

## Palliative Care Clinical Director & Senior Staff Specialist

<b>Location*:</b>	North Lakes	<b>Unit/Department:</b>	North Lakes Health Precinct Community and Oral Health Directorate
<b>Status:</b>	Permanent full time	<b>Classification:</b>	L25 – L27 or L18 – L24

### 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 is a new leadership position for MNHHS, initiated as part of the Health Services' Clinical Service Plan for Palliative Care, 2017-22
- Joining an established team of palliative clinicians and support staff, the appointee will be responsible for leading palliative service delivery and development across the Health Service in addition to providing advanced clinical care within a service Directorate, with strong preference for a community clinical base
- The position carries no direct human resource responsibilities or financial delegations; it is a position of engagement and enabling - for service optimisation across all domains of palliative care. This includes collegiate partnerships, increasing early referrals and promoting care in the location of patient preference
- This role reports to the Director of Medicine of the relevant service Directorate.

### Purpose

The purpose of this role is to:

- Provide leadership and governance to the MNHHS Palliative Care Service, promoting a culture of teamwork
- Be conversant with local, State, national and international policy and initiatives relevant to palliative care and advise on strategic and operational issues pertaining to palliative service coordination and development as it affects care delivery across MNHHS
- Maintain and promote the implementation of the MNHHS Palliative Care Clinical Services Plan 2017-22 and contribute to relevant associated strategic, business and clinical planning
- Enable effective multidisciplinary clinician engagement across and beyond the palliative care service, including collaborative partnerships with internal and external stakeholders
- Represent MNHHS Palliative Care Service at State and national level
- Provide expert, evidence-based clinical care to palliative patients across community, outpatient and inpatient settings
- Provide undergraduate and postgraduate teaching, research, quality assurance audits and continuing education as integral to the position, including formal and informal tutorials, seminars and guidance as required
- Take the lead on relevant Committees focussed on quality end of life care and associated interventions
- Participate in quality and safety initiatives, including identifying and responding to clinical incidents, risks and patient feedback, promoting M&Ms and clinical and peer reviews and hospital accreditation processes
- Participate in clinical recruitment as required
- Participate in community engagement and patient education seminars
- Participate in the development and use of Patient Reported Outcome Measures and Patient Reported Experience Measures to guide continuous palliative service improvement.

### 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

The appointee will:

- Provide specialist clinical palliative care to patients across community, outpatient and inpatient settings, based upon extensive experience, knowledge and skills
- Attend and contribute to multidisciplinary team meetings and case conferences, providing consultancy and expert advice related to the management of and support to patients requiring palliative care
- Oversee complex case management, providing expert clinical advice and escalation as indicated
- Liaise with all disciplines of staff involved in the patient's care and clinical management to optimise timely therapeutic interventions, discharge planning and end of life support
- Promote early referral to palliative care for pre-emptive / proactive symptom management, reducing the burden of suffering and unanticipated rapid deterioration without recourse to relevant therapeutics
- Ensure timely and high quality clinical and non-clinical documentation and information management
- Provide clinical supervision to Registrars, Advance Trainees and Nurse Practitioners as required
- Liaise with other HHSs, with GPs, NGOs and private sector providers as indicated
- Promote and enhance the service in line with best practice principles and have a commitment to excellence

- Work as a member of consultant staff and participate in the consultant roster for provision of after-hours on-call

### **Educational and Research Responsibilities**

- Support and provide education in Palliative Care for Medical, Nursing and the Allied Health professions within the HHS
- Initiate, supervise and foster clinical research activities within the hospital, actively engaging in high-level multidisciplinary clinical research
- Engage in Continuing Medical Education through attendance at CME activities
- Participate in undergraduate and postgraduate teaching of tertiary students
- Contribute to conferences and other forums that promote palliative care and MNHHS nationally and internationally
- The University of Queensland will offer a formal University appointment at the appropriate level to a suitably qualified successful applicant

