**Neurology Fellow - Epilepsy**

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| **Job ad reference:** |       |  |  |
| **Location\*:** | Herston | **Unit/Department:** | Neurology DepartmentRoyal Brisbane and Women’s Hospital |
| **Status:** | Fixed-Term Temporary Full Time, up to 12 months. Commencing February 2025 | **Classification:** | L4 – L9 or L10 – L13 |
| **Salary Range:** | $      - $     (plus superannuation and leave loading benefits)  | **Closing Date:** |       |
| **Contact name:** | Prof David Reutens | **Contact number:**  | (07) 3646 5882 |
| **Online applications:** | [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au) |

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

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

\*\*\*Applications from third parties will not be accepted.

## Purpose of the role

* To join the other RBWH Neurology Advanced Trainees in providing services and receiving training of a quality and quantity similar to a elective training year in the subspecialty of epileptology.
* To provide supervised services to inpatients and outpatients in the subspeciality of epilepsy (including EEG and video-EEG) referred to the Neurology Services, Metro North HHS specifically at the Royal Brisbane and Women’s Hospital.
* To deliver services in an academic model of practice
* To collaborate in development and improvement of systems of service delivery in the epilepsy program

The Queensland Comprehensive Epilepsy Program, based at RBWH, is offering a 1 year Epilepsy

Fellowship. The Comprehensive Epilepsy Program at RBWH is part of the Hospital’s Neurology Department. Facilities include 3 video-EEG monitoring beds for patients undergoing workup for epilepsy surgery and an active outpatient and ambulatory EEG service. In addition to several epilepsy clinics a week, there are specialty First Seizure, Women and Epilepsy and Transition clinics.

The Fellow will receive training in all aspects of outpatient and inpatient care in adult epileptology from First Seizure to Epilepsy Surgery. This includes the daily care of patients undergoing inpatient video-EEG monitoring. The Fellow will also develop expertise in EEG and video-EEG interpretation and will be exposed to advanced imaging methods and neurogenetics of epilepsy.

In addition to the weekly epilepsy clinical meeting, the Fellow will have the opportunity to participate in the weekly neurology clinical meeting, journal club, neuroradiology meeting and medical grand round as well as attendance at Brain School. The Fellow is encouraged to attend relevant national and international meetings e.g. Epilepsy Society of Australia, ANZAN. The Fellow is expected to undertake a research project and academic staff within the program are affiliated with The University of Queensland’s Centre for Advanced Imaging, Centre for Clinical Research and Queensland Brain Institute.Working at RBWH would prepare a trainee for a career in various scenarios including private practice office neurology, public hospital neurology in a large teaching hospital, public hospital neurology in a smaller hospital (e.g. without a formal neurology department), or private hospital neurology. The professional connections made during this year of training at RBWH would serve an early career neurologist well if future support was needed post-FRACP.

**Context and Delegations**

* This role reports directly to the Clinical Director, Epilepsy, RBWH
* This role has a professional reporting line to Chief Medical Officer and Director Medical Services, RBWH.
* This role works directly with multidisciplinary teams in epilepsy at Royal Brisbane and Women’s Hospital (RBWH) and plays an important role in organising and presenting at the weekly multidisciplinary epilepsy surgery meeting.
* The Comprehensive Epilepsy Program provides statewide epilepsy surgery services and care to adults with epilepsy to the area north of the Brisbane River to the lower end of the Sunshine Coast. Epilepsy Services range across the continuum of care from the ambulatory services of outpatient consultations and EEG to inpatient care including inpatient video-EEG monitoring.
* It is part of the Neurology Department at RBWH, which is a tertiary referral Neurology service for patients of other Health services of the Central Queensland and Wide Bay Health Services and the State.

## Key Accountabilities

This successful applicant will carry out the following key accountabilities in accordance with the Metro North Health’s values:

* Interview and examine patients to identify clinical problems.
* Select appropriate investigations.
* Assemble clinical information and the results of investigations.
* Diagnose clinical conditions.
* Plan overall clinical care through a comprehensive management plan.
* Initiate and maintain continuous critical care.
* Help patients share the responsibility of their management and care.
* Provide ethical decision making in the achievement of organisational goals.
* Utilise clinical practice guidelines and evidence-based care principles.
* Participate as a member of the multi-disciplinary team.
* Communicate regularly and effectively with all required department medical officers.
* Practice excellence in communication with patients and relatives.
* Actively participate in the hospitals post graduate medical education program.
* Perform medical administrative tasks as required.
* Participation in out of hours rotations, including weekends, on call, etc. for Neurology services across Metro North and beyond.
* Supervise the clinical care of patients by Junior Medical Staff in the Department.
* Supervise and teach Junior Medical Staff and Medical Students attached to the Department in the clinical aspects of Neurology.
* Treat patients and their families with courtesy and sympathy and treat all hospital staff and professional colleagues with courtesy and respect.
* Participate in departmental clinical audits and clinical meetings.
* Provide medical reports as requested.

