

# Senior Staff Specialist or Staff Specialist or Senior Medical Officer (Anaesthetist)

<b>Location*:</b>	Redcliffe	<b>Unit/Department:</b>	Anaesthetics Redcliffe Hospital
<b>Status:</b>	Two temporary full time positions, 80 hours per fortnight (part time positions may be considered, hours negotiable) to start asap until 31/01/2021 (possible extension may apply)	<b>Classification:</b>	L25-L27 or L18-L24 or L13-L14

## 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

# About the Role

## Context

- This role reports directly to Director of Anaesthetics, Redcliffe Hospital for compliance with hospital policy and procedures, for general behaviour and standards, practice and care as per the organisational chart attached.
- This role has a professional reporting line to Director of Anaesthetics, Redcliffe Hospital and the Director Medical Services, Redcliffe Hospital.

## Purpose

In accordance with the Metro North Hospital and Health Service (MNHHS) values, as outlined above, the role of the Senior Doctor is to provide high quality, cost efficient and effective clinical and non-clinical services to directly or indirectly benefit the patients/clients of the Metro North Hospital and Health Service and encompasses all the roles described in the CanMEDs framework (See **endnote**<sup>1</sup>) This includes research as well as teaching the health professionals of the future.

In addition to the key responsibilities listed below, the role of the Senior Medical Officer (Specialist) is to provide such services as may be reasonably directed from time to time by your line manager as outlined on the Organisational Chart, including any intra-department portfolios allocated from time to time as outlined above.

## About the Department

### Anaesthetics

The Department of Anaesthesia and Acute Pain Service provides anaesthetic services for 7 operating theatres, endoscopy suite, medical imaging and delivery suite at Redcliffe Hospital.

The Department is staffed by a team of highly skilled and enthusiastic Anaesthetists, which prides itself on the quality of anaesthetic service provision, teaching and exam preparation it provides. We have the privilege to have a part time Paediatric Anaesthetist and a fully qualified Pain Specialist on board. In addition to quality service provision, there is also a strong interest in teaching within the Department and research opportunities exist for those interested.

The department is accredited for 2 PFY positions by the Australian & New Zealand College of Anaesthetists. Currently, there are six Anaesthetic Registrar positions at Redcliffe Hospital, filled by trainees at all stages of training from BT1 through to provisional Fellow, as well as two positions primarily used to upskill International Medical Specialist (IMS) in anaesthesia.

### Duty and Portfolio Statement

Within the Anaesthetic Department there are several portfolios, roles and committee commitments. A full list is available from the Clinical Director; however the key ones are listed below:

- Supervisor of Training – FANZCA
- Introductory Supervisor of Training – FANZCA
- Clinical Leads for:
  - Acute Pain Service
  - Obstetric Service
  - Operating Theatre Service
  - Pre-Anaesthetic Service
  - Regional Anaesthesia
  - Paediatric Anaesthetic
  - Equipment and Standardisation

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<sup>1</sup> CanMEDs framework can be found at: <http://www.royalcollege.ca/canmeds> and on all Australian College websites, usually under the registrar training framework.

- Scholar-, Research- and e-Portfolio
- Welfare Portfolio
- CME & M&M meeting Coordinator
- Junior Doctor Supervisor
- Social and Team Building activity coordinator
- Department involvement at several levels:
  - Clinical Council
  - Operating Theatre Committee
  - Death Review Committee & Queensland Peri-operative Death Reporting
  - Drugs and Therapeutics
  - QARTS
  - SWAPNET
  - Queensland Directors Group
  - Redcliffe Skill Centre
  - Research Group
  - ERAS

### After Hours and On-Call Requirements

The Anaesthetic department currently utilises an extended hour roster covering evenings and weekends. In addition, there is an overnight on-call roster with a recall requirement of 30 minutes. All SMO are expected to contribute to the roster which is developed by the Clinical Director. If requested, on-site accommodation can be provided for call purposes. As per Policy C51 an additional fifth week's leave (above the standard 4 weeks) is provided in compensation for work performed on public holidays.