### **Leadership and Personal Characteristics**

- An engaging communicator with strong facilitation and team building skills, with a proven ability to motivate others and lead from alongside
- The ability to lead with vision and initiative to create clinical and operational excellence
- Demonstrated leadership ability within a complex multi-site palliative care service, driving measurable improvements in care
- Evidence of managing sustainable cultural change positively and collaboratively
- A relationship-builder and team player, flexible, sensitive and responsive and able to thrive through complex change
- Commitment to ongoing service improvement by consumer engagement, by developing and leading a safety and research culture.
- Have a strong clinical practice base

### **Administrative Responsibilities**

- Act as the lead for the MNHHS Palliative Care Service
- Play a lead role in maintaining clinical audit, clinical reviews (including M&M reviews) according to MNHHS governance arrangements.
- Promote, support and maintain timely compliance with PCOC reporting
- Promote and support appropriate clinical “snapping” where the patient’s treatment intent shifts from acute to palliative

### **General Responsibilities**

- Perform all duties efficiently and professionally
- Represent the HHS and the Metro North Palliative Care Service
- Provide clinical leadership and ethical decision making in the achievement of organisational goals
- Comply with service 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
- Proven Ability to work in a senior leadership capacity across a complex multi-site palliative care service , developing a collegiate community of practice within a non-hierarchical and progressive model of clinical governance
- Evidence of ability to lead organisational and cultural change
- Expertise in and ongoing engagement in the practice of palliative medicine
- Ability to promote an organisation-wide commitment to a culture of person-centred, safe and effective care
- Experience in the development and implementation of successful initiatives that improve efficiency and effectiveness of clinical services
- Experience in working with consumers on committees, working parties and other service development activities
- Ability to initiate, foster, engage in and supervise research programs, including multidisciplinary research
- Experience and ability in undergraduate and postgraduate medical education
- A commitment to Palliative Care Outcomes Collaboration assessment
- Ability to actively support quality human resource management practices including employment equity, anti-discrimination, occupational health and safety, and ethical behaviour.

### **Mandatory qualifications/professional registration/other requirements**

#### **Appointment to this position requires:**

- Bachelor of Medicine or equivalent acceptable to the Medical Board of Australia (MBA) for registration as a medical practitioner.
- Fellowship of the Royal Australasian College of Physicians (FRACP) and / or Fellowship of the Australian Chapter of Palliative Medicine (FACHPM)
- Registration or membership with the Medical Board of Australia
- Registration with the Australian Health Practitioners Regulation Agency (AHPRA) as a Specialist in Palliative Medicine.
- Certified copies of the registration and qualifications prior to confirmation of employment (provided to Clinical Director, Internal Medicine Services Caboolture Hospital, or to the HR representative)
- Demonstrated compliance with the registration standard for recency of practice with respect to specialist palliative care medicine.
- The successful applicant will need to apply to the appropriate Metro North Medical Credentialing Committee to be credentialed and awarded a Scope of Clinical Practice (SoCP) to undertake the duties of the position as well as other duties within your SoCP as required by your employer. This process must be completed prior to the commencement of duty. If you have not been credentialed and awarded a Scope of Clinical Practice prior to your commencement of duty it may result in your offer of employment being withdrawn. If your circumstances are such that your credentials, and/or scope of clinical practice and/or registration could be affected you are to immediately to notify your Executive/Director Medical Services.

## 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.govnet.qld.gov.au](http://www.smartjobs.govnet.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.

