

## Senior Staff Specialist / Staff Specialist – Palliative 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 – Palliative Medicine	<b>Classification</b>	L25 – L27; L18 – L24
<b>Status</b>	Permanent Full Time	<b>Salary</b>	\$214,897 - \$227,843 p.a. (L25 – L27) \$179,703 - \$208,735 p.a. (L18 – L24)
<b>Unit/Facility</b>	Rockhampton Hospital	<b>Total Package</b>	\$446,028 p.a. (L27) \$408,051 p.a. (L24)
<b>Location</b>	Rockhampton*	<b>Contact</b>	Associate Professor Thin Han (07) 4920 6227
<b>Job Ad Reference</b>	RK1B363664	<b>Closing Date</b>	Wednesday, 17 March 2021

\***Additional Locations:** This role provides services to the Central Queensland Hospital and Health Service.

### Central Queensland Hospital and Health Service (CQHHS)

CQ Health provides public health services across Central Queensland, in hospitals and in the community. Central Queensland Hospital and Health Service (CQ Health) is a statutory body governed by our Board. We serve a growing population of approximately 250,000 people and employ more than 3,700 staff, treating more than 700,000 patients each year. The health service has a diverse geographic footprint, ranging from regional cities to remote townships in the west and beachside communities along the coast.

### 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, Urology, ENT, 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. A new Cancer Care Unit provides care for local patients, with state-of-the-art equipment and services.

**The Department of Medicine** has an allocation of 32 medical beds, five coronary care beds, 12 medical oncology and haematology shared beds, nine palliative care beds and provides specialist outpatient clinics each week.

CQ Health  
Living our values

#### Care

We are attentive to individual needs and circumstance

#### Integrity

We are consistently true, act diligently and lead by example

#### Respect

We will behave with courtesy, dignity and fairness in all we do

#### Commitment

We will always do the best we can all of the time



The Department currently consists of 13 Consultants (Clinical Director, Staff Specialists and Visiting Specialists), 14 Registrars and Principal House Officers, 6 Senior House Officers/Junior Medical Officers and 9 Interns.

CQ Health promotes a healthy balance between your work and personal life, provides flexible work hours, paid parental leave and study leave options.

Want to learn more? CQ Health: [www.health.qld.gov.au/cq](http://www.health.qld.gov.au/cq).

## The Opportunity

To provide:

- Inpatient and outpatient specialist Palliative Care Services for CQ Health facilities.
- Professional leadership to medical staff within the service, and to be an active contributor to the multidisciplinary patient care team.
- Ensure the organisation, management and provision of specialist clinical services in Palliative Care for CQ Health, including community-based care.

The provision of clinical services for Central Queensland Hospital and Health Service is provided as one service, multiple sites. In order to meet service needs the Medical Officer may be required to provide clinical services at any facility within CQ Health, in line with the clinical services capability of the that facility.

## Total Package

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| <ul style="list-style-type: none"> <li>• Up to 12.75% employer superannuation contribution</li> <li>• Annual leave loading 17.5%</li> <li>• Salary packaging</li> <li>• Work/life balance, variety and flexibility</li> <li>• Employee Assistance Program</li> </ul> | <p><b>Additional benefits to this role include:</b></p> <ul style="list-style-type: none"> <li>• Professional Development Leave 3.6 weeks p.a.</li> <li>• Professional Development Allowance (\$21,000 p.a.)</li> <li>• Motor Vehicle Allowance</li> <li>• Over-time and on-call allowances</li> <li>• Attraction and Retention Incentive Allowance (Granted Private Practice arrangements)</li> <li>• Professional Indemnity Cover</li> </ul> |
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## The Role

- Fulfil the responsibilities of this role in accordance with the Queensland Public Service Code of Conduct and CQ Health values.
- Provide expert Palliative Medicine clinical services at the level of a consultant specialist to patients across CQ Health.
- Work within the Clinical Governance Framework of CQ Health.
- Work within the Credentials and Scope of Clinical Practice awarded to you and maintain continuous registration with the Medical Board of Australia and credentials within CQ Health.
- Participate in continuous professional development and the Performance Appraisal and Development (PAD) process.
- Understand your accountability to uphold the principles and practices of CQ Health's Workplace 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.

