



Role description

Role Details

Job ad reference	GCTP290066
Role title	Psychiatry Registrar – Principal House Officer (PHO)
Status	Temporary full time
	Please note, future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process
	Please note, suitable part time or job share arrangements may be accommodated within this role
Location	Southport and Robina
	Note that this position may be required to work throughout the Gold Coast Hospital and Health Service and that the positions primary work location may change based on operational requirements.
Unit/Branch	Mental Health Medical Staff
Division	Emergency and Specialty Services Gold Coast Hospital and Health Service
Closing date	Ongoing
	Applications will remain current for the duration of the vacancy
Classification	L4 – L9
Salary	\$4966.90 - \$5758.70 per fortnight
Contact name	Jodie Frankhauser
Contact number	(07) 5687 7116
Online Applications	www.smartjobs.qld.gov.au

Purpose of the Role

Provide day to day clinical care under the supervision of a consultant Psychiatrist.

Our Values

Gold Coast Hospital and Health Service is committed to its six guiding principles which are at the core of all positions and articulate the behaviours that are required when working within the Health Service:



Whilst we implement our strategic objectives to be recognised as a centre of excellence for world class health care, our [values](#) provide the framework to focus our individual behaviours and performance outcomes.

Health Equity and Racism

Gold Coast Health is committed to improved health equity for Aboriginal and Torres Strait Islander peoples in our community as presented in our [Reconciliation Statement](#). It is expected that all Gold Coast Health staff as a valuable member of the Gold Coast Health workforce, contribute to the health equity agenda. Please visit our [website](#) for additional information.

Diversity and Inclusion

[Diversity](#) is at the heart of Gold Coast Health and is critical to a work environment that is equitable and inclusive. A broad range of perspectives, backgrounds and ideas makes us stronger and is essential to delivering high quality health care. Everyone has a role to play in making GCH a place where we all 'Always Belong'. [Contact Diversity and Inclusion](#)

Organisational Alignment

Gold Coast Health has a [Core Capability Framework](#) (CCF) with five core capability groups; Personal Attributes; Building Relationships, Results Focused, Business Enablers, Leadership and People Management. Under each of the five capability groups, individual capabilities are identified which are essential to drive performance excellence across our workforce. Below outlines the five core role capabilities required to deliver against the key duties and accountabilities of this role. Capabilities are aligned to Leader Profiles; Leading Self, Leading Others, Leading Leaders and Leading Executives. The Leader Profile and Core Capabilities for this role are detailed below.

Leader Level: Leading Others Core Role Capabilities

Personal Attributes	Individual behaviours influenced by our values and ethical compass	Leading Others Act With Integrity - Role model ethical and professional behaviour, working within the boundaries of level and delegation, acknowledging mistakes and reporting unethical behaviour
Build Relationships	Shape and maximise relationships with colleagues, patients and the community	Leading Others Communicate Effectively - Provide tailored, clear and concise messaging in both verbal and written communications, anticipating and preparing responses to concerns
Results Focused	Drive and influence successful organisational outcomes	Leading Others Demonstrate Accountability - Evaluate both self and others professional and personal performance, ensuring alignment to policies and procedures, implementing control measures if required
Business Enablers	Boost effective service delivery and champion change management	Leading Others Optimise Resources - Develop plans which guide the work of the team, aligning to organisational objectives and allocating the correct resources to tasks
Leadership and People Management	Inspire, engage and build our workforce	Leading Others Make Sound and Agile Decisions - Make well-reasoned decisions, balancing intuition and reason to form effective judgements in each situation

Key Duties and Accountabilities

Fulfill the responsibilities of this role in accordance with Queensland Public Service, the Gold Coast Hospital and Health Service (GCHHS) values.

