

Senior Registrar or Registrar – Acute Medicine (After Hours Training)

Location*:	Herston	Unit/Department:	Internal Medicine and Aged Care
Status:	Temporary full time up to 12 months	Classification:	L10 – L13 or L4 – L9

Our Hospital and Health Service

Delivering outstanding health services is just one of the ways that we care for our community. Our passion for people is reflected in the way we do our work and live our values every day. We value and nurture our team members so that they can provide quality value based care to our patients across our diverse organisation. Our focus on Value Based Healthcare means we expect our staff to deliver the care the patient needs, no more and no less, to achieve the best quality of life for our community. This passion fuels our collaborative culture of innovation and research.

We embrace the diversity of local and greater communities as we provide services to people throughout Queensland, northern New South Wales and the Northern Territory, in all major health specialities including medicine, surgery, mental health, cancer care, trauma, women’s and newborn care, and more than 30 sub-specialities. Metro North services include rural, regional and tertiary hospitals, and community and oral health services.

Our diverse Health Service provides a wide variety of rewarding career paths across our tertiary/quaternary referral hospitals, secondary hospitals, community health centres, residential and extended care facilities and regional community hospitals. We expect our staff and volunteers to translate our values into action through providing high quality connected care that is relevant, efficient and respectful of our patients’ needs and wishes. Our people are passionate about our community and patients with a focus on putting people first. Come and work where people are at the centre of everything we do and your contribution is truly valued.

Please visit our website for additional information about Metro North. <http://metronorth.health.qld.gov.au/>

Our Vision

Changing the face of health care through compassion, commitment, innovation and connection

Our Hospital and Health Service Values and their corresponding Lominger™ competencies:



Respect

- Interpersonal savvy
- Manages conflict
- Communicates effectively
- Balances stakeholders



Teamwork

- Collaborates
- Develops talent
- Values differences
- Builds effective teams



Compassion

- Customer / Patient focus
- Demonstrates self-awareness
- Manages ambiguity
- Being resilient



High performance

- Cultivates innovation
- Action oriented
- Drives results
- Drives vision and purpose



Integrity

- Decision quality
- Ensures accountability
- Courage
- Manages Complexity

Painting by artist WULUKANTHA Ronald Abala

About the Role

Context

The Royal Brisbane & Women's Hospital (RBWH) is a 900 adult bed quaternary and tertiary referral centre based in the inner city suburb of Herston. It has a broad geographic catchment and is home to a number of highly specialised statewide services, such as Burns and Bone Marrow Transplant units. The Royal Brisbane and Women's Hospital (RBWH) receives a large number of emergency admissions and inter-hospital transfers 24h a day, 7 days a week, many of high complexity and acuity. The hospital maintains 24h access to emergency operating theatres, diagnostic imaging, interventional radiology and cardiac catheterisation services. A 30 bed Intensive Care Unit (ICU) manages a diverse caseload of trauma, burns, surgical and medical patients, with a dedicated Elective Surgical High Dependency Unit to support high risk postoperative care.

Like many similar facilities across Australia and internationally, there is a discrepancy in clinical outcomes for patients who are emergently admitted or experience clinical deterioration after-hours. The RBWH has undergone iterative clinical redesign since 2015 to address this imbalance, beginning with the Emergency Department (ED) interface but now culminating in a comprehensive and multidisciplinary hospital-wide after-hours team. There are 2 acute medical services that this role contributes to:

- EPICentre (EPIC) – The acute medicine service of the RBWH. This includes a 15-bed assessment unit with enhanced nurse staffing and cardiac monitoring capabilities. This service is the single point of contact for general medicine admissions 24 hours a day, 7 days a week and subspecialty medicine (including oncology) after-hours. A Rapid Review Clinic facilitates admission avoidance or earlier discharge for patients suitable for ambulatory care. The service also contributes to the leadership, training and senior review of the Medical Emergency Response Team (MERT).
- UP LATE – An after-hours team-based approach to care, focussed on patients at higher risk of clinical deterioration, i.e. Patients of Concern. The team is led by more senior registrars experienced in acute medicine/critical care and more senior nursing staff (UP LATE Nurse Navigator) with advanced skills in acute medicine/critical care. These clinical leaders supervise and support more junior team members covering the general wards, including all other on-site medical registrars, surgical and medical ward calls. They work collaboratively with ICU to ensure optimal care for Patients of Concern that require their support. UP LATE provides regular education to ward calls, both through formal teaching sessions and in the clinical environment. UP LATE also contributes to leadership and training of the MERT.

