



# Role description

Gold Coast Health

## Role Details

<b>Job ad reference</b>	GC371797
<b>Role title</b>	Senior Staff Specialist or Staff Specialist (Intensive Care)
<b>Status</b>	Temporary full time   Temporary part time Please note, future vacancies of a temporary full time and part time nature may also be filled through this recruitment process
<b>Location</b>	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.
<b>Unit/Branch</b>	Musculoskeletal and Critical Care
<b>Division</b>	Surgical, Anaesthetics and Procedural Services Gold Coast Hospital and Health Service
<b>Closing date</b>	Tuesday, 18 May 2021 Applications will remain current for 12 months
<b>Classification and Salary</b>	Senior Staff Specialist (L25-L27) \$220,269 - \$227,843 per annum \$102.96 – \$109.17 per hour  Staff Specialist (L18-L24) \$179,703 - \$208,735 per annum \$86.10 – \$100.01 per hour
<b>Contact name</b>	Dr Andrew Semark
<b>Contact number</b>	(07) 5687 5673
<b>Online Applications</b>	<a href="http://www.smartjobs.qld.gov.au">www.smartjobs.qld.gov.au</a>

## Purpose of the Role

Provide high level intensive care services within the approved scope of clinical practice as part of the Intensive Care team. Provide routine specialist intensive care services to patients within the Intensive Care Unit and its outreach patients. Work collaboratively across departments, particularly with perioperative, interventional, emergency, imaging and surgical services, and work as a member of the clinical team.

## 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.

## 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, however, all capabilities listed within the framework remain essential in order to successfully perform at Gold Coast Health.

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. Visit the [Core Capability Framework](#) (CCF) for further detail.

**Leader Level:** Leading Others

### Core Role Capabilities

<b>Personal Attributes</b>	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
<b>Build Relationships</b>	Shape and maximise relationships with colleagues, patients and the community	Leading Others   Work Collaboratively - Foster collaborative teamwork, sharing feedback and positive progress, while rewarding collaborative, cooperative behaviour in others
<b>Results Focused</b>	Drive and influence successful organisational outcomes	Leading Others   Deliver Results - Identify and engage key contributors to deliver against results while sharing knowledge and skills to develop the team and support in delivering results
<b>Business Enablers</b>	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
<b>Leadership and People Management</b>	Inspire, engage and build our workforce	Leading Others   Inspire and Lead with Purpose - Express a sense of purpose and coach and demonstrate to others how to link team goals with organisational strategy

## About the Service Line

The Intensive Care Unit provides high quality critical care management to inpatients and its outreach patients. The Gold Coast University Hospital's Intensive Care Unit (ICU) is a tertiary adult ICU with a wide case mix of general medical and surgical critically ill patients. We are accredited with the College of Intensive Care Medicine (CICM) for Trauma, Cardiothoracic and Neurosurgery. We provide an extracorporeal membrane oxygenation (ECMO) service and participate in the statewide ECMO retrieval service. We have a strong educational focus with an established primary and part 2 examination program as well as supporting Griffith and Bond University medical students.

## Key Duties and Accountabilities

- Fulfill the responsibilities of this role in accordance with Queensland Public Service and Gold Coast Hospital and Health Service (GCHHS) values.
- Provide specialist intensive care to patients in the Intensive Care Unit including after hours.
- Undertake comprehensive assessment, resuscitation and ongoing management of critically ill patients with life-threatening single and multiple organ system failure, within an Intensive Care Unit environment.
- Determine suitability for admission to and discharge from the ICU with appropriate liaison with inpatient services.
- Enable clinical pathways and early discharge procedures.
- Participate in the interdisciplinary Model of Care developments.
- Provide close supervision of registrars and junior medical staff in the department to ensure a high standard of clinical practice. This includes active involvement in the formative and summative assessment of these groups.
- Provision of appropriate training and mentoring for specialist registration by the professional colleges.
- Participate in the planning, delivery and evaluation of educational programs in the field of critical care for postgraduate and undergraduate students in medical, nursing and other health professions, as appropriate for a university teaching hospital.
- Maintain critical care service standards, guidelines, procedures and policies.
- Active participation and attendance at departmental meetings including those monitoring quality and safety outcomes.
- Actively participate in Quality Improvement initiatives in the ICU to ensure that all aspects of the service are regularly reviewed and opportunities for improvement identified.
- Participate in risk management and critical incident monitoring within the Department. Including, but not limited to the investigation and resolution of complaints, monitoring of radiology interpretation accuracy and investigation of all incident reports.
- Assist in the response to complaints, concerns and compliments in a timely manner.
- Attend committees and other meetings, both within and outside the Department, as requested by the Director and provide reports as required.
- 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.
- Participate in and/or lead research into areas relevant to the ICU.
- Participate in Continuing Professional Development activities as directed by the relevant specialist colleges and the Medical Director to maintain accreditation and personal professional improvement.
- Comply with and participate in performance management activities as necessary.
- With Service Director and the Surgical, Anaesthetics and Procedural Services (SAPS) Executive, undertake responsibilities including:-
  - Assist the Director in the day-to-day running of the ICU in its provision of services including the management of the human and material resources necessary to provide services.
  - Undertake additional duties as directed by the Medical Director of ICU including representing your service at forums and committees, offering expert advice, counsel and leadership on clinical service delivery and development.
  - Facilitate the provision of clinical services and the development of clinical protocols and guidelines for efficient and appropriate critical patient care.
  - Work in close collaboration with personnel across the hospital to monitor and facilitate all operational issues involved in a multidisciplinary approach to quality care of critical care patients from pre-hospital to discharge.
- 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 reasonably 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

- It is a condition of employment in 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. It is also a condition of employment for new GCHHS employees to undertake a tuberculosis screening to identify if the tuberculosis vaccination may be required in accordance with the Queensland Health Protocol.
- MBBS or equivalent registrable with the Medical Board of Australia plus FCICM or equivalent acceptable to the College of Intensive Care Medicine and registrable as a specialist with the Australian Health Practitioner Regulation Agency (AHPRA). Applicants nearing the completion of their training are welcome to apply.
- Relevant qualification/s and registration must be provided to the appropriate supervisor/manager, prior to the commencement of clinical duties.
- Recent tertiary intensive care hospital experience is essential specifically in the areas of critical care for trauma, cardiac surgery and neurosurgery patients.
- While not mandatory, experience in Medical Emergency Teams (MET), echocardiography and extra-corporeal therapies would be advantageous.
- The incumbent will be required to participate in the department's on call roster which includes after hours and weekend shifts.