### 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:

As a Senior Medical Officer of the Metro North Hospital and Health Service, you are accountable for the following dimensions as outlined in the CanMEDs framework:

Contribute to one or more **Portfolios** as outlined above, including any specifically mentioned in the **Role Title** on the first page.

As a **Medical Expert** you are accountable for:

- The **Clinical Care of Patients/Clients** allocated to you.
- The maintenance of appropriate **Credentials** and working within your awarded Scope of Clinical Practice (SoCP) as determined by the HHS and limited by the Clinical Service Capability Framework (CSCF) of individual facilities. At a minimum, this will require maintenance of registration as a (specialist) medical practitioner in a discipline relevant to the position as outlined above.
- The provision of high level **Knowledge and Skills** within the discipline/department.
- Providing high quality expert **Consultation and Advice** directly to patients or to GPs, and within the HHS as required.
- Providing high quality expert **Clinical Service** to patients of the Metro North Hospital and Health Service as directed within the above Scope of Clinical Practice.

As a **Professional** you are accountable for:

- Actively taking part in **Quality Improvement, Risk Management, Peer Review, Morbidity and Mortality Meetings and Audit** and to demonstrate positive change as a result. This includes support for National and College quality standards.
- Demonstrating **Ethical Practice and Decision Making** – in both clinical and non-clinical areas, including fulfilling all responsibilities of this role in accordance with Queensland Health's core values, and the Queensland Public Service Code of Conduct at all times.
- Undertaking self-initiated **Reflective Practice and maintenance of Continuing Professional Development (CPD)** to maintain professional competence and expertise.
- Ensuring high quality and timely **Clinical and Non-Clinical Documentation and Management of Information** whether paper-based or enabled by information technology. This includes being responsible for the quality and timeliness of documentation of medical staff who report to you, including junior doctors.

As a **Manager** you are accountable for:

- Demonstrating **Leadership** and providing **Clinical Governance** and **Supervision** of staff reporting to you, including junior medical staff.
- Being aware of, and complying with **Legislation** that applies to your area, as well as contributing to, and following QH, HHS and Local **Policies and Procedures** as published from time to time.
- Management of **Resources** available to you, including **Value Management** to reduce waste, and ensure that the resources available are used to deliver the greatest good to the greatest number of patients/clients. This includes economy in the use of equipment, investigations, drugs and therapeutics and prosthetics, and seeking approval by a higher medical authority where required (Non-LAM<sup>2</sup> items, for instance).

As a **Scholar** you are accountable for

- **Supporting and/or Undertaking Research** within your area of practice, including the obtaining of research funding where possible. (Within the Ethics framework as outlined above)
- Actively supporting and undertaking **Teaching of Undergraduate and Post-Graduate Clinical Staff** including medical and non-medical clinicians as well as non-clinical staff as required.

As a **Collaborator** you are accountable for:

- Supporting and working harmoniously with:
  - Your immediate (medical) team and Multidisciplinary members of your workplace
  - Other Departments/Service Lines/Streams and Facilities within the HHS
  - External Stakeholders
- Attending and supporting appropriate **Social and Team Building** activities.
- Participating, if requested, in the provision of services in clinical Service **Networks** in Queensland Health and nationally.

As a **Communicator** you are accountable for:

- Developing, displaying and utilising high level **Communication Skills** in all modalities including:
  - Professional quality written communication in all documentation, including the medical record and emails as well as formal letters and reports.
  - Audio and Visual communication, from formal presentations to informal conversations.
  - Non-Verbal communication, including body language and other forms of communication.
- Developing and maintaining **Effective Working Relationships and Empathy** in dealings with colleagues and patients/clients as well as external stakeholders.
- Actively encouraging within your team, respect for **Cultural Diversity** including promotion of indigenous health.

