

Role description

Mackay Hospital and Health Service

Role details

Job ad reference	QLD/577016	Classification	HP4
Role title	Allied Health Rural Generalist – Senior Speech Pathologist	Salary	\$124,435 to \$133,901 p.a. \$4,769.60 to \$5,132.40 p.f.
Employment status	Temporary Full Time (76 hours p.f.) From date of appointment for up to 12 months	Closing date	Tuesday, 23 July 2024
Unit / Team / Department	Allied Health Hinterland	Contact name	Erin Passfield– A/Team Leader, Allied Health Hinterland
Division	Public Health and Rural Services	Contact number	07 4941 4752
Facility	Clermont Multi-Purpose Health Service, Dysart Hospital, Moranbah Hospital		
Location	Hinterland Facilities - Clermont, Dysart, Moranbah		

Applications must be submitted online via the Smartjobs website – www.smartjobs.qld.gov.au

Your employer – Mackay Hospital and Health Service

The Mackay Hospital and Health Service (MHHS) provides a working environment which embraces professional development, builds capabilities, provides roles with variety and flexibility, supports staff to maximise their health and wellbeing and encourages work/life balance.

Our values

To support that the MHHS is regarded as an employer of choice, staff have been consulted and selected four values they strive to demonstrate in their daily activities:



Through partnerships and co-operation, we drive innovation



Having confidence and belief in each other to be able to rely and depend on our actions



We show respect and compassion for the people we care for and work with



We depend on and support one another individually and as a team

There is an expectation of each employee, by their colleagues, manager and the Executive, to exhibit values-based behaviours in the completion of all their tasks.



About the Mackay Hospital and Health Service

The MHHS is a contemporary organisation providing extensive health services in a range of regional, community and rural settings, to a population of around 182,000 people. Our region covers Sarina in the south, Clermont in the west, and Bowen and the Whitsunday Islands in the northeast, which is an area of approximately 90,000km².

The MHHS has six hospitals, two multi-purpose health services and four community health centres that employs more than 3,700 staff. The Mackay Base Hospital is the referral hospital for our region and is one of the most modern healthcare facilities in Queensland. It is a state-of-the-art facility equipped with leading edge technology to assist us in providing the highest level of care to our patients and their families.

Our staff are passionate about community engagement and delivering outstanding healthcare services to the communities throughout our diverse region. Our Vision is to deliver Queensland's Best Rural and Regional Health Care, and our Purpose is to deliver outstanding health care services to our communities through our people and partners.

The MHHS respectfully acknowledges the Traditional Custodians of the land and sea on which we serve our communities, and pay our respect to Elders past, present and emerging. We also declare our commitment to reducing inequalities in health outcomes for Aboriginal and Torres Strait Islander peoples as we move to a place of equity, justice and partnership together. We strongly encourage Aboriginal and Torres Strait Islander peoples to apply for all advertised positions.

The MHHS values its people, respecting and embracing diversity and a balance between work and life commitments. People of all ages, abilities, gender and ethnicity are encouraged to apply for positions.

Working for the MHHS offers all the benefits of coast and country living and the convenience of a growing regional city where you can pursue a wide range of interests and lifestyles in a secure, family friendly and culturally diverse environment. We throw in eclectic cafes, restaurants and bars, quirky festivals and an arty and interesting community to make this a great place for those looking to escape the craziness of the city and try life at a different pace.

Visit: <http://www.mackay.health.qld.gov.au/>.

About the Unit / Team / Department

Allied Health Hinterland

The Allied Health Hinterland team is one team that spans across the Mackay Hinterland encompassing Clermont, Moranbah and Dysart. The Allied Health Hinterland team provides clinical care across the continuum (inpatients, outpatients, RACF) to all these sites using a range of rural models of care including in person, tele-health, outreach, and delegation.

Allied Health Assistants are utilised at each site through delegation practices adhering to Calderdale Framework practices. By delegating safely and effectively, clinicians work to the top of their scope, thereby optimising patient centred care, workforce capacity and service outcomes.

