

Role Description

Registrar or Senior Registrar (Advanced Obstetric/MFM/UQ Academic Registrar)

Job ad reference:	RBH575987		
Location*:	Herston	Unit/Department:	Obstetrics & Gynaecology, Women's and Newborn Services
Status:	One fixed term temporary full time position available, 12-month appointment commencing 3 rd February 2025	Classification:	L4 – L9 Registrar L10 - L13 Senior Registrar/fellow (with specialist registration)
Salary Range:	(L4 – L9) \$129,583 - \$150,240 per annum (L10 – L13) \$165,257 - \$182,106 per annum (plus superannuation and leave loading benefits)	Closing Date:	Wednesday, 17 July 2024
Contact name:	Dr Lee Minuzzo	Contact number:	(07) 3646 8536
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.

Benefits of Working for Us

- Excellent clinical exposure
- Generous leave entitlements including annual leave, examination leave, professional development leave
- Professional development allowance
- Salary Packaging
- Employee Assistance Program
- Clinical research opportunities via UQ and Queensland Institute of Medical Research
- Easy access to transport with the RBWH bus station, Bowen Hills train station and the RBWH cycle centre
- Facilities include an education centre, doctors' common room, library, multiple food and retail outlets, childcare

About Womens and Newborn Services

To hold paramount the women, babies and families within our care.

Women's and Newborn Services (WNS) provide a wide range of primary, secondary, and tertiary health care to women and babies in Queensland. Key clinical services provided by the service line include:

- Neonatology
- NeoRESQ
- Maternity
- Obstetric Medicine
- Gynaecology
- Gynaecological Oncology
- Breast Health

Subspecialties/units have expanded to include:

- The RBWH Milk Bank
- Healthy Hearing
- Lactation Service
- Centre for Advanced Prenatal Care (CAPC)
- Maternal Fetal Medicine (MFM)
- Early Pregnancy Assessment Unit (EPAU)
- Obstetric Review Centre (ORC)
- Birth Suite/Centre models of care including Midwifery Group Practice/Team Midwifery
- Ngarrama Royal
- Private Practice Midwives (PPM)
- Obstetric – Cardiac Diseases in Pregnancy Service
- Reproductive Endocrinology and Infertility (REI) Clinic
- Urogynaecology
- Paediatric Adolescent Gynaecology
- Women's Day Therapy Unit
- The Queensland Trophoblastic Centre
- Continence Service

WNS is actively involved in the advancement in services in Research and Education and has a strong connection with multiple universities and training organisations in the provision of a tertiary service. The service line provides an accredited RANZCOG (Royal Australian and New Zealand College of Obstetricians & Gynaecologists) training program in obstetrics and gynaecology and FRACP in Neonatal/Perinatal Sub Committee Accreditation from the Royal Australasian College of Physicians (RACP). The service line also provides an accredited RACP/SOMANZ training program in obstetric medicine.

About the Role

Purpose of the role

Clinical role (0.5FTE) within the department will have a tertiary level obstetric focus.

- Tertiary level birth suite experience.
- Supervised high risk caesarean section lists with Obstetrician/Gynae-Oncology support.
- Protected ultrasound experience with MFM on a weekly basis, with the consideration of commencing a Diploma of Diagnostic Ultrasound (DDU).
- Participation in high-risk clinics including MFM, Obstetric Cardiac, Endocrinology and Obstetric Medical Clinics.
- Protected research time with the expectation of targeting a peer reviewed journal article on completion of the rotation.
- Rotation onto the afterhours O&G registrar roster prorated to clinical role

Academic role (0.5FTE) rostered with the University of Queensland allows for participation in an academic position for education and curriculum development for medical students and development / participating in new and ongoing research protocols.

Context and Delegations

- These roles report directly to Clinical Obstetrics and Gynaecology Director, Women's and Newborn services.
- These roles have a professional reporting line to Chief Medical Officer and Director Medical Services, RBWH.
- This role will work directly with the Maternal Fetal Medicine Lead and UQ lead clinicians, as well as other Obstetrics and Gynaecology consultants within the unit
- This role will work directly with other team members from administration, nursing, and medical streams

Key Accountabilities

This successful applicant will carry out the following key accountabilities in accordance with the Metro North values and the corresponding Lominger™ competencies shown above in this role description:

- Provide expert leadership to clinical and service improvement activities and initiate, encourage and participate in extensive, evaluation and innovative treatment and care aimed at achieving demonstrable improvements in service outcomes.
- Provide clinical services to patients of the hospital commensurate with level of expertise.
- Co-operation with other disciplines within this hospital complex will be essential.
- Communicate regularly and effectively with all required department medical officers.
- Practice excellence in communication with patients and relatives.
- Actively participate in the hospitals post graduate medical education program.
- Perform medical administrative tasks as required.

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 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 Health’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.