You will lead a diverse team of more junior registrars, resident medical officers and senior nurses in two roles – EPIC Registrar and Senior Trainee After-Hours Registrar (STAR). During your EPIC shifts you will be focussed on emergency admissions and inter-hospital transfers at the ED interface, while as the STAR you will be the clinical lead for the general wards with a focus on proactive management for Patients of Concern. Day and evening shifts are staffed by this role 7 days a week. These roles will provide a broad experience in managing both acute medical illness and clinical deterioration for a diverse patient population across the RBWH. You will be supervised by general physicians within the Department of Internal Medicine and Aged Care, reporting to the Epicentre/UP LATE Clinical Director. Rotation through this role can be accredited as core training for the Royal Australasian College of Physicians (Advanced Trainees in General & Acute Medicine, Basic Trainees), College of Intensive Care Medicine (Acute Medicine) and Australasian College of Emergency Medicine (Non-ED time).

Purpose

The purpose of this role is to:

- Provide clinical leadership to the medical admitting and UP LATE teams, including coordination of workload and supervision of more junior staff.
- Optimise clinical outcomes for Patients of Concern presenting to the ED or situated in the general wards of the Royal Brisbane Women's Hospital (RBWH), through a combination of: proactive multidisciplinary review; consultation-liaison with Emergency Department (ED) and Intensive Care Unit (ICU) colleagues; high quality

clinical handover; and provision of advanced clinical skills not generally available in the general ward environment after-hours.

- Lead or provide senior support to the Medical Emergency Response Team (MERT).
- Contribute to education programs relevant to ward call, MERT and cardiac arrest (both Basic and Advanced Life Support).
- Contribute to research and service improvement initiatives relevant to acute medicine at RBWH.

A more detailed role description can be provided to applicants on request.

Key Accountabilities

This successful applicant will carry out the following key accountabilities in accordance with the Metro North values and the corresponding Lominger™ competencies shown above in this role description:

Clinical Duties

EPIC Shifts

- Consultation-liaison with the ED regarding medical admissions.
- Coordination of the medical admitting team (registrars and residents) to provide timely and clinically appropriate review for emergency admissions.
- Supervision of the medical admitting team, in particular residents attached to the EPIC service.
- Regular review of short-staying patients admitted directly under the EPIC team, under consultant supervision.
- Attendance at Rapid Review Clinic, under consultant supervision.
- Lead the MERT on some shifts, as per departmental rosters.

STAR Shifts

- Work collaboratively with the UP LATE Nurse Navigator to ensure proactive review and high quality clinical handover for Patients of Concern.
- Coordination of, and point of escalation for, the medical and surgical ward calls.
- Consultation-liaison with ICU regarding stepdowns and patients that may require critical care support.
- Ensure timely escalation to primary teams, either on-site or on-call, for patients who experience clinical deterioration after-hours.
- Lead or provide senior support to the MERT on some shifts, as per departmental rosters.

Leadership

- Promote teamworking amongst the medical admitting and after-hours workforce through clear communication, mentorship and responsiveness to concerns from more junior team members.
- Ensure high standards of professionalism and performance are maintained by more junior team members, including formal feedback to the EPIC/UP LATE Clinical Director when required or requested.
- Ensure high quality handover for Patients of Concern through leadership of formal meetings (Day to Evening, Evening to Night) and utilisation of electronic tools.
- Escalate clinical incidents and other patient care concerns through appropriate channels, including the EPIC/UP LATE Clinical Director.

Education

- Contribute to the UP LATE Ward Call Education program, both through development of content and facilitation of sessions.
- Provide in situ education in the clinical environment with more junior staff, when opportunity arises.
- Contribute as faculty to Basic/Advanced Life Support education programs.
- Contribute as faculty or participant in MERT education programs.
- Contribute to other departmental/organisational education sessions on an ad hoc basis, e.g. Multidisciplinary Internal Medicine for Interns (MIMI), General and Acute Medicine Education Session (GAMES) or Resident Rounds.
- Attend continuing education programs in the hospital, e.g. Medical Grand Rounds.

