesses the mechanism of injury is not high risk and has no 'red flags'
- Does not require complex investigations and work up
- Does not require prolonged periods of observation.

The MIIC will not:

- provide complex and / or emergency care including chest pain and major trauma or falls from greater than 1 metre
- provide ongoing or continuous care for a condition (a return presentation to the MIIC may be appropriate for removal of stitches or replacement of burns dressings)
- treat infants less than 3 months of age
- treat trauma in children under 12 years of age where sedation is required (except if child over 4 years of age and sedation of intranasal fentanyl and nitrous oxide blender is acceptable)
- provide therapeutic mental health services or drug and other alcohol services
- provide health care services unrelated to a minor injury or illness (e.g., vaccinations except for tetanus, scripts for chronic conditions requiring continuity of care, counselling for lifestyle risk factors, requests for referrals)
- dispense medications unless immediately required for care of minor injuries or illnesses
- conduct COVID testing
- stoma care
- syncope

Key Accountabilities

This successful applicant will carry out the following key accountabilities in accordance with the Metro North Health's values:

Clinical services

- Responsible for the assessment, management, procedural care and disposition of patients - including the recognition and management of clinical deterioration.
- Treat patients and their families with courtesy and sympathy and treat all hospital staff and professional colleagues with courtesy and respect
- Continue close collaboration with primary care organisations and primary care practitioners e.g. Community General practitioners
- Prepare appropriate correspondence for communication of outcomes and required follow-up to allow transfer of care to the community.
- Provide patient centric, clinically astute support and guidance to all those who use the service.
- Use expert level communication skills to risk mitigate all referrals and ensure patient safety is central to all decision making.

Quality of Physician Services

- Deliver appropriate high-quality management of patients and refer to other colleagues/services where clinically and professionally appropriate.
- Ensure policies, procedures and practices are consistent with contemporary best practice, RACGP, ACEM, ACRRM, Queensland and National standards.
- Ensure participation in clinical quality services.
- Ensure management of patients is efficient and clinically appropriate.
- Develop, implement, monitor and review quality improvement programs.
- Establish, develop and improve patient care guidelines for common diagnostic groups.
- Monitor, report, and assist in the investigation of critical incidents/adverse events.
- Ensure clinical records and practices fully comply with Queensland Health and Metro North HHS regulations.
- Take reasonable care for your own health and safety and take reasonable care to ensure that your acts or omissions do not adversely affect the health and safety of others.

General

- Perform duties as determined by MNH and as directed by the Service Line / Director of Caboolture Hospital Emergency Department and/or the Director of Medical Services, Caboolture Hospital or delegate/s.
- Perform any other duties directed by the relevant Clinical Director and Director of Medical Services, Caboolture Hospital which are within your scope of clinical practice and for which you are registered in by the Medical Board of Australia.
- Perform other provisions related to the duties of the Medical Officer as agreed by the parties.
- Implement and support clinical models of care and patient safety initiatives as required.
- Support alternative revenue sources and maximise funding for the delivery of service.
- Participate in an annual performance and development review.
- 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
- Take reasonable care for your own health and safety and take reasonable care to ensure that your acts or omissions do not adversely affect the health and safety of others
- Maintain data quality and manage all information in accordance with legislation, standards, policies and procedures
- Implement and monitor the organisation's quality standards, occupational health and safety policies, procedures and programs and provide clinical governance in the relevant work area.
- Maintain currency of Professional Development as required by the relevant profession / College (e.g., RACGP).

About Metro North Health

Delivering outstanding health services is just one of the ways that we care for our community. Our passion for people is reflected in the way we do our work and live our values every day. We value and nurture our team members so they can provide quality value based care to our patients across our diverse organisation. Our focus on Value Based Healthcare means we expect our staff to deliver the care the patient needs, no more and no less, to achieve the best quality of life for our community. This passion fuels our collaborative culture of innovation and research.

We embrace the diversity of local and greater communities as we provide services to people throughout Queensland, northern New South Wales and the Northern Territory, in all major health specialities including medicine, surgery, mental health, cancer care, trauma, women's and newborn care, and more than 30 sub-specialities. Metro North Health services include rural, regional and tertiary hospitals, and community and oral health services.