The Clermont MPHS includes a 10-bed rural facility and a 22-bed residential aged care facility (Mont Cler). Dysart Hospital is a 9-bed rural facility including community health services. Moranbah Hospital is a 12-bed facility, including community health services and Mental Health hub for the Hinterland.

Your opportunity

- To work as a member of a multidisciplinary & trans-disciplinary Allied Health team, delivering clinical services to clients in the Mackay Hospital and Health Services Hinterland, covering a range of clinical conditions, complexity, and age groups.
- This rural generalist position operates within a Professional Skill-Sharing and Delegation (PSSD) model of care by providing and participating in supervision and training in the use of skill-shared and delegated clinical tasks and by delivering an expanded scope of clinical practice.
- The position reports operationally to the Hinterland Allied Health Team Leader and professionally to the relevant Professional Discipline Director.
- The team provide clinical care in person, via tele-health and outreach throughout the Mackay Hospital and Health Service Hinterland. In certain circumstances overnight accommodation may be necessary.
- The Allied Health Hinterland participates in the Allied Health Rural Generalist Pathway as described at <https://www.health.qld.gov.au/ahwac/html/rural-remote>. This incorporates completion of formal and work-based training in rural generalist practice and applying learnings to enhance clinical and service outcomes. Where trainee vacancies exist, opportunities to participate in and complete an approved Rural Generalist Education Program may be considered for eligible employees.

Your role

Generic responsibilities:

- Fulfil the responsibilities of this role in accordance with the Queensland Public Service and the MHHS Values as outlined above and <http://www.mackay.health.qld.gov.au/about-us/living-our-values/>.
- Understand your broad responsibility for safety and quality in healthcare, actively participate in continuous quality and safety improvement activities within the workplace and notify a relevant clinical or non-clinical responsible officer when concerns exist about workplace or patient safety.
- The provision of a Healthy and Safe environment within MHHS is everyone's responsibility.
- Carry out work in accordance with prescribed practices and procedures and in a manner that will not create health and safety hazards for yourself or others in the workplace. 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. For supervisors, actively promote good health and safety practices to staff of your work area.
- Employees who are appointed to the MHHS are accountable for information security, management and appropriate use, in accordance with legislation, standards, policies and procedures.

Role-specific responsibilities:

Clinical Practice:

- Apply high level clinical skills, knowledge, and expertise in delivering evidence based clinical services, maintaining professional and ethical standards, across a varied and complex caseload spanning the continuum of care and the life spectrum.
- As part of a multi & trans-disciplinary team, exercise independent clinical judgement and decision making in developing client-focussed solutions to complex and non-routine clinical problems with minimal clinical practice supervision.
- Provide a service to clients incorporating the use of skill-shared clinical tasks, within the constraints of the incumbent's level of competence.
- Delegate clinical tasks to competent allied health assistants and provide clinical practice supervision.

- Identify, implement, and evaluate interventions to achieve optimal outcomes in individual client goals.
- Participate in after hours and on call services as required.
- Work within telehealth and outreach models of care. Travel between Hinterland facilities to provide outreach services is a requirement of this position.

Communication:

- Contribute to effective team dynamics and client and stakeholder relationships using high level communication skills, including the ability to manage conflict and negotiate outcomes.

Leadership / Service Improvement:

- Use high level prioritisation and time management skills to balance clinical service delivery and management responsibilities.
- Support the Team Leader in the implementation of a rural generalist model of care in the Hinterland, including but not limited to assisting with the development, implementation, evaluation and ongoing management of:
 - professional skill-sharing (trans-disciplinary practice)
 - delegation
 - telehealth services.
- Contribute to the development of clinical practices, procedures and protocols that support the delivery of care within a multi & trans-disciplinary service.
- Provide clinical advice to, and work cooperatively and effectively with, professional and operational supervisors, the multidisciplinary team, service managers and other stakeholders regarding service development and delivery.
- Actively participate in continuous quality and safety improvement activities within the workplace and notify a relevant responsible officer when concerns exist about workplace or patient safety.