**Quality Improvement**

- Demonstrated interest and understanding of the Clinical Governance Framework, and National Safety and Quality Health Services Standards.
- Practice in line with best practice guidelines and clinical practice standards.
- Regularly audit practice against recognised benchmarks.
- Lead quality improvement and quality assurance programs relevant to patient centred palliative care services.
- Actively participate in the CQ Health Clinical Incident Management System, Complaints management process, Morbidity and Mortality meetings and Integrated Risk Management system.

**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.
- Provide quality leadership based on evidence-based practices and by demonstrating and enabling adequate communication to all stakeholders along the patient's continuum of care.
- Provide expert clinical leadership and assist with the education and supervision of registrars, trainees and other medical staff, medical students to ensure appropriate provision of patient care.

**Clinical Practice**

- A high-level of clinical knowledge, proficiency and skills in Palliative Medicine including recent hospital experience.
- Provide clinical services to patients of the hospital in accordance with credentials and scope of clinical practice process and within Clinical Services Capability Framework.
- Provide appropriate evidenced-based clinical care and, where necessary, delegate the provision of clinical care to patients under their name.
- Ensure the provision of regular outpatient clinics for palliative care patients including outreach services at other CQ Health facilities.
- Provide medical support for extended specialist palliative care services to the community.
- Positively promote the medical services to the community and assess community needs and develop programs to address “gaps” and target high risk groups.
- Participate in the future development of appropriate telehealth services for patients in the CQ Health footprint.
- Practice patient centred care, with evidence of shared decision making and cultural competency.
- Practice in a sustainable and efficient manner, including adhering to the principles of “choosing wisely” to prevent overdiagnosis and overtreatment.

**Communication and Teamwork**

- Ability to provide patient care by displaying qualities of respect, politeness and empathy as well as involving patients and carers in the process.
- Ability to actively promote, consider and respect the input of the multidisciplinary team to achieve patient centred goals by listening, providing relevant and timely information and adapting your style to suit others.
- High-level oral and written skills including ability to prepare comprehensive and concise documentation of all clinical observations, opinions, diagnoses, other data and procedures undertaken.
- 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.
- Provide high-level of interpersonal and communication skills, both written and oral including the capacity to consult, negotiate and resolve conflict with multidisciplinary patient care teams.

- Provide input for the performance appraisal and development of junior staff within Palliative Care.
- As required, actively participate in committees relevant to areas of clinical responsibility.

### **Knowledge Management**

- Commitment to championing continuing professional education including maintenance of personal knowledge, skills, professional memberships and networks.
- 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.
- Maintain and enhance clinical skills/knowledge to reflect contemporary, regional medical practice and theory and to fulfil the clinical duties of the position.
- Actively engage in the supervision and teaching of staff, including specialist trainees, medical students, junior medical and nursing staff, as well as assist in the delivery of robust educational programs through the Medical Education Unit.
- Actively engage in training and ongoing professional development for all professional groups within palliative care services.
- Maintain up-to-date college mandated requirements and demonstrate a commitment to continuing professional development in their area of expertise.

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

- **Mandatory qualification/s:** MBBS or equivalent eligible for registration with the Medical Board of Australia.
- Registration or eligibility for registration as a Specialist in Palliative Medicine with the Australian Health Practitioner Agency (AHPRA). This will require Fellowship of the Australian Chapter of Palliative Medicine, Royal Australasian College of Physicians (FACChPM – RACP).
- Enrolment and maintenance of ongoing CME program with the appropriate bodies is mandatory.
- 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 five-yearly basis. Your qualifications 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 qualification:** Appointment to this position requires proof of qualification and / or registration with the appropriate registration authority, including any necessary endorsements, to be provided to the employing service prior to the commencement of duty.
- **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.
- **Shift work:** The position may require the successful applicant to work weekends or public holidays and participate in an on-call 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.

## 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:

### Quality, Safety and Risk

- Commitment to the principles of quality in health care including participation in quality improvement programs relevant to Palliative Medicine.
- Interest and understanding of the policy framework for improving clinical practice standards.
- Background in audit and research, and an understanding of quality assurance activities.