Mandatory qualifications/professional registration/other requirements

- Appointment to this position requires proof of qualification and registration with the Medical Board of Australia.
- Current registration as a trainee with Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG).
- Certified copies of the required information must be provided with your application.
- Experience in Obstetrics and Gynaecology to that of an Advanced Trainee by February 2025 is highly desired i.e. completed 184 weeks of core training, examinations, IHCA’s and APSS to level expected; and able to successfully apply for pre-approval of training with RANZCOG Queensland TAC prior to commencing.
- Please note - to be paid at the payroll level as a Senior Registrar, you must have specialist registration with the Medical Board of Australia.
- **Disclosure of Serious Disciplinary History:** Under the [Public Sector Act 2022](#), applicants are required to disclose any previous serious disciplinary action taken against them.
- 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

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*”.
- 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.
- 3. Proof of Identity** – Provide **3** certified copies of identity documents to satisfy proof of your name, date of birth and signature. Ensure ID is valid (not expired). Note: one form of ID must be a photo ID i.e passport or driver’s license. All documents must be certified by one of the following: Justice of the Peace, Public Notary, Commissioner of Declarations or Solicitor.
- 4. Qualifications** – Provide certified copies of your primary medical degree and fellowship certificate (if applicable). Your qualifications must be certified by one of the following: Justice of the Peace, Public Notary. Commissioner of Declarations or Solicitor

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.

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

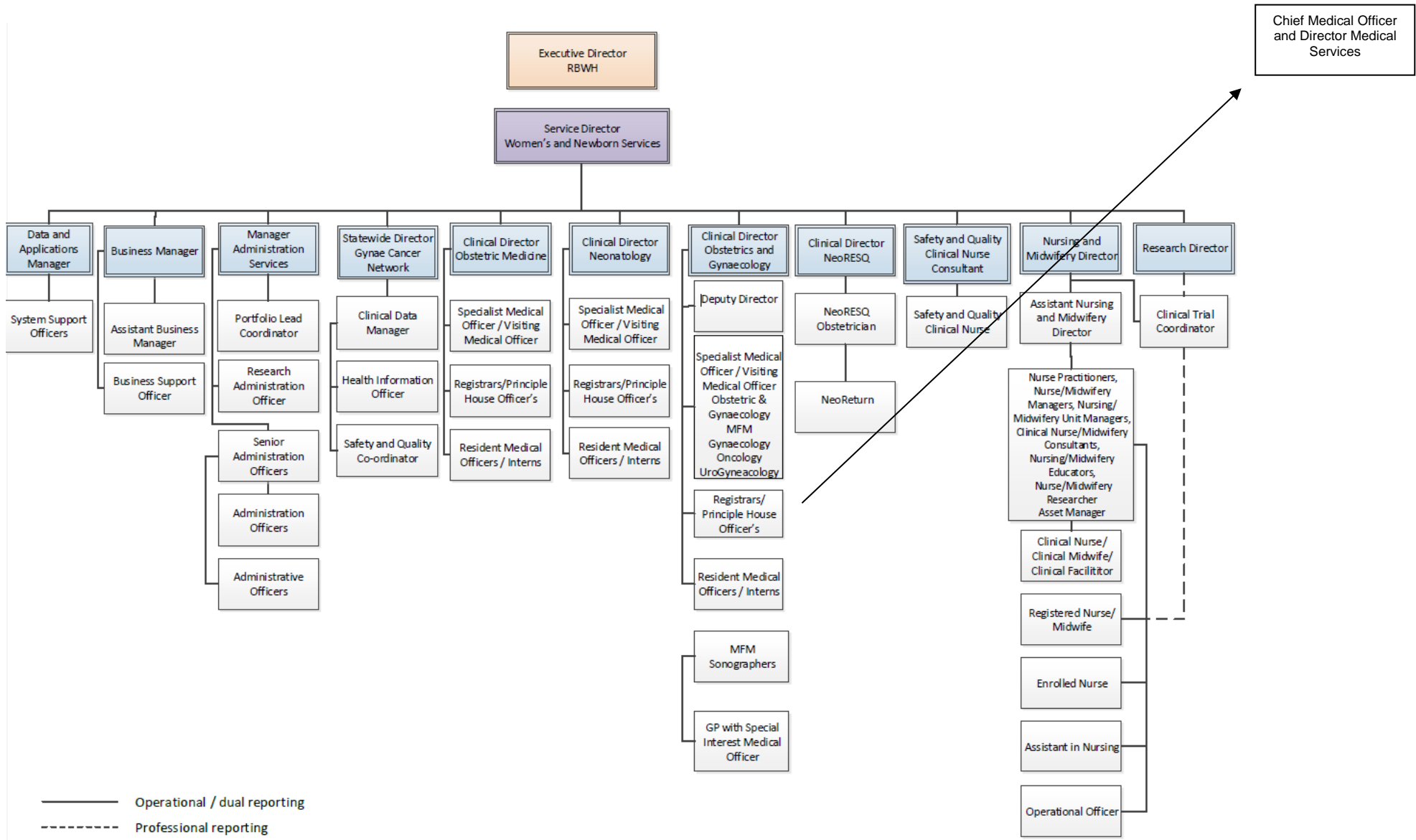
Excellent healthcare, working together, strong and healthy communities.

