

ROLE DESCRIPTION

Role details

Job ad reference	MK625601	Classification	MO2-1 to MO2-3 (L25 to L27) MO1-1 to MO1-7 (L18 to L24)
Role title	Emergency Medicine – Staff Specialist	Salary	\$251,527 - \$266,677 (L25 – L27) \$210,332 - \$244,313 (L18 – L24)
Status (temp/perm)	Permanent Full-Time (80 hrs p.f.) <i>Or</i> Permanent Part-Time options available	Closing date	Ongoing
Unit/Branch Division/Hospital and Health Service/Hospital	Department of Emergency Medicine Lifespan, Medical & Critical Care Mackay Base Hospital Mackay Hospital and Health Service	Contact name	Dr Syed Khadri Clinical Director Emergency
		Contact number	(07) 4885 5110
Location	Mackay	Online Application	www.smartjobs.qld.gov.au

About the Mackay Region

Mackay is a vibrant regional centre in tropical North Queensland, servicing a population of over 180,000. The Mackay Isaac Whitsunday Region has a thriving economy that includes a diverse range of tourism, agriculture, industry, mining, education, and health industries.

Mackay provides relaxed and comfortable rural and coastal living opportunities, only an hour flight from Brisbane and a short distance to the Whitsunday Islands and the Great Barrier Reef. The tropical climate is ideal for outdoor living with beautiful beaches and a spectacular natural environment nearby. Families are well serviced by a choice of high-quality schools and a wide range of sporting clubs with excellent facilities.

About Mackay Hospital and Health Service

Mackay Base Hospital (MBH) is a 236-bed regional hospital that services 10 rural hospitals and multi-purpose health facilities across the Mackay Isaac Whitsunday region. Mackay HHS is embarking on an exciting period of growth with a \$250m redevelopment of the Base Hospital to provide an additional 112 inpatient beds and an expansion of outpatient and support services. Significant upgrades are also underway at rural hospitals in Bowen, Moranbah, Proserpine, and Clermont.

Clinicians working at MBH enjoy a challenging and rewarding clinical case mix that includes busy inpatient and outpatient general medicine, paediatrics, surgery, orthopaedics, obstetrics & gynaecology and mental health services. These core inpatient services are well integrated with active emergency medicine, anaesthetic and intensive care departments and supported by a wide range of allied health services. Specialty services are provided by tertiary hospitals in Townsville and Brisbane, including a strong undergraduate teaching affiliation with James Cook University.

For more information, please visit www.mackay.health.qld.gov.au

Your opportunity

Assist the Clinical Director in the provision of high-quality clinical services as part of the Department of Emergency Medicine. The role is also involved in the education of medical staff and students, allied health professionals and interested community groups or nursing staff. Part of the role involves active participation in patient safety, audit, research, and service planning activities.

Your role

- Fulfil the responsibilities of this role in accordance with the [Queensland Public Service and the Mackay HHS Values](#) as outlined above and [here](#).
- Follow defined service quality standards, occupational health and safety policies and procedures relating to the work being undertaken in order to ensure high quality, safe services, and workplaces.
- The provision of a Healthy and Safe environment within Mackay Hospital and Health Service is everyone's responsibility.
- Understand your accountability to uphold the principles and practices of the Health Service's Health and Safety Management System in accordance with legislation and industry standards. As a supervisor actively promote good health and safety practices to staff of your work area.
- Varied, exciting case mix including 25% paediatrics and a significant trauma caseload.
- Regional referral and trauma centre; 50,000 presentations per annum.
- Support satellite MHHS hospitals and rural sites through Telehealth and in person.
- Flexible equitable rostering balancing service needs and academic priorities.
- Provide innovative pre-hospital avoidance models of care through HITH, GEDI, and allied community teams.
- Opportunity to become involved in development of a new Emergency Department.
- Highly competitive remuneration with extensive support for professional development.
- Potential for involvement in the Regional Aeromedical Retrieval Service.
- There is an active and successful postgraduate education and training program. We are accredited for 12 months of ACEM fellowship training, and 2 months of AST training through ACRRM and RACGP. In addition, we offer ACEM Certificate, Diploma and Advanced Diploma training.
- Modern 192 bed hospital providing trauma services, most major medical and surgical sub-speciality services.
- Support services such as Cardiac Cath lab and a 14 bed Short Stay Unit.
- A fully equipped medical library is available on site with a large collection of hard copy and online journals and textbooks.
- Provide expert clinical services for the department within the Clinical Services Capability Framework for the facility, and within the clinical privileges formally granted to the Staff Specialist/Senior Staff Specialist from time to time.
- Support the Clinical Director in the medical administration requirements of the department through portfolios.
- Provide clinical supervision of the department and junior medical staff when rostered as the duty Senior Medical Officer.
- Actively participate in in-service training programs, supervise, and teach junior medical staff, medical students, nursing, and paramedical staff as required.
- Provide ethical decision making in the achievement of organisation goals.

