

## Role Description

<b>Job ad reference:</b>	MS04308157
<b>Role title:</b>	Staff Specialist or Senior Staff Specialist (ICU)
<b>Status:</b>	Temporary Full-Time position for up to 6 months with possibility of extension, immediate start required. <i>(Future vacancies of a temporary, full time or part time nature may be filled through this recruitment process)</i>
<b>Unit:</b>	Intensive Care Unit
<b>Health Service:</b>	Metro South Hospital and Health Service
<b>Location:</b>	Logan Hospital
<b>Classification level:</b>	L18-L24 or L25-L27
<b>Salary level:</b>	(see remuneration explained page 4)
<b>Closing date:</b>	Wednesday 24 <sup>th</sup> April 2019 <i>(Applications will remain current for 12 months)</i> <i>Please note: No third party applications will be accepted</i>
<b>Contact:</b>	Dr Kristine Estensen
<b>Telephone:</b>	(07) 3299 8371
<b>Online applications:</b>	<a href="http://www.smartjobs.qld.gov.au">www.smartjobs.qld.gov.au</a>
<b>Deliver application:</b>	Hand delivered applications will not be accepted

### Purpose of the Role

- Provision of high quality clinical services within the Intensive Care Unit at Logan Hospital
- Provision of education to Medical Staff and Students, Allied Health, Interested Community Groups and Nursing Staff.
- Active participation in quality activities including patient safety, audit, research and service planning activities for the Intensive Care Unit at Logan Hospital.

### Your key responsibilities

- Fulfil the accountabilities and responsibilities of this role in accordance with Metro South's purpose and objectives, as outlined below.

#### *Clinical and management responsibilities*

- Provision of Intensive Care services to Logan Hospital.
- Participation in the on-call roster.
- Undertake clinical duties in a professional, timely and responsible manner.
- Professionally responsible for direct care of patients including inpatients and consultations.
- Performance and supervision of essential clinical procedures.
- Provide clinical supervision and teaching of undergraduate and postgraduate medical staff.
- Ensure effective communication with the patient's other health care providers and family carers.
- Promote the benefits of a multidisciplinary team by involving multidisciplinary team members in the assessment and provision of patient care.
- Assist in the development of policies to ensure the continuity of service is maintained for patients.
- Manage the performance appraisal and development of subordinate staff.
- Provide ethical decision making in the achievement of organisational goals.

## *Quality of physician services*

- Ensure policies, procedures and practices are consistent with contemporary best practice, Professional College, 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.
- Liaise effectively with other medical staff.
- Participate in peer review activities at a local and regional level.
- Monitor, report, and assist in the investigation of critical incidents/adverse events.
- Ensure clinical records and practices fully comply with Queensland Health and Metro South regulations.

## *Education*

- Ensure an optimal training experience in terms of knowledge and skills development for junior medical staff, medical students and other staff as appropriate.
- Provide education sessions to Redlands Hospital.
- Demonstrate evidence of continuing medical education and training in compliance with the requirements of the College of Intensive Care Medicine.

## *General*

- Ensure patients and other staffs are treated fairly and with mutual respect and understanding, regardless of cultural, religious, ethnic and linguistic backgrounds.
- Commit to patient safety and quality in the delivery of health care by actively participating in safety and quality practices.
- Commitment to working as a member of a multidisciplinary team.
- Any other duties as reasonably requested from time to time commensurate with the clinician's skill level and competence.
- Participate in an annual performance/contract review
- The medical officer will initially perform the duties in accordance with the working arrangements set out in the medical officer's work roster included with the Role Description, which is subject to amendment from time to time by the service in accordance with operational requirements.
- The medical officer will be expected to adapt and adjust to roster changes in case of an unanticipated change in unit staffing.
- Lead and manage staff by fostering and committing to patient safety and quality in the delivery of health care by maintaining and evaluating safety and quality practices and initiatives.