As a **Health Advocate** you are accountable for:

- Assisting to identify **Future Trends** and contributing to/undertaking **Planning** for the health service.
- Actively engaging in **Technology Assessment and Systems Improvement** initiatives within your SoCP.
- Being a **Patient Advocate and Engaging** positively with Patients and their Carers.
- Ensuring patients and other staff are **Treated Fairly** and with **Mutual Respect** regardless of cultural, religious, ethnic and linguistic backgrounds.

## Clinical Directors/Medical Directors/Medical Managers

Clinical Directors of Departments, Medical Directors of Service Lines and Medical Managers of the Facility are expected to demonstrate leadership qualities and have a significant role in managing and planning within their service lines and departments, and to provide a leadership role model for other staff.

## Rosters

The medical officer will perform the duties in accordance with working arrangements set out in the medical officer's work roster as agreed from time to time with the service in accordance with operational requirements - as outlined in appropriate Award and Certified Agreement provisions.

It is a requirement that the medical officer will fairly and equitably take part in rosters over holiday periods to ensure adequate clinical care is provided to patients as agreed with the service.

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<sup>2</sup> LAM – List of Approved Medications

## 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. You will also be assessed on how well you demonstrate the Requirements for Appointment and Key Responsibilities listed above. 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

- Ongoing General (and/or a relevant Specialist) registration with the Australian Health Practitioner Regulation Agency as a Medical Practitioner which is supported by;
  - A medical degree from a registered tertiary institution acceptable by AHPRA for registration in Australia.
  - For Specialists: Fellowship or membership of the appropriate College or Association within Australia as recognised by the Australian Medical Council (AMC) including maintenance of CPD and good standing as required by AHPRA for the maintenance of Specialist Registration.
- All such qualifications should be submitted to AHPRA for inclusion on their website in which case, this will provide evidence of qualification. Copies of the required information must also be provided in sufficient time to enable the awarding of Scope of Clinical Practice (SoCP) prior to the commencement date.
- Specialist Registration is mandatory for Clinical Director, Medical Director and Medical Manager positions and is preferred in all other senior medical officer positions; however non-specialists may be considered in non-director positions where it is not possible to recruit Specialists. For such positions, applicants who have completed specialist qualifications but are yet to be registered as a specialist are encouraged to apply.
- All applicants must be awarded Scope of Clinical Practice (SoCP) by a Metro North Hospital and Health Service Credentialing and SoCP committee. Information presented for this application may be presented to the committee, and all appointments are subject to maintenance of SoCP within the CSCF for the facilities in which clinical work is to be undertaken. **This process must be completed prior to commencement.**
- 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.

## How to apply

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

1. **A short statement (up to half a page per CanMEDS heading)** on how your experience, abilities and knowledge would enable you to achieve the Requirements for Appointment and Key Responsibilities of this position within your specific discipline or specialty area of medicine. Specific examples should be provided as evidence of your personal involvement and achievement. Please include how you would be able to contribute to the Portfolios of the department.
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](http://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.

<b>Job ad reference:</b>	RD347617	<b>Closing Date:</b>	Thursday, 2 July 2020
<b>Contact name:</b>	Dr David Whybrew	<b>Contact number:</b>	(07) 3883 7441
<b>Classification:</b>	L25-L27 or L18-L24 or L13-L14	<b>Estimated Total Remuneration Package (Exc Super):</b>	\$30 737.12 - \$32 355.37 per annum (L25-L27) (f/t) \$25 962.87 - \$29 591.87 per month (L18-L24) (f/t) \$21 003.76 - \$21 550.51 per month (L13-L14) (f/t)
<b>Online applications:</b>	<a href="http://www.smartjobs.qld.gov.au">www.smartjobs.qld.gov.au</a>		