Total Package

Approximate Remuneration Package – Medical Officers Certified Agreement (No.6) (MOCA6)

Remuneration Package 1.0 FTE (80 hrs)	Total Annual (\$) *		
	Level 18	Level 24	Level 27
Base Salary	\$210,332	\$244,313	\$266,677
Motor Vehicle Allowance	\$ 21,000	\$ 21,000	\$ 25,500
Professional Development Allowance	\$ 21,500	\$ 21,500	\$ 21,500
Attraction and Retention (35% - 50%) – Assignment	\$105,166	\$122,157	\$133,338
Rural and Regional (10%)	\$ 21,033	\$ 24,431	\$ 26,668
Emergency Department Specialty (25%)	\$ 52,583	\$ 61,078	\$ 66,669
Locality Allowance (if applicable)	\$ 378	\$ 378	\$ 378
Estimated Remuneration (excluding superannuation)	\$431,992	\$494,858	\$540,731
Superannuation Estimate	\$ 49,612	\$ 57,627	\$ 62,902
TOTAL ESTIMATED REMUNERATION *	\$481,604	\$552,485	\$603,633

Additional benefits to this role include:

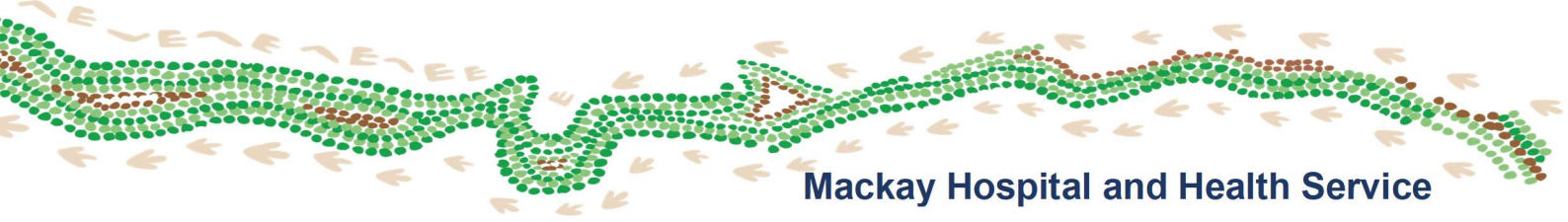
Professional Development Leave	3.6 weeks p.a.
Over-time, on-call and recall allowance	Paid per occurrence.
Annual Leave	5 weeks p.a. (required to work on public holidays) 17.5% annual leave loading is paid for 4 weeks leave.
Salary Sacrificing	\$17,000 grossed up taxable value – independent financial advice is recommended**.
Superannuation	Up to 12.75% employer superannuation contribution.

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

** Salary sacrificing advice must be sought if additional benefits such as fly in, fly out, accommodation etc are confirmed as part of the package.

Mandatory qualifications/Professional registration/Other requirements

- Mandatory possession of an approved medicine degree from a registered tertiary institution, and;
- General and Specialist registration with the Australian Health Practitioners Regulatory authority (Medical Board of Australia), and;
- Fellowship or eligibility for Fellowship of the Australasian College for Emergency Medicine.
- Certified copies of the required information must be provided to the appropriate supervisor/manager, prior to the commencement of clinical duties.
- Candidates must provide certified copies of requested proof of identify documents for the purposes of general Criminal history and National Police Certificate checks.
- Declaration of any current, criminal, or significant previous disciplinary proceedings or restrictions on clinical practice
- **Shift Workers:** Appointees will be required to work all shifts in accordance with the unit roster.



Mackay Hospital and Health Service

- **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.
- **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). 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).
- **Hepatitis B Vaccination:** 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.

How you will be assessed

You will be assessed on your ability to demonstrate the following key capabilities, knowledge, and experience. Within the context of the responsibilities described above under 'Your role', the ideal applicant will be someone who can demonstrate the following:

- High level of clinical knowledge, proficiency and skills extending across the broad range of Emergency Medicine, with an ability to work in relative isolation.
- Comprehensive and concise documentation of all clinical observations, opinions, diagnoses, other data, and procedures undertaken.
- Appropriate investigations, treatment, and referral of patients.
- Direct the process of assessment, admission, ongoing care, transfer, and discharge of patients.
- Interest and understanding of the policy framework for improving clinical practice standards.
- Ability to communicate effectively and provide medical care, including emergency care, in a multidisciplinary environment.
- Demonstrated commitment to the maintenance and further development of skills applicable to the area of Emergency Medicine, including involvement in further education and quality assurance activities.
- Well-developed communication and interpersonal skills as well as the ability to liaise with other health care professionals and provide high-level medical advice/opinion on assessment and case management.
- Ability to manage people, including the ability to work as part of a team, provide leadership to subordinate staff and work across multidisciplinary issues.
- A strong commitment to the importance and provision of teaching at all levels, including medical, nursing, scientific and allied health professional staff, both postgraduate and undergraduate.
- Direct clinical line manager input corroborating the desired skills and professional values.
- Demonstrated ability to consistently display a commitment to, and compliance with and leadership in high quality Customer Service, Workplace Diversity, Occupational Health & Safety and Industrial Democracy principles, practices and relevant legislation relating to these areas and an understanding of and commitment to Queensland Health values.