## **Qualifications/Professional registration/ Other operational requirements**

- Appointment to this position requires proof of qualification and registration or membership with the appropriate registration authority or association within Australia. Certified copies of the required information must be provided to the appropriate supervisor/manager, prior to the commencement of clinical duties.
- MBBS (or equivalent) registrable with the Medical Board of Australia.
- FCICM, registrable as a Specialist in Intensive Care Medicine with the Medical Board of Australia.
- Approved Scope of Clinical Practice commensurate with the position requirements.
- This position requires the incumbent to operate a class C motor vehicle, and an appropriate licence endorsement to operate this type of vehicle is required. Proof of this endorsement must be provided before commencement of duty.
- This position requires the medical officer being on-call to be able to attend and provide clinical expertise and support to junior staff or colleagues for a medical emergency as and when necessary at a short notice.

## Vaccine Preventable Diseases (VPD)

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: hepatitis B, measles, mumps, rubella, varicella (chicken pox) and pertussis (whooping cough).

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 (ie one HHS to another HHS, Department to a HHS, or HHS to Department).

## Are you the right person for the job?

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

### Key Attributes/Workplace Behaviours

Patient Focus	Provides patient care by displaying personal qualities of respect, politeness and empathy as well as involving patients and carers in the care process.
Communication	Demonstrates effective communication skills by actively listening, providing relevant and timely information and adapting their style to suit others.
Interpersonal skills	To demonstrate high level of interpersonal skills when dealing with differing opinions and conflicts.
Developing Others	Actively participates and initiates training in order to develop others through the provision of tuition, education, on-the-job learning and mentoring in line with adult learning principles.
Continuous Improvement	Sets goals and develops the structure to deliver a continuous improvement program, remaining flexible and open to change.
Continuous Learning	Committed to own ongoing professional development and actively contributes to professional memberships and networks.
Staff Management	Accommodates and adapts to changes in rostering and working patterns in a supportive and understanding way.

## How to apply

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

- 1. A short-written response** (maximum 1-2 pages, dot points acceptable) on how your experience, abilities, knowledge and personal qualities would enable you to achieve the key attributes and responsibilities and meet the key skill requirements.
- 2. Your current CV or resume, including two referees.** You must seek approval prior to nominating a person as a referee. Referees should have a thorough knowledge of your work performance and conduct, and at least one should be your current/immediate 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 resume and contact the selection panel chair to discuss.

**Remuneration Package**

Remuneration Package	Details	
	Fortnightly amount (\$)*	Annualised percentage (%)
Base salary	<b>L18 – L24</b> \$6,556.10 - \$7,615.30 <b>L25 – L27</b> \$7,840.10 - \$8,312.40	
Standard allowances Professional development and motor vehicle allowances	<b>L18 – L24</b> \$1,571.53 <b>L25 – L27</b> \$1,744.01	
Attraction and retention	Assigned (50%) <b>L18 – L24</b> \$3,278.05 – \$3,807.65 <b>L25 – L27</b> \$3,920.05 – \$4,156.20	50% of base for assigned or 25% for retained (GPPA)
<b>TOTAL REMUNERATION</b> * (excluding superannuation)	<b>L18 – L24</b> \$13,045.15 - \$14,898.33 <b>L25 – L27</b> \$15,464.15 - \$16,290.71	

\* Paid pro-rata for engagement period or for part time

**Granted Private Practice**

Granted Private Practice option Assigned or Retained or Not Applicable (VMOs)

The Service nominates if the Medical Officer is granted permission to participate in Granted Private Practice. Where the Service grants the Medical Officer the opportunity to participate in Granted Private Practice, the Medical Officer must perform Granted Private Practice in accordance with their Granted Private Practice Agreement.

Where the parties agree that the Medical Officer exercises Granted Private Practice the Medical Officer provides a professional service to a Private Patient during the Medical Officer's hours of work in the public hospital system.

**Declaration of outside practice**

Given the extensive nature of the Duties for this position, it is incumbent on the Service to understand exactly what other duties you may have. As such, notification of all other medical officer engagements is required, whether as an employee, contractor or business owner, including the following detail of such engagements:

1. Nature of engagement
2. Location
3. Working times
4. Duration of work
5. On call commitments

## About Metro South Hospital and Health Service

Metro South Health is the largest Hospital and Health Service in Queensland, with an estimated residential population of approximately one million people or 23 per cent of Queensland's population.