Administration and Service Improvement

- Ensure high standards of clinical documentation are maintained in a timely manner, including discharge summaries for patients admitted under the EPIC team.
- Contribute to morbidity and mortality reviews relevant to the service, including attendance at relevant departmental meetings.
- Contribute to audit and quality improvement initiatives relevant to acute medicine.
- Attendance and contribution to governance committees relevant to acute medicine at RBWH, at the discretion of the EPIC/UP LATE Clinical Director.
- Attendance of multidisciplinary team meetings on rostered shifts.
- Comply with and utilise procedures, policies, regulations and standards which impact upon the position, including contemporary human resource management requirements and practices, such as workplace health and safety, equal employment opportunity and anti-discrimination policies.

How you will be assessed

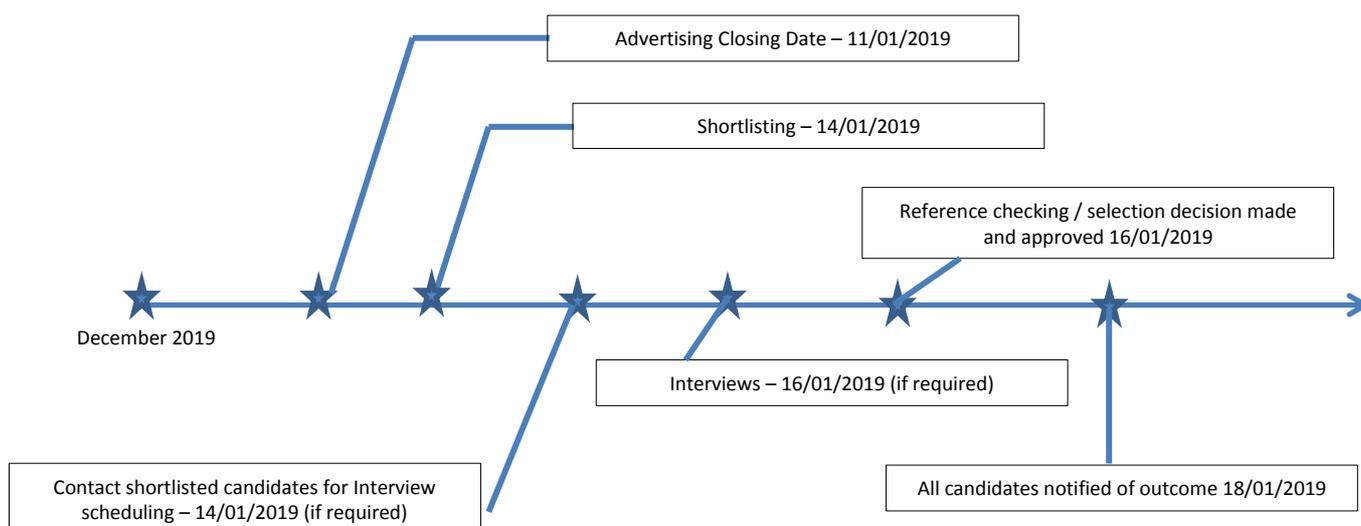
How we do things is as important as what we do therefore you will be assessed on your ability to demonstrate the following key technical and behavioural capabilities, knowledge and experience. Within the context of the responsibilities described above under Key Accountabilities, the ideal applicant will be someone who can demonstrate the following:

- **Respect** – demonstrates interpersonal savvy, manages conflict appropriately, communicates effectively and balances the needs of all stakeholders with utmost respect to all people at all times
- **Teamwork** – collaborates effectively, develops talent, values differences and builds effective teams to bring about best use of resources to deliver healthcare services
- **Compassion** – is completely patient / client focussed, demonstrates self-awareness and the effects of behaviour on others, deals with or manages ambiguity and complexity, demonstrates resilience in the delivery of patient services or support in the delivery of services to patients
- **High Performance** – cultivates innovation, is action oriented, drives results and supports Metro North's vision and purpose to exceed expectations of our patients and stakeholders
- **Integrity** – demonstrates sound decision quality, ensures accountability, demonstrates courage in the face of adversity and works effectively / manages complexity to ensure work output and decisions are ethical and invariably of a high standard