Your application

Please provide the following information to the Selection Panel to assess your suitability:

- **A short response/cover letter:** Document should be a maximum of 2 pages and describe how your experience, abilities and knowledge would enable you to achieve the key responsibilities and meet the key attributes in the “How you will be assessed” section above.
- **Your current CV or resume:** Summary of education, qualifications, skills, and experience, including relevant work history.
- **Referees:** Names and contact details of professional three referees. Referees should have a thorough knowledge of your capabilities, work performance and conduct within the previous two years, and it is preferable to include your current/immediate/past supervisor.
- **Other documents:** Any other documentation required by the Selection Panel, if required/requested.
- **Interview:** Prospective applicants will undertake a structured interview with senior Mackay HHS staff. The interview will be held in person, or remotely by negotiation.

Your employer—Mackay Hospital and Health Service

To support that Mackay Hospital and Health Service is regarded as an employer of choice, staff have been consulted and selected four values they strive to demonstrate in their daily activities:



Collaboration – through partnerships and co-operation we drive innovation;

Trust – having confidence and belief in each other to be able to rely and depend on our actions;

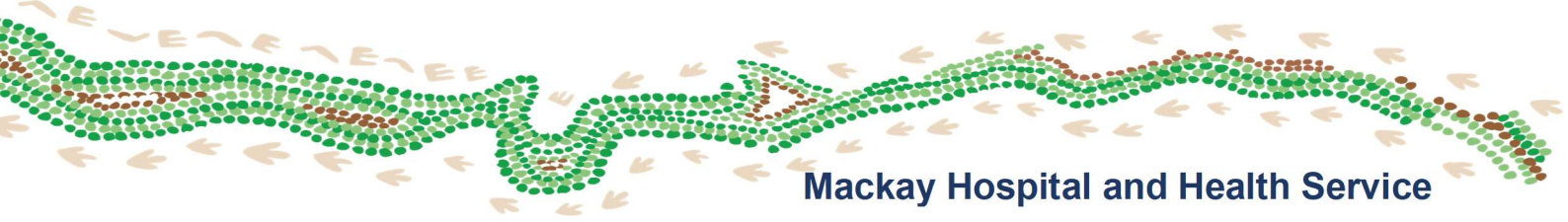
Respect – we show respect and compassion for the people we care for and work with;

Teamwork – we depend on and support one another individually and as a team.

There is an expectation of each employee, by their colleagues, manager, and the Executive, to exhibit values-based behaviours in the completion of all their tasks.

Additional information

- **Currency of Applications:** Applications remain current for 12 months.
- **Recruitment Agency Submissions: Applications from Agencies will be accepted provided they are on the PSP or agree to abide by PSP terms.**
- **Future Vacancies:** Future vacancies of a temporary, full-time, and part-time nature may also be filled through this recruitment process.
- **Pre-Employment Screening:** Pre-employment screening, including criminal history, restrictions on clinical practice and discipline history checks will 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.



Mackay Hospital and Health Service

- Employees who are appointed to the MHHS are accountable for information security, management, and appropriate use, in accordance with legislation, standards, policies and procedures.
- **Probation:** Employees who are permanently appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment.
- **Salary Packaging:** To confirm your eligibility for the Public Hospital Fringe Benefits Tax (FBT) Exemption Cap please contact the Queensland Health Salary Packaging Bureau Service Provider of your choice – RemServ (1300 304 010) or SmartSalary (1300 476 278).
- **Mandatory Reporting Child Abuse/Neglect:** 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.
- **Disclosure of Employment as a Lobbyist:** Applicants will be required to give a statement of their employment as a lobbyist within one month of taking up the appointment (<http://www.psc.qld.gov.au/publications/assets/policies/lobbyist-disclosure-policy.pdf>).
- **Disclosure of Pre-Existing Illness:** Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role. Details are available in section 571 of the *Workers' Compensation and Rehabilitation Act 2003* (<http://www.justice.qld.gov.au/fair-and-safe-work/workers-compensation-and-rehabilitation/workers-compensation-and-rehabilitation-legislation/workers-compensation-and-rehabilitation-act-2003>).

Organisational Chart