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

Find out how Metro North Health uses the [Lominger™ Leadership Framework](#) to underpin our recruitment, on-boarding, performance support and staff development systems.

Team Structure



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

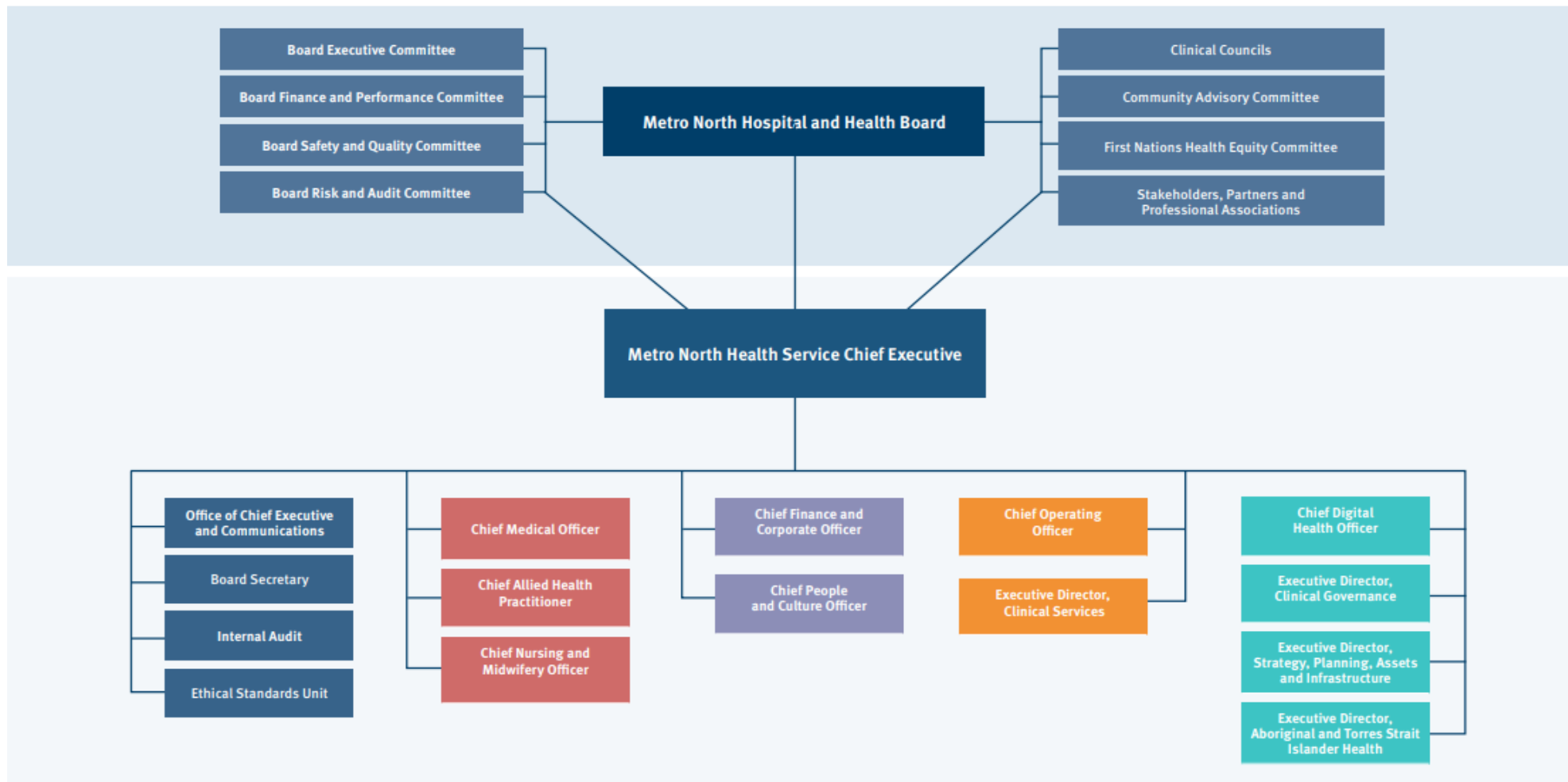
All new employees who will be working in clinical areas must be assessed for their risk of tuberculosis and screening undertaken if required.

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, may 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:
<http://www.psc.qld.gov.au/publications/assets/policies/lobbyist-disclosure-policy.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/gh-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



EFFECTIVE DATE: 08/2023



Queensland Government