Our diverse Health Service provides a wide variety of rewarding career paths across our tertiary/quaternary referral hospitals, secondary hospitals, community health centres, residential and extended care facilities and regional community hospitals. We expect our staff and volunteers to translate our values into action through providing high quality connected care that is relevant, efficient and respectful of our patients' needs and wishes. Our people are passionate about our community and patients, with a focus on putting people first. Come and work where people are at the centre of everything we do and your contribution is truly valued.

Health Equity and Racism



Metro North Health has set out its actions and agreed key performance measures to improve Aboriginal and Torres Strait Islander people's health and wellbeing outcomes.

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 Metro North Health staff, including the incumbent of this role as a valuable member of the Metro North 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.

Please visit our website for additional information about Metro North Health. <http://metronorth.health.qld.gov.au/>

Our Vision

Excellent healthcare, working together, strong and healthy communities.

Metro North Health Values and their corresponding Lominger™ competencies:

				
Respect	Teamwork	Compassion	High performance	Integrity
<ul style="list-style-type: none"> • Interpersonal savvy • Manages conflict • Communicates effectively • Balances stakeholders 	<ul style="list-style-type: none"> • Collaborates • Develops talent • Values differences • Builds effective teams 	<ul style="list-style-type: none"> • Customer / patient focus • Demonstrates self-awareness • Manages ambiguity • Being resilient 	<ul style="list-style-type: none"> • Cultivates innovation • Action oriented • Drives results • Drives vision and purpose 	<ul style="list-style-type: none"> • Decision quality • Ensures accountability • Courage • Manages complexity

How you will be assessed

You will be assessed on your ability to demonstrate the following values within the context of the “Key Accountabilities”. The ideal applicant will be able to demonstrate the following:

- **Respect** – demonstrates interpersonal savvy, manages conflict appropriately, communicates effectively and balances the needs of all stakeholders with utmost respect to all people at all times
- **Teamwork** – collaborates effectively, develops talent, values differences and builds effective teams to bring about best use of resources to deliver healthcare services
- **Compassion** – is completely patient / client focussed, demonstrates self-awareness and the effects of behaviour on others, deals with or manages ambiguity and complexity, demonstrates resilience in the delivery of patient services or support in the delivery of services to patients
- **High Performance** – cultivates innovation, is action oriented, drives results and supports Metro North’s vision and purpose to exceed expectations of our patients and stakeholders
- **Integrity** – demonstrates sound decision quality, ensures accountability, demonstrates courage in the face of adversity and works effectively / manages complexity to ensure work output and decisions are ethical and invariably of a high standard
- **Patient Focused** – drives high quality care and customer service throughout the health service
- **Ethical Behaviour** – consistently role models values based leadership
- **Taking Accountability** – takes accountability for actions, projects and performance
- **Effective Communication** – proactively engages with others
- **Collaborative** – proactively engages with others and shares information
- **Emotional Intelligence** – demonstrated awareness and regulation of self and others’ emotional states
- **Decision Making** – critically analyses situations in the organisational context
- Suitable experience in general practice and patient management.

Mandatory qualifications/professional registration/other requirements

- Specialist registration as a General Practitioner with the Australian Health Practitioner Regulation Agency (AHPRA), as a Medical Practitioner which is supported by:
 - A medical degree from a registered tertiary institution acceptable by AHPRA for registration in Australia; and
 - Fellowship of the Royal Australian College of General Practitioners (RACGP) or Australian College of Rural and Remote Medicine or equivalent including maintenance of CPD and good standing as required by AHPRA for the maintenance of Specialist Registration.
- Experience working as a General Practitioner for greater than 5 years is highly desirable.
- Fellowship of the Royal Australian College of General Practitioners – Rural Generalist; Fellowship in Advanced Rural General Practice and/or Fellowship of the Australian College of Rural and Remote Medicine will be highly regarded, particularly with advanced skills in Emergency Medicine, Indigenous health, Anaesthesia or Paediatrics
- Proof of professional registration and certified copies of the required qualifications must be provided to MNH prior to appointment and to enable the awarding of Scope of Clinical Practice (SoCP) prior to the commencement of clinical duties.
- All successful applicants must be awarded SoCP by a MNH Credentialing and SoCP committee. Information presented for application may be presented to the committee during the selection process, and all appointments are subject to maintenance of SoCP appropriate for any clinical work undertaken. **This process must be completed prior to commencement.**
- 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
 - Tuberculosis
- **Disclosure of Serious Disciplinary History:** Under the Public Sector Act 2022, applicants are required to disclose any previous serious disciplinary action taken against them.