Mandatory qualifications/professional registration/other requirements

- Whilst not mandatory, clinical experience in critical care (intensive care, emergency medicine) or general medicine, and/or professional registration or membership with an appropriate authority will be well regarded.
- Whilst not mandatory, a relevant qualification in Clinical Leadership, Advanced Life Support, Crisis Resource Management, Medical Education, Point of Care Ultrasonography and/or Echocardiography would be desirable.
- Appointment to this position requires proof of qualification and registration with the Medical Board of Australia. International medical graduates may be considered for employment if they are eligible for provisional registration under a relevant assessment pathway (<https://www.medicalboard.gov.au/registration/international-medical-graduates.aspx>). Certified copies of the required information must be provided to the appropriate supervisor/manager prior to the commencement of clinical duties.
- Appointment to Senior Registrar requires Specialist Registration with the Medical Board of Australia

Anticipated Timeline for recruiting this position(s)



How to apply

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

1. **A short statement (maximum 2 pages)** on how your experience, abilities, knowledge and personal qualities would enable you to achieve the key accountabilities and meet the technical and behavioural capabilities of the role.
2. **Your current CV or resume, including 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 it is preferable to include 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 CV or resume.
3. Submit your application online at www.smartjobs.qld.gov.au by the closing date.
4. Please note that hand delivered applications will not be accepted.
5. Only those persons eligible to work in Australia may be employed by MNHHS. Prospective employees are required to provide proof of identity and documentary evidence of their right to work in Australia.
6. Late applications cannot be submitted online. For a late application to be considered, please arrange approval and submission via the contact officer.

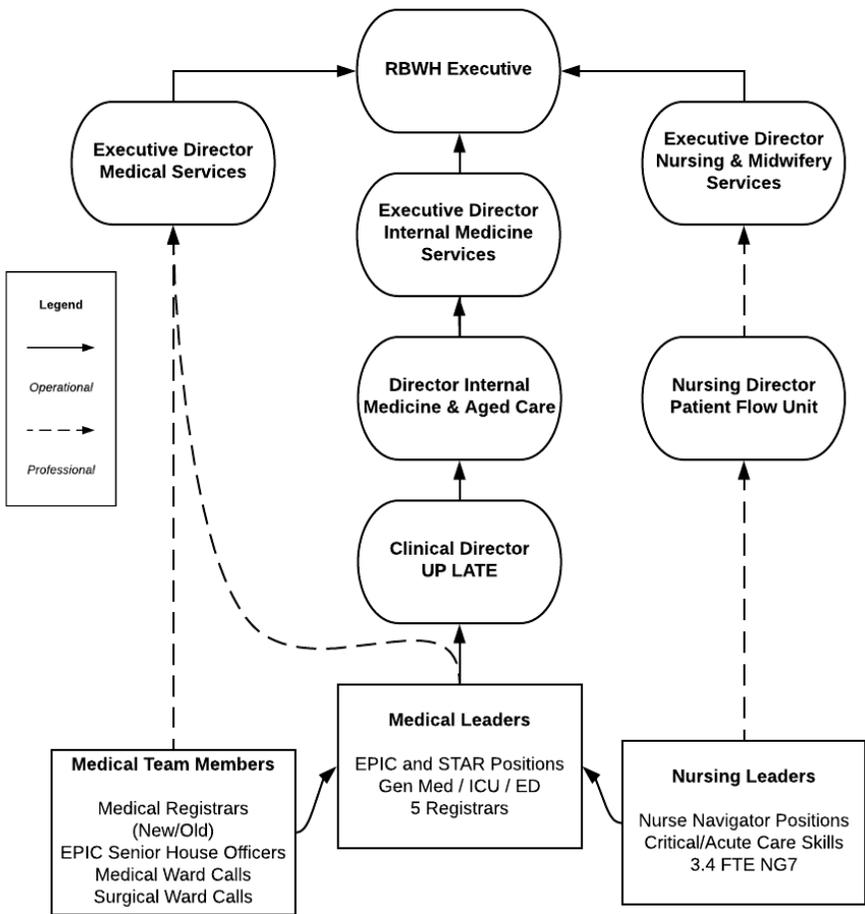
Job ad reference:	RBH297464	Closing Date:	January 2019
Contact name:	Julian de Looze	Contact number:	(07) 3646 8111
Classification:	L10 – L13 or L4 – L9	Salary Range:	\$105 377 - \$122 176 per annum
Online applications:	www.smartjobs.qld.gov.au		

* Please note: there may be a requirement to work at other facilities located across Metro North Hospital and Health Service