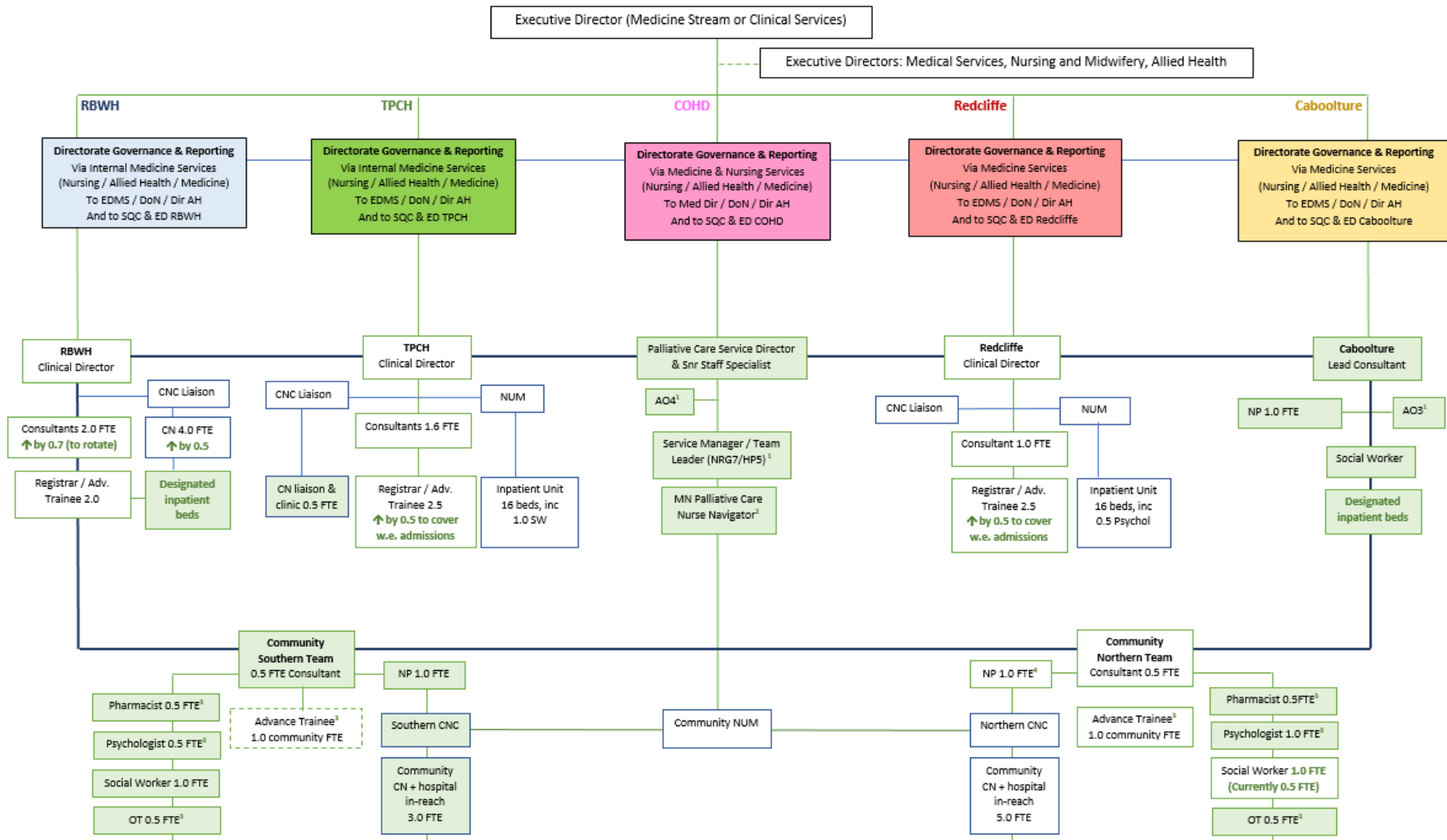
<b>Job ad reference:</b>	COH307669	<b>Closing Date:</b>	Monday, 6 May 2019
<b>Contact name:</b>	Keren Harvey	<b>Contact number:</b>	(07) 3049 1559
<b>Classification:</b>	L25 – L27 or L18 – L24	<b>Estimated Total Remuneration Package (Exc Super):</b>	\$204 543 - \$216 865 Per Annum (L25-L27) or \$171 044 - \$198 678 Per Annum (L18-L24)
<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**

# Proposed Team Structure – Palliative Care Services



- Key**
- <sup>1</sup> Recommended future non-WAU positions
  - <sup>2</sup> 2019 application pending
  - <sup>3</sup> Positions located across both community hubs
  - <sup>4</sup> Position currently located at Redcliffe Hospital

<b>Legend</b>	White box, black font = existing position
	Green box = proposed / new position
	Green font = proposed increased in FTE

### 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