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

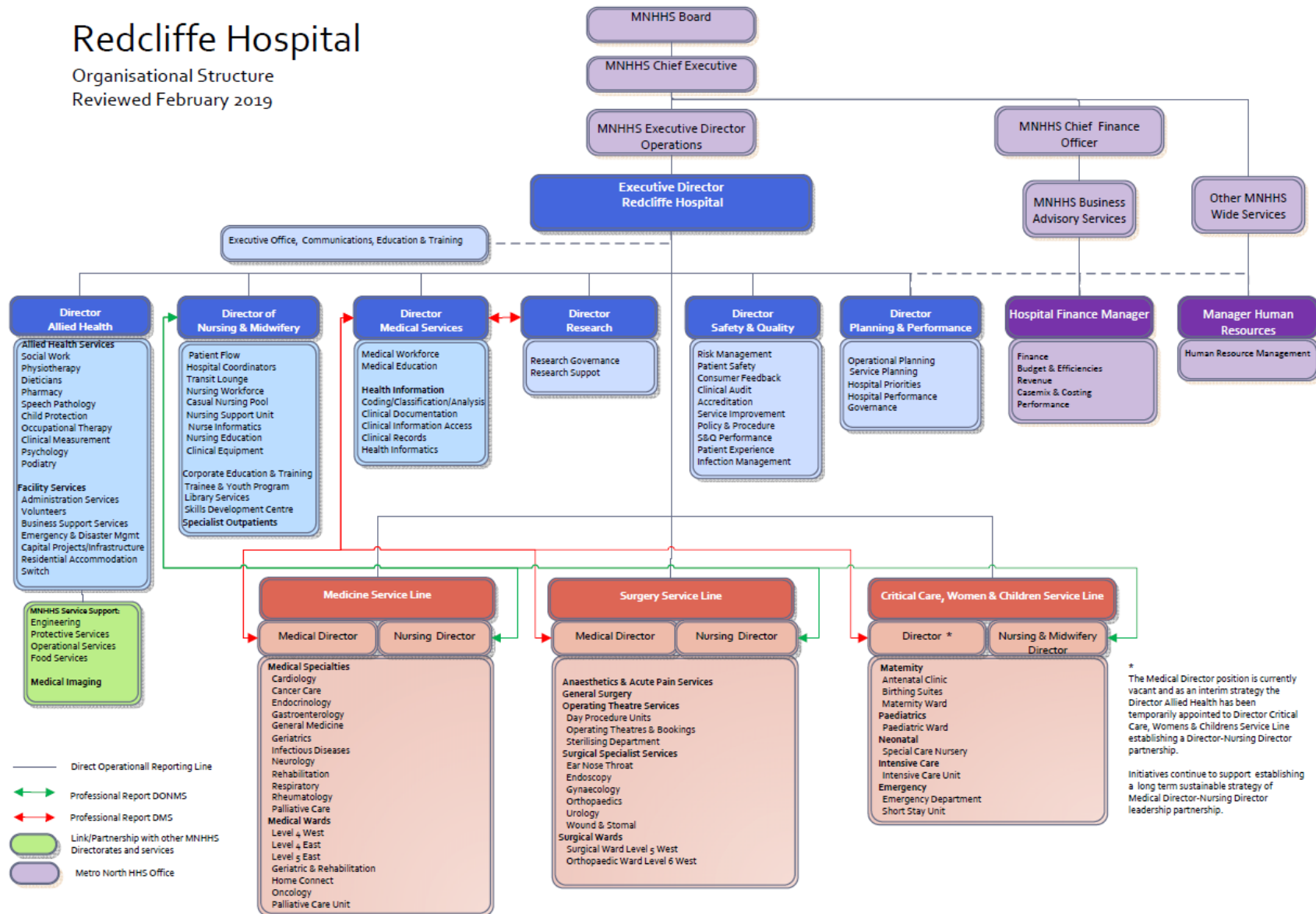
\*\*Future recurring vacancies may also be filled through this recruitment process at any location across Metro North Hospital and Health Service

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

# Team Structure

## Redcliffe Hospital

Organisational Structure  
Reviewed February 2019



### 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 2<sup>nd</sup> Edition and the Australian Council on Healthcare Standards (ACHS).

### 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.

# Executive Structure