Research, Education, Training and Evidence Based Practice:

- Provide training and supervision to colleagues within the multi & trans-disciplinary team in clinical tasks that sit within the scope of practice of the incumbent's clinical background.
- Engage in continual self-development through participation in clinical practice supervision, active involvement in ongoing professional development and performance appraisal processes.
- Provide clinical practice supervision to undergraduate students, junior staff and Allied Health assistants.
- Provide education to the multi & trans-disciplinary team, colleagues, clients and the community.
- Initiate and participate in clinical research, education and training activities.

Mandatory qualifications / Professional registration / Other requirements

Speech Pathologists:

- **Qualification:** Possession of a qualification in Speech Pathology from a registered tertiary institution is mandatory for this role.
- **Professional Membership:** Possession of membership with Speech Pathology Australia is mandatory for this role. Membership must be maintained for the duration of employment in this role.
- **Supporting Documentation:** For the purposes of Criminal History checking, applicants must provide copies of any identification documents that are requested by the hiring manager during the recruitment process. In addition, applicants must provide copies of any qualification, registration and/or licence documents that are requested by the hiring manager. All requested documents must be certified by a Justice of the Peace or a Commissioner for Declarations.

- **Criminal History Clearance – Blue Card:** Possession of a Positive Notice Blue Card from Blue Card Services is mandatory for this role. If a current Positive Notice Blue Card is not held by the applicant, they **cannot commencement duty** with the MHHS until this is obtained. MHHS will meet the cost of and facilitate obtaining this check for the applicant.
- **Criminal History Clearance – Aged Care:** Possession of a current National Police Certificate from the Queensland Police Service is mandatory. If a current National Police Certificate is not held by the applicant, they **cannot commencement duty** with the MHHS until this is obtained. MHHS will meet the cost of and facilitate obtaining this check for the applicant.
- **Licence to Operate Vehicle:** The incumbent may be required to operate a class C motor vehicle, therefore possession of the appropriate licence endorsement to operate this type of vehicle is required.
- **Travel:** The incumbent may be required to travel throughout the MHHS district.
- **Vaccination Requirements (Vaccine Preventable Diseases):** It is a mandatory condition of employment for this role for the incumbent to be, and remain, vaccinated against Measles, Mumps, Rubella, Varicella (chicken pox), Pertussis (whooping cough) and Hepatitis B. This is a requirement of the National Health and Medical Research Council Australian Immunisation Handbook and the Queensland Health Infection Control Guidelines. Employees that were engaged with the MHHS prior to 1 July 2016, with no break in service, 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 HHS to another HHS). Evidence of vaccination will be required prior to commencement.

How you will be assessed

You will be assessed on your ability to demonstrate the following key capabilities, knowledge, and experience. Within the context of the responsibilities described above, the ideal applicant will be someone who can demonstrate the following:

- **Communication:** A high level of communication and interpersonal skills to deliver quality clinical services across multiple facilities.
- **Leadership:** Ability to work effectively in a multi & trans-disciplinary health care team, lead service improvement and contribute to team goals.
- **Clinical:** Well-developed clinical knowledge, skill and expertise for managing a diverse caseload with minimal supervision.
- **Research, Education, Training and Evidence Based Practice:** Proven ability to rapidly acquire knowledge and skills through professional development to ensure the progression of discipline clinical standards & service prioritise and participation in evaluation and research, clinical education, and supervision processes.