How to apply

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

1. **A short statement (maximum 2 pages)** - Formulate your response to the dot points listed under “*How you will be Assessed*” within the context of the “*Key Accountabilities*”
And
2. **Your current CV or Resume, including referees.** You must seek approval prior to nominating a person as a referee. Referees should have 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 CV or Resume.
And
3. **A phone screen and/or values based interview may be conducted after initial shortlisting**

Instructions on how to apply

- Submit your application online at www.smartjobs.qld.gov.au by the closing date.
- Please note that hand delivered applications will not be accepted.
- Only those persons eligible to work in Australia may be employed by Metro North Health. Prospective employees are required to provide proof of identity and documentary evidence of their right to work in Australia.
- Late applications cannot be submitted online. For a late application to be considered, please arrange approval and submission via the contact officer.

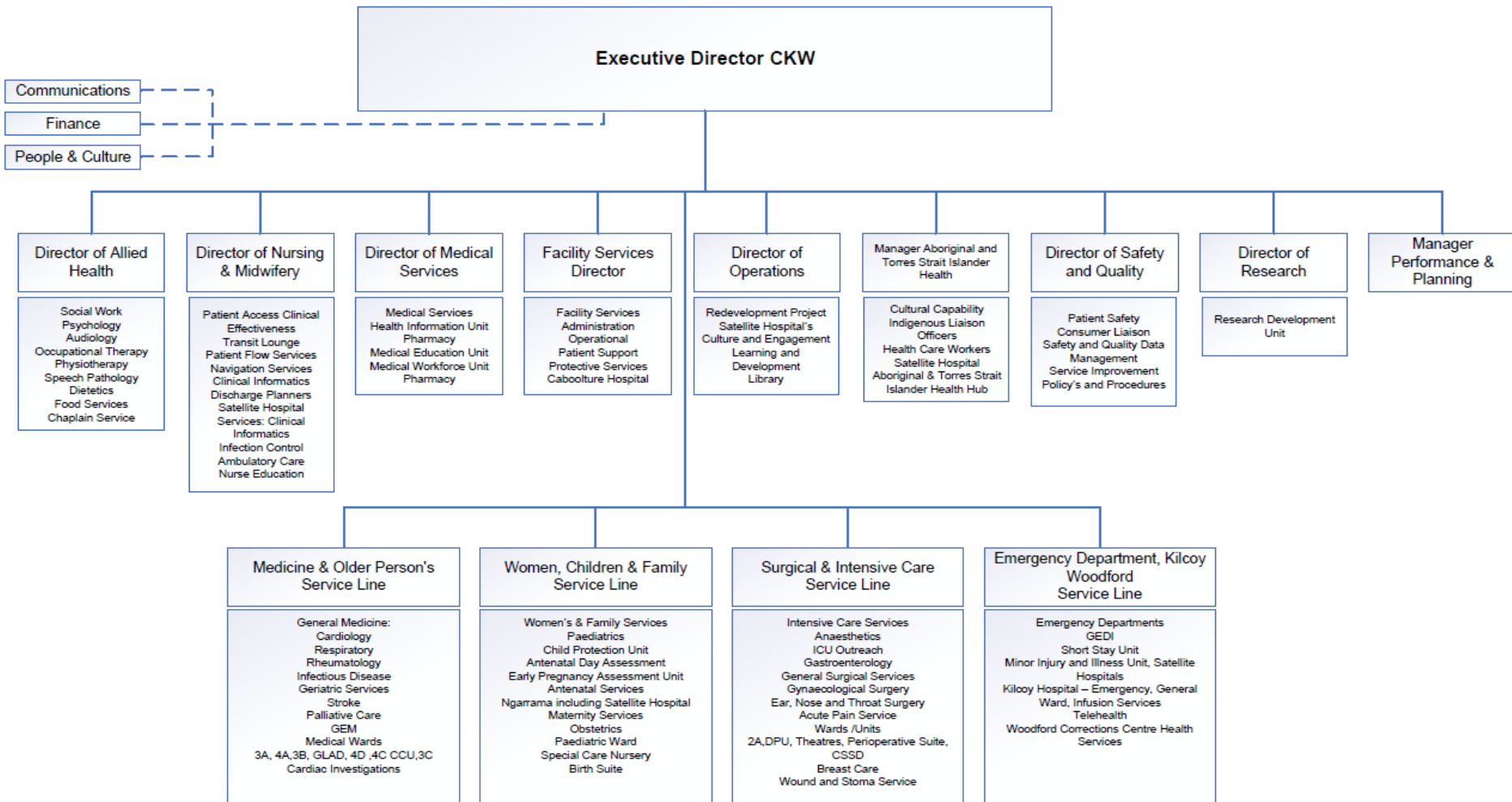
Salary Range

- Senior Medical Officer salaries are in accordance with the Medical Officers (Queensland Health) Award – State 2015, and the Medical Officer’s (Queensland Health) Certified Agreement (no. 6) 2022 or relevant successor documents. Estimated total remuneration is as per below table that includes Base Salary, General Attraction and Retention Incentive Allowance for eligible Senior Medical Officers, Motor Vehicle Allowance and Professional Development Allowance.
- PRO RATE for Part Time**

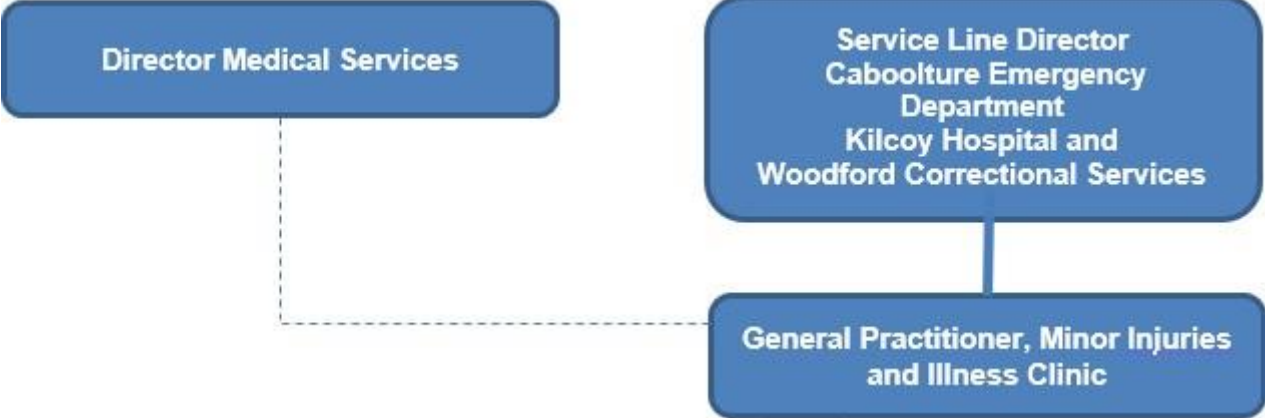
Level	Title	Classification	Approximate Annualised Base Salary for 1 FTE (80 hours per fortnight)	General Attraction and Retention Allowance (35%)	Motor Vehicle Allowance	Professional Development Allowance	Total Approximate Annualised Salary for 1 FTE (80 hours per fortnight)
L13	Senior Medical Officer (Non-specialist)	MED1	\$ 176,802.00	\$ 61,880.70	\$ 21,000.00	\$ 21,500.00	\$281,182.70