### Clinical Functions

- Extensive clinical experience with appropriate knowledge and skills extending across the range of Palliative Care services, 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, on-going care, transfer and discharge of patients.

### Leadership and Management

- Developed leadership skills and experience in contributing as a team member in a multidisciplinary approach to service provision.

### Communication and Teamwork

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

### Education and Research

- Willingness to participate in teaching at undergraduate and postgraduate levels.
- Commitment to continuing professional education including maintenance of personal knowledge and skills.
- 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.

## How to Apply

- Download package available from [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au) using the job ad reference number (JRN). All applications must be submitted online via Smartjobs.
- Provide the following information to the panel to assess your suitability:
  - Your current CV or resume, including referees.
  - A short response (maximum 1-2 pages) on how your experience, abilities and knowledge would enable you to achieve the accountabilities and responsibilities, meet the organisational values and "how you will be assessed".
  - Provide referees that have a thorough knowledge of your work performance and conduct that have been your recent 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 clearly indicate this on your resume.
  - Include any additional forms or evidence as necessary from the panel and role description.

## Occupational Health and Safety

The health service aims to maintain a safe, healthy and secure work environment for all employees, clients, visitors and contractors. Achieving this aim is the responsibility of all.

- **All staff:** are to follow defined service quality standards, occupational health and safety policies and procedures relating to the work being undertaken to ensure high quality, safe services and workplaces.
- **Management roles:** are to participate in quality and safety activities such as clinical review, audit and case study presentations which assist learning within the quality and safety environment that can also incorporate the National Standards program.

## 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 (MMR)
- Varicella (chicken pox)
- Pertussis (whooping cough)
- Hepatitis B

Further vaccinations may be required due to 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).

## Diversity and Inclusion

We are committed to providing a diverse and inclusive workplace for our people and our community. To find out more visit CQ Health: [www.health.qld.gov.au/cq](http://www.health.qld.gov.au/cq).

## Person-Centred Care

In CQHHS we are committed to delivering person-centred care, which is about being respectful of, and responsive to, the preferences, needs and values of consumers. A person's care experience is influenced by the way that they are treated as a person, and by the way they are treated for their condition. The goal for CQ Health is to deliver high-quality care that is safe, of value and to provide an ideal experience for all patients, their carers and family. Person-centred care is the foundation for achieving high quality care. Focusing on delivering person-centred care, and on doing it well, will enable CQ Health to be successful in achieving better outcomes for consumers, better experience for consumers and staff; and better value care.

## Respect in the Workplace

The health service values and respects the diversity of its workforce and believes that all its employees should be treated fairly and with dignity and respect. All employees of the health service must show respect for each other, visitors, the public and contractors by treating them fairly and objectively, ensuring freedom from discrimination, sexual harassment, racial or religious vilification, victimisation and bullying. CQ Health is an equal opportunity workplace.

## Vision for the Public Sector

The Department of Health has a diverse set of responsibilities, and a common purpose of creating better health care for Queenslanders. The department is responsible for the overall management of the public

health system in Queensland. We strongly believe in the need to work with people that value the goals of our organisation and who will thrive in our workplace. To enable this vision, the Queensland Public Sector is transforming from a focus on compliance to a values-led way of working. The following five values, underpin behaviours that will support and enable better ways of working and result in better outcomes for Queenslanders.



Customers first



Ideas into action



Unleash potential



Be courageous



Empower people

### Additional Information:

- **Currency of Applications:** Applications remain current for 12 months (permanent roles) and for the duration of the vacancy (temporary roles).
- **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 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.
- **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 either of the Queensland Health Salary Packaging Bureau Service Providers - RemServ via telephone 1300 30 40 10 or <http://www.remserv.com.au> or SmartSalary via telephone 1300 218 598 or <https://qld.smartsalary.com.au/>
- **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, as per the [Lobbyist Disclosure Policy 2010](#) within one month of taking up the appointment.
- **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](#)
- **Smoking Management Policy:** A non-smoking policy is effective in all Queensland Government facilities (including buildings, offices and motor vehicles) in line with the [Queensland Tobacco and Other Smoking Products Act 1998](#)