

# Senior Staff Specialist / Staff Specialist – Intensive Care Medicine

**Our Destination 2030:** Great Care for Central Queenslanders strategy will shape the future of healthcare across our region and support our aim for Central Queenslanders to be amongst the healthiest in the world. Great staff working in great teams with a culture of supporting and investing in our people's future. Find out more visit online [www.health.qld.gov.au/cq/destination-2030](http://www.health.qld.gov.au/cq/destination-2030)



*Great People, Great Place to Work*

## Role Details

|                         |  |                       |  |
|-------------------------|--|-----------------------|--|
| <b>Role Title</b>       | Senior Staff Specialist / Staff Specialist – Intensive Care Medicine                                 | <b>Classification</b> | L25 – L27; L18 – L24   |
| <b>Status</b>           | Permanent Full or Part Time (hours negotiable)<br><i>**see note regarding temporary visa holders</i> | <b>Salary</b>         | \$210,332 - \$244,313 p.a. (L18 – L24)<br>\$251,527 - \$266,677 p.a. (L25 – L27) |
| <b>Unit/Facility</b>    | Intensive Care Unit, CQHHS   | <b>Total Package</b>  | \$483,588 p.a. (L24)<br>\$528,432 p.a. (L27)                                     |
| <b>Location</b>         | Rockhampton Hospital *   | <b>Contact</b>        | Associate Professor David Austin<br>07 4920 6958                                 |
| <b>Job Ad Reference</b> | RK5A617052   | <b>Closing Date</b>   | Thursday, 13 March 2025  |

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

\*\*Temporary visa holders can only be offered temporary full-time positions.

## Rockhampton Hospital

Rockhampton Hospital is a 305-bed facility and is the main referral hospital for Central Queensland. Specialist Medical Services include Emergency Medicine, General Medicine, Cardiology, Renal Medicine, Palliative Care, Psychiatry, Rehabilitation, Geriatric Medicine, Paediatrics, General Surgery, Orthopaedics, Obstetrics and Gynaecology, Intensive Care and Anaesthetics. There are also a range of clinical services provided on a visiting basis from tertiary hospitals in Queensland.

**The Intensive Care Unit** provides Intensive Care Services for the city of Rockhampton and the district - including Gladstone, Emerald, Biloela and Longreach. As a regional facility the Department provides care to a mix of adult and paediatric patients with 450-650 presentations a year, including 60-100 paediatric admissions per year.

The Department is a state-of-the-art facility, currently with 10 beds with capacity to increase to 14 beds. Staffing consists of 1 Director, 1 Deputy Director, 3.5 Staff Specialists, 2 Senior Registrars, 6 Registrars and 1 Junior House Officer. As a busy regional unit care is provided to a wide variety of presentations including trauma, challenging medical, oncology and surgical cases and paediatrics.

CQ Health  
Living our values

|                |   |                   |  |
|----------------|---|-------------------|--|
| <b>Care</b>    | We are attentive to individual needs and circumstance           | <b>Integrity</b>  | We are consistently true, act diligently and lead by example |
| <b>Respect</b> | We will behave with courtesy, dignity and fairness in all we do | <b>Commitment</b> | We will always do the best we can all of the time            |

## The Opportunity

The Staff Specialist is responsible for:

- Provision of high-quality clinical services as part of the Intensive Care Unit.
- Education of medical staff and students, allied health, interested community groups and nursing staff.
- Active participation in patient safety, audit, research and service planning activities.
- Assist the Director of Intensive Care Unit in general running of the Unit.

The provision of services to CQHHS is provided as one service across multiple sites. In order to meet service needs the Specialist may be required to provide clinical services at any facility within CQHHS, in line with the clinical services capability of that facility.

## Total Package

- Up to 12.75% employer superannuation contribution
  - Annual leave loading 17.5%
  - Salary packaging
  - Work/life balance, variety, and flexibility
  - Employee Assistance Program
- Additional benefits to this role include:**
- Professional Development Leave 3.6 weeks p.a.
  - Professional Development Allowance (\$21,500 p.a.)
  - Motor Vehicle Allowance
  - Over-time and on-call allowances
  - Attraction and Retention Incentive Allowance (Granted Private Practice arrangements)

## The Role

### Quality, Safety and Risk

- Review hospital practices and demonstrate initiative aligned to ensuring the safest possible environment for patients and staff.
- Actively participate in hospital's integrated risk management and safety program, including participation in incident monitoring system and root cause analysis where appropriate.

### Clinical Functions

- Provide a high-quality Intensive Care Service including both clinical and administrative duties and in doing so work within the bounds of commonly accepted clinical practice.
- Provide expert clinical services for the Intensive Care Unit and the Hospital and Health Service as appropriate within the Clinical Services Capability Framework for the facility, and within the Scope of Clinical Practice formally granted.
- Participate in the Consultant after-hours and weekend on-call roster for the Intensive Care Unit.
- Any other appropriate duties as required by the Director of Intensive Care.
- In conjunction with the Director of Intensive Care Services, contribute to, support and encourage unit activities, including clinical audit.
- Provide appropriate evidenced-based clinical care and, where necessary, delegate the provision of clinical care to patients under their name.

