



Senior Staff Specialist or Staff Specialist (ICU) Permanent full time, QEII Jubilee Hospital, Coopers Plains

Metro South Health is Australia's first digital health service and the first health service in Australia to be recognised for excellence in person-centred care by Planetree International. It's also one of the largest in Queensland, with an estimated residential population of approximately one million people or 23 per cent of Queensland's population.

This is your opportunity to join the dedicated team of professionals at Metro South Health and be part of a world-class, dynamic and growing health service that embraces technology, excellence in health care, teaching, research and empowering our people to be the best in serving our community.

About the Role

Provide high quality clinical services as part of the Intensive Care Unit (ICU) including provision of education to Medical Staff and Students, Allied Health, Nursing Staff and interested Community Groups. Actively participate in patient safety, audit, research and service planning activities.

- Provision of medical services in the ICU, including participation in the on-call roster.
- Undertake clinical duties in a professional, timely and responsible manner.
- Professionally responsible for direct care patients including inpatients, outpatients and consultations.
- Provide clinical supervision and teaching of undergraduate and postgraduate medical staff.
- Ensure efficient effective communication with the patient's other health care providers and family carers.
- Assist in the development of policies to ensure the continuity of service is maintained for patients.

Find out about the role in more detail and how to apply in the attached Role Description.

Benefits

We offer rewarding career opportunities across a wide range of clinical and non-clinical areas across our health service and pride ourselves on providing a work environment that is safe, satisfying, flexible, and promotes a healthy work-life balance.

As a Metro South employee, you will benefit from a higher than standard employer contribution to Superannuation of up to 12.75%, access to salary packaging, flexible working arrangements and competitive salary rates with annual incremental increases.

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 our Health Service.

You can find out more about why it's so great to work at Metro South here: www.metrosouth.health.qld.gov.au/join-our-team

Salary: \$171 044 - \$216 865 per annum

Enquiries: Dr David Stewart (07) 3182 6111

Closing date: Thursday, 13 June 2019

Reference: MS06311230

To apply [please click here](#)

Role Description

Job ad reference:	MS06311230
Role title:	Senior Staff Specialist or Staff Specialist (Intensive Care Unit)
Status:	Permanent full time <i>Future vacancies of a temporary, full time or part time nature may be accommodated within this role</i>
Unit:	Intensive Care Unit Division of Medicine
Health Service:	Metro South Hospital and Health Service
Location:	QEII Jubilee Hospital, Cooper Plains
Classification level:	L25 – L27 or L18 – L24
Salary level:	(see remuneration explained page 4)
Closing date:	Thursday, 13 June 2019 Applications will remain current for 12 months <i>Please note: No third-party applications will be accepted</i>
Contact:	Dr David Stewart
Telephone:	(07) 3182 6111
Online applications:	Please click here to apply Hand delivered applications will not be accepted

Purpose of the Role

Provide high quality clinical services as part of the Intensive Care Unit (ICU) including provision of education to Medical Staff and Students, Allied Health, Nursing Staff and interested Community Groups. Actively participate in patient safety, audit, research and service planning activities.

Your key responsibilities

- Fulfil the accountabilities and responsibilities of this role in accordance with Metro South's purpose and objectives, as outlined below.
- Staffing and budget responsibilities:
 - The position has no formal supervisory responsibilities.
 - The position has no financial responsibilities.
 - The position reports to the Director, Intensive Care Unit.
- Perform duties as determined by the Service.
- Perform any other duties directed by the Service which are within their scope of practice and for which they are registered in the State.
- Perform other provisions related to the duties of the Medical Officer as agreed by the parties.
- Implement and support clinical models of care and patient safety initiatives as required.
- Support alternative revenue sources and maximise funding for the delivery of service (where appropriate).
- 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.

Clinical and Clinical Management Responsibilities

- Provision of medical services in the ICU, including participation in the on-call roster.
- Undertake clinical duties in a professional, timely and responsible manner.

- Professionally responsible for direct care patients including inpatients, outpatients and consultations.
- Provide clinical supervision and teaching of undergraduate and postgraduate medical staff.
- Ensure efficient effective communication with the patient's other health care providers and family carers.
- Assist in the development of policies to ensure the continuity of service is maintained for patients.

Quality of Intensivist Services

- Ensure policies, procedures and practices are consistent with contemporary best practice, Professional College, Queensland and National standards.
- Ensure management of patients is efficient, of high quality and clinically appropriate.
- Develop, implement, monitor and review quality improvement programs.
- Establish, develop and improve patient care guidelines for common diagnostic groups.
- 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.
- Demonstrate evidence of continuing education and training in compliance with the requirements of the College of Intensive Care Medicine.
- Participate in continuing medical education.

General

- A commitment to the principles of EEO and the Anti-Discrimination Policy.
- Commitment to working as a member of a multidisciplinary team.
- Any other duties as reasonably requested from time to time commensurate with the Intensivist's skill level and competence.
- Ensure patients and other staff are treated fairly and with mutual respect and understanding, regardless of cultural, religious, ethnic and linguistic backgrounds.
- 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 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.
- Fellowship with the College of Intensive Care Medicine with demonstrated training and experience in general medicine as practised in an acute hospital setting.

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

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).

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 schedule 3 of the contract.

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.

Visit to view: <http://www.health.qld.gov.au/employment/conditions/contracts/medical/default.asp>

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

Negotiation	Effectively negotiates to reach outcomes that meet the organisation's needs.
Problem Solving	Demonstrates a collaborative and creative approach to problem solving, accessing relevant information in a methodical and systematic way and maintaining a solution's focus.
Patient Focus	Actively determines the needs of patients and deals with issues diplomatically.
Continuous Improvement	Sets goals and develops the structure to deliver a continuous improvement program, remaining flexible and open to change.
Staff Management	Supervises others in a supportive and understanding way, demonstrating strong communication skills.
Work Values	Demonstrates honesty, integrity and respect for all patients, carers and staff.

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 one should be 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 resume and contact the selection panel chair to discuss.

Remuneration Package

Remuneration Package	Details	
	Fortnightly amount (\$)*	Annualised percentage (%)
Base salary	L18 - \$6556.10 – L24 - \$7615.30 L24 - \$7840.10 – L27 - \$8312.40	
Standard allowances Professional development and motor vehicle allowances	L18 – L24 - \$1571.53 L25 – L27 - \$1744.01	
Attraction and retention	L18 - \$3278.05 – L24 - \$3807.65 L25 - \$3920.05 – L27 - \$4156.20	50% for assigned
TOTAL REMUNERATION * (excluding superannuation)	L18 - \$11405.68 – L24 - \$12997.48 L25 - \$13504.16 – L27 - \$14212.61	

* Paid pro-rata for contracted period

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 Australia's first digital health service and the first health service in Australia to be recognised for excellence in person-centred care by Planetree International. It's also one of the largest 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-Manly Community Health Centre, Gundu Pa
- 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.

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.