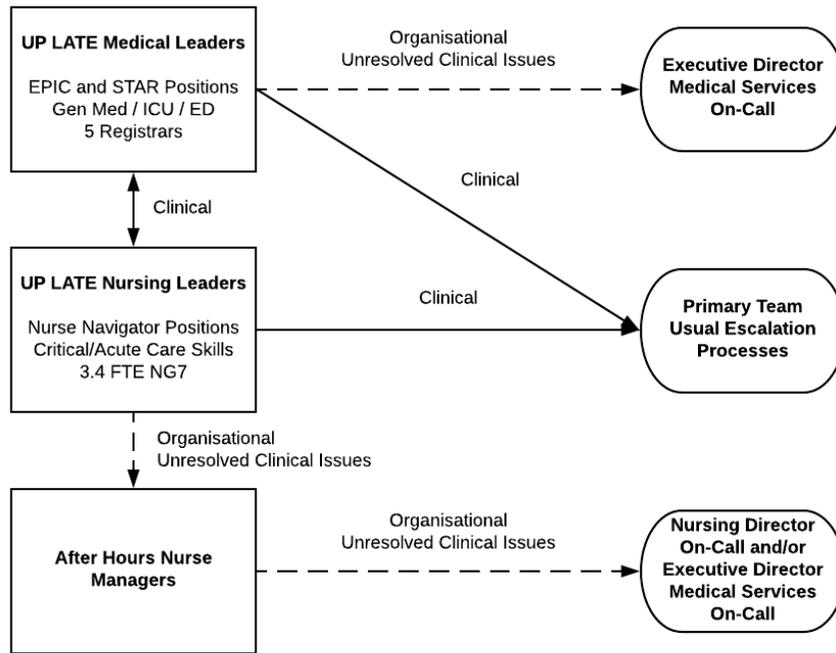
**Future recurring vacancies may also be filled through this recruitment process at any location across Metro North Hospital and Health Service

APPLICATIONS RECEIVED VIA THIRD PARTIES (RECRUITMENT AGENCIES ETC.) WILL NOT BE ACCEPTED

Team Structure



After Hours Escalation



Diversity and Inclusion

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 and strive to ensure that our workplace is free from all forms of discrimination and harassment.

As an Equal Employment Opportunity (EEO) employer we ensure that our selection processes and employment decisions are undertaken in a non-discriminatory way and are consistent with the requirements of the Anti-Discrimination Act 1991. If there are any reasons that you may have challenges with the recruitment process, please let us know when we contact you.

Work Health and Safety

We are committed to *Putting People First* to provide better healthcare. This commitment includes a dedicated *People Focussed Safety* culture.

This culture commits to the health, safety and wellbeing of staff, volunteers and other persons, through the provision of a dynamic and comprehensive Health and Safety Management System (HSMS). The HSMS provides for proactive safety initiatives, early injury management practices with a strong focus on a safe and durable return to work.

The provision of a Health and Safety environment within Metro North Hospital and Health Service is everyone's responsibility.

Safety and Quality

Relevant to the position, staff participate in the ongoing education, implementation, monitoring and evaluation of safety and quality initiatives relevant to The National Safety and Quality Health Services Standards and the Australian Council on Healthcare Standards (ACHS) Evaluation and Quality Improvement Program (EQiP).

Vaccine Preventable Diseases (VPD) Requirements

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)
- Hepatitis B

Further vaccinations may be required due to particular risks for a role; examples include:

- Hepatitis A – Workers in regular contact with untreated sewerage
- Q Fever – Research or Laboratory staff regularly handling specimens

All new employees who will be working in clinical areas must be assessed for their risk of tuberculosis and screening undertaken if required.

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 (i.e. one HHS to another HHS, Department to a HHS, or HHS to Department).

Additional Information

- Applications will remain current for 12 months or for the duration of the vacancy.
- Future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process.
- Health Care Workers in Queensland Health whose occupation poses a potential risk of exposure to blood or body fluids must be immunised against Hepatitis B according to the National Health and Medical Research Council Australian Immunisation Handbook and the Queensland Health Infection Control Guidelines.
- 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.
- Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role.
- 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/publications/assets/policies/lobbyist-disclosure-policy.pdf>
- Employees who are permanently appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment. For further information, refer to Probation HR Policy B2
<https://www.health.qld.gov.au/system-governance/policies-standards/doh-policy/policy/qh-pol-197.pdf>
- 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.

Metro North Hospital and Health Service Executive Structure

- Strategic HR
- Values in action
- Indigenous workforce
- Employee engagement