## How to Apply

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

- Your **resume** on the template for medical practitioners attached to this Smart Jobs advertised vacancy. It should include 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](http://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 Senior Workforce Advisory Services via email [GCSeniorWorkforceServices@health.qld.gov.au](mailto:GCSeniorWorkforceServices@health.qld.gov.au).

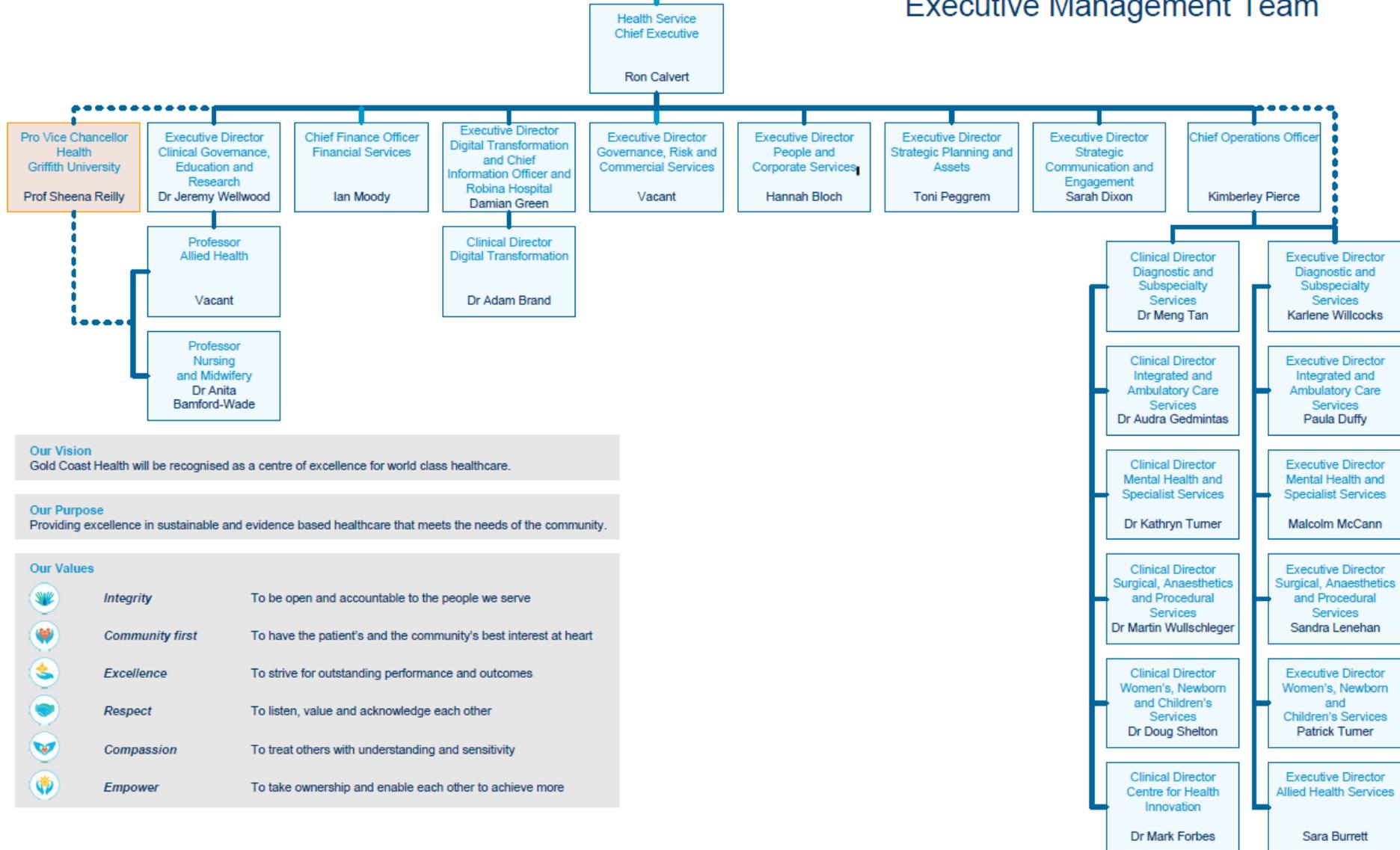
## Further Information

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.

**Gold Coast Hospital and Health Service Board**

# Organisation Structure

## Executive Management Team



**Our Vision**  
Gold Coast Health will be recognised as a centre of excellence for world class healthcare.

**Our Purpose**  
Providing excellence in sustainable and evidence based healthcare that meets the needs of the community.

- Our Values**
- Integrity** To be open and accountable to the people we serve
  - Community first** To have the patient's and the community's best interest at heart
  - Excellence** To strive for outstanding performance and outcomes
  - Respect** To listen, value and acknowledge each other
  - Compassion** To treat others with understanding and sensitivity
  - Empower** To take ownership and enable each other to achieve more