- Comply with the [Code of Conduct for the Queensland Public Service](#) and all policies and procedures.
- Comply with the [National Safety and Quality Health Service Standards](#) and the Gold Coast Health [Clinical Governance Framework](#) in all areas of your practice.
- Provide inpatient and outpatient medical care under supervision and direction of senior medical staff.
- Provide support for senior medical staff.
- Actively participate in tutorials, grand rounds, attend compulsory courses and participate in case presentations and develop clinical knowledge and skills.
- Contribute towards the oversight and assessment of junior medical staff. Supervise house officers and interns allocated to the unit.
- Actively participate in orientation, supervision and education of junior medical staff and medical students.
- Actively participate in outcome reviews and audits and contribute to and support clinical unit improvement activities through identifying areas for improvement and participating in implementation.
- Act as a role model to residents and interns through providing on the job guidance and direction to and becoming involved in prevocational educational programs.
- Comply with and use policies, procedure regulations and standards which impact on the position and demonstrate initiative aligned to ensuring the safest possible environment for patients and staff including contemporary human resource management issues, workplace health and safety, equal employment opportunity and anti-discrimination.
- Actively participate in the hospital's Integrated Risk Management and Safety Program including participation in Incident Monitoring System and Root Cause Analysis where appropriate.
- Assess patients, determining, selecting and organising investigations.
- Interview, examine and identify clinical problems.
- Establish a clinical management plan for patients in consultation with the consultant.
- Where appropriate, ensure discharge planning commences early in the process of care.
- Communicate assessment findings, proposed management plan and alternatives to patient and carers and to seek consent.
- Gather input from appropriate multidisciplinary team members for patient's ongoing clinical care.
- Continually monitor and review patient progress and adjust the management plan when necessary.
- Maintain appropriate comprehensive and concise documentation of all observations, opinions, diagnoses, other data and procedures undertaken.
- Preparation of discharge letters, discharge summaries and other reports as required by the Hospital and Health Service.
- Work in such locations and on daily and afterhours rosters as directed by the Clinical Director of Psychiatry. May require home visits and community visits depending on the allocated position.
- Follow policies, procedures and instructions relating to work health and safety that are relevant to the work being undertaken to ensure high quality and safe services in the workplace.
- Take reasonable care for your own health, safety and wellbeing and take reasonable care to ensure that your acts or omissions do not adversely affect the health, safety and wellbeing of others.
- Employees who are appointed to the GCHHS are accountable for information security, management and appropriate use, in accordance with legislation, standards, policies and procedures.
- Comply with reasonable instructions that are provided for the safety of you and others at the workplace.
- As far as reasonable practicable ensure you eliminate risk to the health and safety of your workers by providing a safe work environment and appropriate safe equipment. Ensure you report and investigate any work related incidents within your area of control.

- Provide training, instruction and equipment necessary for others to undertake their role safely, and ensure workers understand their responsibilities under the WHS policy, procedures and instructions. Monitor the health and wellness of your workers to ensure they are not being adversely affected by conducting their work.
- Ensure safe work practices, procedures and controls are in place that are specific to the hazards in your area of control that either meet or exceed requirements set out in the work health and safety legislation and relevant codes of practice.

Mandatory Qualifications / Professional Registration / Other Requirements

- Appointment to this position requires proof of qualification (MBBS or equivalent)
- Appointment to this position requires proof of qualification and registration with the Australian Health Practitioner Regulation Agency (AHPRA) or one of the following boards below. Certified copies of relevant qualification and registration must be provided to the appropriate supervisor/manager, prior to the commencement of clinical duties.
- 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
- It is a condition of employment in this role for new employees to GCHHS to undertake a tuberculosis screening, to identify if the tuberculosis vaccination may be required in accordance with the Queensland Health Protocol.
- This position requires the incumbent to operate a government vehicle and an appropriate Licence endorsement to operate this type of vehicle is required.

How to Apply

Please submit the following for the panel to assess your suitability:

- Your **resume**, including a comprehensive employment history, the qualifications you hold and the contact details for at least two referees (Referees should have a thorough knowledge of your capabilities, work performance and conduct within the previous two years).
- A **cover letter** (no more than 2 pages) outlining your suitability for the role. In your response, please address the Core Role Capabilities listed under 'Organisational Alignment' using recent examples of your experience, aligned to the 'Key Duties and Accountabilities' for the role, listed above.

Submit your application via www.smartjobs.qld.gov.au

Only those persons eligible to work in Australia may be employed by Queensland Health. Prospective employees are required to provide proof of identity and documentary evidence of their [right to work in Australia](#).

Hand delivered applications will not be accepted.

Late applications cannot be submitted online. For a late application to be considered, please contact Recruitment on Recruitment_GoldCoast@health.qld.gov.au.

Gold Coast Health is committed to providing an accessible, inclusive work environment. Please contact the nominated person if you require any reasonable adjustments throughout this recruitment process.

Further Information

For further information about this opportunity and the benefits and conditions of [working at Gold Coast Health](#) please refer to the Information for Applicants document attached with this Smart Jobs advertised vacancy.

6 month probation period may apply to this appointment.