Level	Title	Classification	Approximate Annualised Base Salary for 1 FTE (80 hours per fortnight)	General Attraction and Retention Allowance (35%)	Motor Vehicle Allowance	Professional Development Allowance	Total Approximate Annualised Salary for 1 FTE (80 hours per fortnight)
L13	Medical Officer General Practitioner (Non-Specialist GP)	MEDC1.1	\$ 176,802.00	\$ 61,880.70	\$ 21,000.00	\$ 21,500.00	\$281,182.70
L14	Medical Officer General Practitioner (Specialist GP)	MEDC1.2	\$ 182,330.00	\$ 63,815.50	\$ 21,000.00	\$ 21,500.00	\$288,645.50
L15		MEDC1.3	\$ 187,832.00	\$ 65,741.20	\$ 21,000.00	\$ 21,500.00	\$296,073.20
L16		MEDC1.4	\$ 193,419.00	\$ 67,696.65	\$ 21,000.00	\$ 21,500.00	\$303,615.65
L17		MEDC1.5	\$ 198,941.00	\$ 69,629.35	\$ 21,000.00	\$ 21,500.00	\$311,090.35
L18	Medical Officer General Practitioner (Specialist GP); Medical Officer Advanced Credential Practice (Rural Generalist)	MEDC2.1	\$ 204,206.00	\$ 71,472.10	\$ 21,000.00	\$ 21,500.00	\$318,178.10
L19	Medical Officer Advanced Credential Practice	MEDC2.2	\$209,677.00	\$73,386.95	\$ 21,000.00	\$ 21,500.00	\$325,563.95
L20		MEDC2.3	\$215,957.00	\$75,584.95	\$ 21,000.00	\$ 21,500.00	\$334,041.95
L21		MEDC2.4	\$220,614.00	\$77,214.90	\$ 21,000.00	\$ 21,500.00	\$340,328.90
L22		MEDC2.5	\$226,087.00	\$79,130.45	\$ 21,000.00	\$ 21,500.00	\$347,717.45
L23		MEDC2.6	\$231,563.00	\$81,047.05	\$ 21,000.00	\$ 21,500.00	\$355,100.05
L24		Medical Officer Advanced Credential Practice – Senior Status	MEDC3.1	\$237,196.00	\$83,018.60	\$ 21,000.00	\$ 21,500.00
L25		MEDC3.2	\$244,201.00	\$85,470.35	\$25,500.00	\$ 21,500.00	\$376,671.35

Team Structure



Governance inclusive of:
Bribie Island Satellite Hospital
Caboolture Satellite Hospital



Diversity and Inclusion

We are committed to providing a diverse and inclusive workplace for our people and our community. We encourage people of all genders, races, ages and abilities to apply for roles within Metro North Health and strive to ensure that our workplace is free from all forms of discrimination and harassment.

As an Equal Employment Opportunity (EEO) employer we ensure that our selection processes and employment decisions are undertaken in a non-discriminatory way and are consistent with the requirements of the Anti-Discrimination Act 1991. If there are any reasons that you may have challenges with the recruitment process, please let us know when we contact you.

Work Health and Safety

We are committed to *Putting People First* to provide better healthcare. This commitment includes a dedicated *People Focussed Safety* culture.

This 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 Metro North Health is everyone's responsibility.

Safety and Quality

Relevant to the position, staff participate in the ongoing education, implementation, monitoring and evaluation of safety and quality initiatives relevant to The National Safety and Quality Health Services Standards 2nd Edition and the Australian Council on Healthcare Standards (ACHS).

Vaccine Preventable Diseases (VPD) Requirements ([Health Employment Directive No. 01/16](#))

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:

- Measles
- Mumps
- Rubella
- Varicella (chicken pox)
- Pertussis (whooping cough)
- Hepatitis B

Further vaccinations may be required due to particular risks for a role; examples include:

- Hepatitis A – Workers in regular contact with untreated sewerage
- Q Fever – Research or Laboratory staff regularly handling specimens

All new employees who will be working in clinical areas must be assessed for their risk of tuberculosis and screening undertaken if required.

Existing staff that are engaged prior to 1 July 2016 are **not subject** to this condition of employment unless they apply for a role with VPD requirements that is with a different Queensland Health entity (i.e. one Health Service to another Health Service, Department of Health (DoH) to a Health Service, or Health Service to DoH).

Additional Information

- Applications will remain current for 12 months or for the duration of the vacancy.
- Future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process.
- Health Care Workers in Queensland Health whose occupation poses a potential risk of exposure to blood or body fluids must be immunised against Hepatitis B according to the National Health and Medical Research Council Australian Immunisation Handbook and the Queensland Health Infection Control Guidelines.
- Pre-employment screening, including criminal history and discipline history checks, will be undertaken on persons recommended for employment. Roles providing health, counselling and support services mainly to children will require a Blue Card, unless otherwise exempt. Roles providing services to National Disability Insurance Scheme (NDIS) participants require an NDIS worker screening check.
- Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role.
- Applicants will be required to give a statement of their employment as a lobbyist within one (1) month of taking up the appointment. Details are available at:
https://www.forgov.qld.gov.au/_data/assets/pdf_file/0033/185919/lobbyist-disclosure-policy_0.pdf
- 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
<https://www.health.qld.gov.au/system-governance/policies-standards/doh-policy/policy/qh-pol-197.pdf>
- 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.

Metro North Health Executive Structure