Metro South Health is situated in the South-East corner of Queensland from the Brisbane River in the north to the Redland City Council in the east, and to the Scenic Rim Shire down to the border of New South Wales in the south-west. It is the most culturally diverse area of Queensland with 28.5% of the community born overseas and 16% from non-English speaking countries. This health service does not include the Mater Hospitals.

Clinical services provided within Metro South Health include:

- Princess Alexandra Hospital
- Logan Hospital
- Beaudesert Hospital
- QEII Hospital
- Redland Hospital
- Wynnum Health Service Centre
- Redland Residential Care
- Redland Renal Dialysis Unit
- Casuarina Lodge
- Marie Rose Centre (Dunwich)
- Community Health Services
- Oral Health Services
- Addiction and Mental Health Services
- Medical Aids Subsidy Scheme

## Our Vision

To be renowned worldwide for excellence in health care, teaching and research.

## Our Purpose

Metro South's purpose is to deliver high quality health care through the most efficient and innovative use of available resources, using planning and evidence-based strategies.

## Our Objectives

- Improving services for patients.
- Implementing reform of the Queensland Health system in Metro South.
- Focusing resources on frontline services.
- Ensuring accountability and confidence in the health system.

## Logan Bayside Health Network Profile

Logan Bayside Health Network is primary provider of public hospital services to the communities of the Scenic Rim Shire, Logan City, Redland City and the southern bayside suburbs of Brisbane City and includes:

- Logan Hospital - a 410 bed secondary teaching hospital.
- Redland Hospital - a 143 bed secondary teaching hospital co-located with a 126 bed residential aged care facility, a community health centre and the 60 bed Mater Private Hospital Redland.
- Beaudesert Hospital - a 22 bed rural hospital with procedural and birthing services.
- Wynnum Health Service - a small 21 bed sub-acute and palliative care inpatient facility, collocated with a community health centre and an extended hours acute primary care centre.
- Marie Rose Centre - a Clinical Services Capability Framework (CSCF) level one, 24 hour primary emergency care clinic located on North Stradbroke Island.

Logan Bayside Health Network also provides the following Metro South-wide services:

- The Metro South Community Aged Care and Rehabilitation Service, including Redland Residential Care (126 bed Residential Aged Care Facility) and the Metro South Transition Care Program.
- The Metro South Health Equity and Access Unit, including the Southern Queensland Centre of Excellence for Aboriginal and Torres Strait Islander Primary Health Care and the Logan Refugee Health Clinic.

## **Hospital/Unit Profile**

The Logan Emergency Department is among the busiest in Queensland. Facilities include separate adult and paediatric treatment areas, 5 dedicated resuscitation bays and a 13 bed short stay unit. Medical imaging including CT is located within the department.

## **Organisational Structure**

The organisational chart is available at <http://www.health.qld.gov.au/metrosouth/>

## **Pre-employment screening**

Pre-employment screening, including criminal history and discipline history checks, may be undertaken on persons recommended for employment. The recommended applicant will be required to disclose any serious disciplinary action taken against them in public sector employment. In addition, any factors which could prevent the recommended applicant complying with the requirements of the role are to be declared.

Roles providing health, counselling and support services mainly to children will require a Blue Card. Please refer to the Information Package for Applicants for details of employment screening and other employment requirements.

## **Health professional roles involving delivery of health services to children and youth**

All relevant health professional (including registered nurses and medical officers) 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.

All relevant health professional are also responsible for the maintenance of their level of capability in the provision of health care and their reporting obligations in this regard.

## **Salary Packaging**

To confirm your eligibility for the Public Hospital Fringe Benefits Tax (FBT) Exemption Cap please contact either of the Queensland Health Salary Packaging Bureau Service Providers - RemServ via telephone 1300 30 40 10 or <http://www.remserv.com.au> or SmartSalary via telephone 1300 218 598 or <https://qld.smartsalary.com.au/>

## **Disclosure of Previous Employment as a Lobbyist**

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/library/document/policy/lobbyist-disclosure-policy.pdf>

## **Probation**

Employees who are permanently appointed to Metro South Health may be required to undertake a period of probation of six months (except for certain medical officers whose probationary period is 12 months) in accordance with Metro South's Probation Procedure WS.B.PR.2.3.

### Organisational Chart