Your application

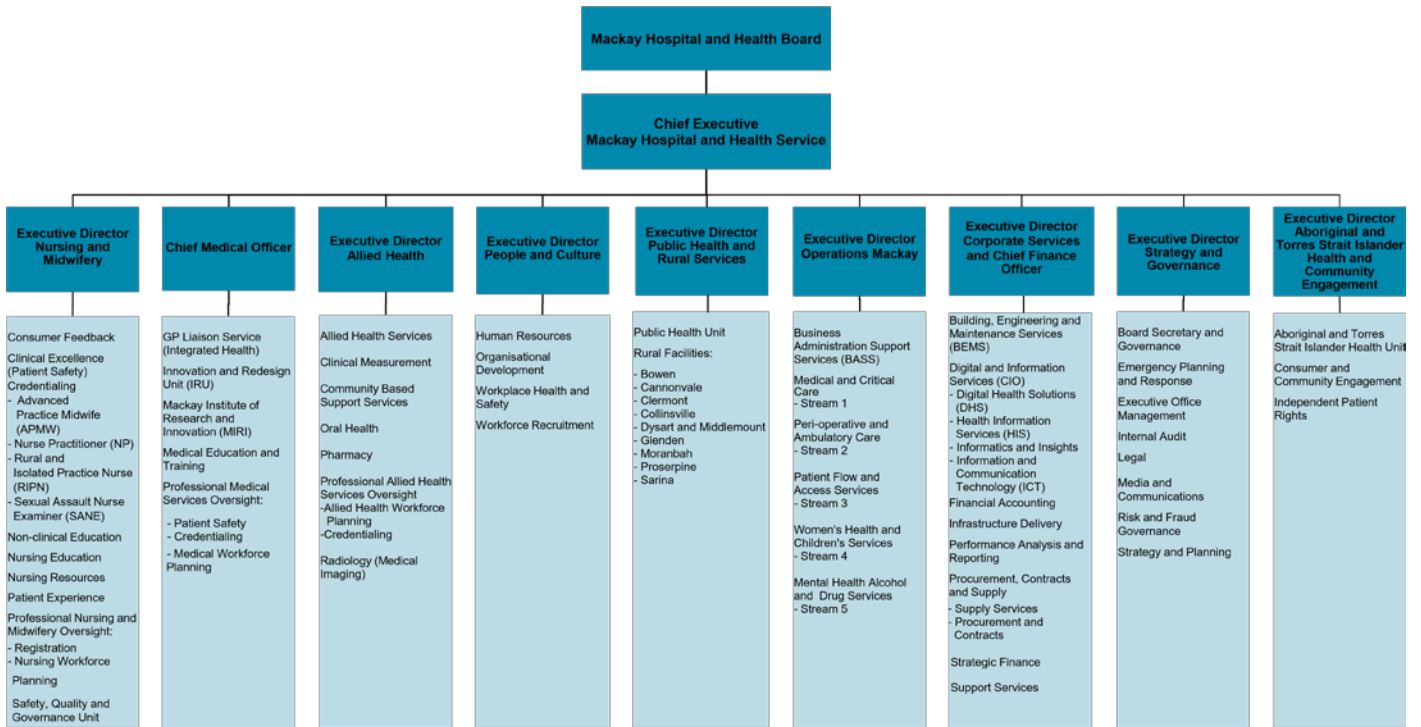
Please provide the following information to the Selection Panel to assess your suitability:

- **A short response/cover letter:** Document should be a maximum of 2 pages and outlines how your experience, abilities and knowledge would enable you to achieve the key responsibilities and meet the key attributes in the 'How you will be assessed' section above.
- **Your current CV or resume:** Document that includes names and contact details of two referees. Referees should have a thorough knowledge of your capabilities, work performance and conduct within the previous two years, and it is preferable to include your current or past supervisor.

Additional information

- **Currency of Applications:** Applications remain current for 12 months (permanent roles) and for the duration of the vacancy (temporary roles).
- **Recruitment Agency Submissions:** Only applications from candidates will be accepted; applications that may result in an agency fee will not be considered.
- **Future Vacancies:** Future vacancies of a temporary, full-time and part-time nature may also be filled through this recruitment process.
- **Pre-Employment Screening:** 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.
- **Probation:** Employees who are permanently appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment.
- **Child Abuse/Neglect:** 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.
- **Disclosure of Employment as a Lobbyist:** Applicants will be required to give a statement of their employment as a lobbyist within one month of taking up the appointment:
<https://www.forgov.qld.gov.au/documents/policy/lobbyist-disclosure>
- **Disclosure of Pre-Existing Illness:** 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/view/html/inforce/current/act-2003-027>
- **Smoke-free Healthcare:** 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.
- **Quantitative Fit Testing of P2/N95 Masks:** As part of the ongoing response to COVID-19, the MHHS has implemented a respiratory protection program with procedures and processes for conducting fit testing of P2/N95 masks for relevant healthcare workers.

Organisational chart



Last updated March 2024