## About the Department

The Department of Neurology at the Royal Brisbane and Women’s Hospital (RBWH) maintains a large inpatient, outpatient, consultative, clinical neurophysiological service and clinical neuropsychology service.

These services are provided to patients with a wide range of neurological disorders including epilepsy, multiple sclerosis, stroke (including ECR), encephalitis, dementia, Parkinson’s disease, other movement disorders, spinal cord disease, peripheral neuropathy, myasthenia gravis, muscle disorders and migraine. Botulinum toxin, deep brain stimulation and neurosurgery for refractory epilepsy are all offered at RBWH. The Department of Neurology serves as a major tertiary and quaternary referral centre for neurology in Queensland.

The Department of Neurology is closely affiliated with the University of Queensland (School of Medicine) and has a major role in the teaching of neurology to medical students and to medical residents and registrars, including those training towards fellowship of the Royal Australian College of Physicians and membership of the Australian and New Zealand Association of Neurologists. There are also several PhD scholars conducting research within the department.

## About Metro North Health

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 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 Health 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 Health. <http://metronorth.health.qld.gov.au/>

## Health Equity and Racism

Metro North Health has set out its actions and agreed key performance measures to improve Aboriginal and Torres Strait Islander people’s health and wellbeing outcomes.

Racism is a key structural determinant of Aboriginal and Torres Strait Islander people’s health inequity. Racism is not always conscious, explicit, or readily visible - often it is systemic. Systemic or institutional racism are forms of racism that are widely and deeply embedded in systems, laws, written or unwritten policies and well-established practices and beliefs that produce, condone, and perpetuate widespread unfair treatment, causing and/or contributing to inherited disadvantage.

It is expected that all Metro North Health staff, including the incumbent of this role as a valuable member of the Metro North workforce, contribute to the health equity agenda and meet the intent of supporting the defined six actions that specifically meet the needs of Aboriginal and Torres Strait Islander people within the National Safety and Quality Health Service Standards (NSQHS), by actively supporting the elimination of racial discrimination and institutional racism; supporting increased access to health care; influencing the social, cultural and economic determinants of health; supporting the delivery of sustainable, culturally safe and responsive health services; and recognise the importance of working with Aboriginal and Torres Strait Islander peoples, communities and organisations to design, deliver, monitor and review the health and support services we provide.

Please visit our website for additional information about Metro North Health. <http://metronorth.health.qld.gov.au/>.

## Our Vision

Excellent healthcare, working together, strong and healthy communities.

## Metro North Health Values and their corresponding Lominger™ competencies:

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|  |  |  |  |  |
| **Respect** | **Teamwork** | **Compassion** | **High performance** | **Integrity** |
| * Interpersonal savvy
* Manages conflict
* Communicates effectively
* Balances stakeholders
 | * Collaborates
* Develops talent
* Values differences
* Builds effective teams
 | * Customer / patient focus
* Demonstrates self-awareness
* Manages ambiguity
* Being resilient
 | * Cultivates innovation
* Action oriented
* Drives results
* Drives vision and purpose
 | * Decision quality
* Ensures accountability
* Courage
* Manages complexity
 |

*Find out how Metro North Health uses the* [*Lominger™ Leadership Framework*](https://qheps.health.qld.gov.au/metronorth/hr/recruitment/lominger) *to underpin our recruitment, on-boarding, performance support and staff development systems.*

## How you will be assessed

You will be assessed on your ability to demonstrate the following values within the context of the “Key Accountabilities”. The ideal applicant will be able to 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 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 Health’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

* Appointment to this position requires proof of qualification and registration with the Medical Board of Australia. Certified copies of the required information must be provided to the appropriate supervisor/manager prior to the commencement of clinical duties.
* The successful applicant would have entered the RACP Advanced Training program in Neurology and have completed two years of advanced training in neurology prior to beginning in this role (but not necessarily at the time of application).
* Given the purpose of this role in the wider context of Australian and New Zealand neurology advanced training, this role would generally not be suitable for an overseas trainee unless specifically appointed by ANZAN.

**How to apply**

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

1. **A short statement (maximum 2 pages) -** Formulate your response to the dot points listed under “*How you will be Assessed”* within the context of the *“Key Accountabilities*”
2. **Your current CV or Resume, including referees**. You must seek approval prior to nominating a person as a referee. Referees should have 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.

**Instructions on how to apply**

* Submit your application online at [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au) by the closing date.
* Please note that hand delivered applications will not be accepted.
* Only those persons eligible to work in Australia may be employed by Metro North Health. Prospective employees are required to provide proof of identity and documentary evidence of their right to work in Australia.
* Late applications cannot be submitted online. For a late application to be considered, please arrange approval and submission via the contact officer.

*Painting by artist WULUKANTHA Ronald Abala*

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Operational Reporting

 Professional Reporting

Chief Medical Officer and Director Medical Services

Operational Reporting

## 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 Metro North Health 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 Health 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 2nd 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 Health Service to another Health Service, Department of Health (DoH) to a Health Service, or Health Service to DoH).

**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, 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. Roles providing services to National Disability Insurance Scheme (NDIS) participants require an NDIS worker screening check.
* 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 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.