### Leadership and Management

- Provide professional leadership and assist with the education and supervision of intensive care medicine trainees and other medical staff and medical students, including active participation in patient safety, clinical audit, research and service planning activities.
- Provide expert leadership to clinical and service improvement activities and initiate, encourage and participate in research, evaluation and evidence-based treatment and care aimed at achieving demonstrable improvements in service outcomes, within the ethical guidelines of NH&MRC.

- Supervise training registrars and junior medical staff to ensure appropriate provision of patient care.
- Provide quality professional leadership based on evidenced-based practices and by demonstrating and enabling adequate communication to all stakeholders along the patient's continuum of care.
- Provide input for the performance appraisal and development of junior staff.

#### Communication and Teamwork

- Actively contribute to the multidisciplinary patient care team.
- Provide a high level of interpersonal and communication skills, both written and oral, including the capacity to consult, negotiate and resolve conflict.
- Contribute to the establishment and fostering of relationships between the hospital and relevant community groups in order to provide information about the hospital and to ensure the continuum of care for the patient.
- Liaise with other Hospital and Health Service Departments as required ensuring the coordination of safety, efficiency and cost effectiveness of health services.
- Provide expert consultancy/advisory services as required to both internal and external agencies that are relevant to the health industry.

#### Education and Research

- Maintain up-to-date College mandated requirements and demonstrate a commitment to continuing professional development.
- Implement and undertake teaching and educational initiatives and responsibilities within intensive care medicine.
- Actively engage in training and ongoing professional development for all professional groups within the department as well as assist in the delivery of robust educational programmes through the Medical Education Unit.
- Actively conduct, contribute to, and support research activities within area of expertise.
- Actively participate in and maintain membership in Department and Hospital postgraduate activities and represent the Department on hospital committees as required.

### **Mandatory Qualifications / Professional Registration / Other Requirements**

- **Mandatory qualification/s:** Bachelor of Medicine and Bachelor of Surgery (MBBS) or equivalent eligible for registration with the Medical Board of Australia.
  - Registration or eligibility for registration as a Specialist in Intensive Care Medicine with the Australian Health Practitioner Registration Authority (AHPRA). This will require Fellowship of the College of Intensive Care Medicine of Australia and New Zealand (FCICM).
  - Enrolment and maintenance of ongoing CME program with the appropriate bodies.
- **Proof of Qualification:** Appointment to this position requires proof of qualification and registration or membership with the appropriate registration authority or association. Certified copies of the required information must be provided to the appropriate supervisor/manager, prior to the commencement of clinical duties.
- **Scope of Clinical Practice:** The appointee will be required to undergo a credentialing process and will be granted appropriate scope of clinical practice. There is a system of review and renewal of credentials and Scope of Clinical Practice for Specialists and Non-specialist Senior Medical Officers on staff. This is reviewed on a three-yearly basis. Your qualifications, registration and certified skills and competencies determine the scope of clinical practice you will be granted and subsequently your position title and salary status.
- **Proof of identity documents:** Candidates must provide certified copies of requested proof of identity documents for the purposes of General Criminal History and National Police Certificate checks.

- **Information Security:** Each employee of CQ Health is accountable for information security, management and appropriate use, in accordance with legislation, standards, policies and procedures.
- **Shift work:** Appointees will be required to work all shifts in accordance with the unit roster.
- **Licence to operate vehicle:** This position requires the incumbent to operate a class C motor vehicle and an appropriate licence endorsement to operate this vehicle is required. Proof of this endorsement must be provided prior to the commencement of duty.
- **Travel:** Travel throughout the health service may be required as part of this position.
- **Working Rights:** To be appointed permanently, you must be an Australian citizen, have permanent residency status or have a visa permitting you to work permanently in Australia. For temporary appointments, you must have a visa (or be eligible for a visa) permitting you to work for the length of the temporary appointment.

## How you will be Assessed

You will be assessed on your ability to demonstrate the best fit for the role. Within the context of the responsibilities described under 'The Role', the ideal applicant will be someone who can demonstrate the following:

### Clinical Functions

- Extensive clinical experience with appropriate knowledge and skills with an ability to work in relative isolation, deliver quality specialist care to patients in a clinical setting including directing the process of assessment, admission, ongoing care, transfer and discharge of patients.
- An understanding and commitment to the principles of continuous quality improvement and review.

### Leadership and Management

- Well-developed ability to direct the process of assessment, admission, ongoing care, transfer and discharge of patients.
- Developed leadership skills and experience in contributing as a team member in a multidisciplinary approach to service provision.

### Communication and Teamwork

- An ability to prepare comprehensive and concise documentation of all clinical observations, opinions, diagnoses, other data and procedures undertaken.
- An ability to communicate effectively and provide medical care, including emergency care, in a multidisciplinary environment.

### Education and Research

- A commitment to continuing professional education including maintenance of personal knowledge and skills.
- An interest and understanding of the policy framework for improving clinical practice standards.
- Proven commitment to leading and participating in an education program for clinical staff at both an undergraduate and postgraduate level, demonstrated ability to construct and/or maintain opportunities for research and education.