

# Medical



## Staff Specialist or Senior Staff Specialist (Stroke and Neurology)

|                             |   |                      |  |
|-----------------------------|---|----------------------|--|
| <b>Job Ad Reference:</b>    | PA11397217  |                      |  |
| <b>Status:</b>              | Temporary Full-time / Part Time position (from February 2022 for up to 12 months)                                   |                      |  |
| <b>Unit/Department:</b>     | Department of Neurology,<br>Division of Medicine  |                      |  |
| <b>Location:</b>            | Princess Alexandra Hospital, Woolloongabba  |                      |  |
| <b>Contact:</b>             | Dr Laura Clarke<br>(07) 3176 2111   | <b>Salary range:</b> | See remuneration package explained on page 4 |
| <b>Classification:</b>      | L18 – L24 or L25 – L27  | <b>Closing date:</b> | Sunday, 9 <sup>th</sup> January 2022         |
| <b>Online applications:</b> | <a href="https://metrosouth.health.qld.gov.au/job-vacancies">https://metrosouth.health.qld.gov.au/job-vacancies</a> |                      |  |

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

### Purpose of the role

- Fulfil a key leadership role within the PA Stroke Unit,
- Provide high-quality specialist inpatient stroke care to patients within the multidisciplinary patient care team, including lead the hyperacute stroke management within hours.
- Provide leadership in managing clinical research activity within the Stroke Unit
- Contribute to neurology inpatient and outpatient
- In addition, provide professional leadership within stroke and neurology and provide training, education and supervision to junior medical staff and other health care members.

### Your key responsibilities

- Fulfil the accountabilities and responsibilities of this role in accordance with Metro South's purpose and objectives, as outlined below.
- Clinical and clinical management responsibilities
  - Provide clinical care for stroke patients including inpatients, outpatients and consultations in the stroke unit and the hospital more broadly
  - Provide clinical care for neurology patients including inpatients, outpatients and consultations and participate in an on-call roster for stroke and neurology to provide 7 day a week cover
  - Provide and allow for adequate communication to all stakeholders along the patient's continuum of care and across Metro South facilities.
  - Supervise training fellows, registrars and junior medical staff to ensure appropriate provision of patient care; contribute to the teaching of registrars and prevocational junior doctors within the hospital through guidance, seminars, tutorials, on-the-job and off-the-job training, and to other clinical staff on their specialist area;
  - Demonstrate a commitment to continuing professional development by attending relevant seminars and

conferences to maintain up to date knowledge and practices and to maintain up to date college mandated requirements.

- Follow hospital practices and demonstrate initiative aligned to ensuring the safest possible environment for patients and staff.
  - Involve members of the multidisciplinary team in the assessment and provision of patient care in order to recognise the benefits and application of different discipline areas.
  - Participate in an annual performance review
  - Lead and manage staff by fostering and committing to patient safety and quality in the delivery of health care by maintaining and evaluating safety and quality practices and initiatives.
- **General Responsibilities**
    - Participate in professional committees to contribute to the management framework and infrastructure to ensure the development of the stroke network and wider hospital community.
    - Actively participate in Hospital's Integrated Risk Management and Safety Program, including participation in Incident Monitoring System and Root Cause Analysis where appropriate.
    - Contribute meaningfully to the teaching of undergraduate and graduate medical students, supervision of post graduate students and to the research program in the department.
    - Manage the performance appraisal and development of subordinate staff and provide ethical decision making in the achievement of organisational goals
    - Ensure patients and other staff are treated fairly and with mutual respect and understanding, regardless of cultural, religious, ethnic and linguistic backgrounds.
    - The medical officer will initially perform the duties in accordance with the working arrangements set out in the medical officer's work roster included with the Role Description, which is subject to amendment from time to time by the service in accordance with operational requirements.
    - Ensure patients and other staff are treated fairly and with mutual respect and understanding, regardless of cultural, religious, ethnic and linguistic backgrounds.
    - 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.
    - Perform duties as determined by the Service
    - Perform any other duties directed by the Service which are within their scope of practice and for which they are registered in the State
    - Perform other provisions related to the duties of the Medical Officer as agreed by the parties
    - Implement and support clinical models of care and patient safety initiatives as required
    - Support alternative revenue sources and maximise funding for the delivery of service (where appropriate);
    - 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.
  - **Staffing and budget responsibilities:**
    - This position has no staffing responsibilities
    - To facilitate budget compliance by the efficient and effective use of resources.
  - Ensure patients and other staff are treated fairly and with mutual respect and understanding, regardless of cultural, religious, ethnic and linguistic backgrounds.
  - 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.
  - Report adverse incidents and near misses and actively participate in Hospital's Integrated Risk Management and Safety Program, including participation in Incident Monitoring System and Root Cause Analysis where appropriate
  - Commit to patient safety and quality in the delivery of health care by actively participating in safety and quality practices

#### **Mandatory qualifications, professional registration and other requirements**

- MBBS or equivalent registrable with the Medical Board of Australia, plus FRACP (neurology) or equivalent acceptable to the Royal Australasian College of Physicians and registrable as a neurology specialist with the Medical Board of Australia.
- The applicants should be clinical neurologist with stroke expertise. Fellowship training in stroke management

- would be advantageous, in particular in hyper-acute stroke management.
- Research higher degree (PhD, MD or equivalent) or enrolment and anticipated completion of a research higher degree would be an advantage.
  - This position will be required to partake in an after-hours neurology and stroke on-call roster.
  - This position may be/will be required to undertake shifts in an extended span of ordinary hours to meet clinical need.
  - This position requires the incumbent to operate a class C motor vehicle, and an appropriate licence endorsement to operate this type of vehicle is required. Proof of this endorsement must be provided before commencement of duty.
  - Appointment to this position requires proof of qualification and registration or membership with the appropriate registration authority or association within Australia. Certified copies of the required information must be provided to the appropriate supervisor/manager, prior to the commencement of clinical duties.
  - 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.
  - **Vaccine Preventable Disease (VPD):** 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 ([Health Employment Directive No. 01/16](#)):
    - measles, mumps, rubella (MMR)
    - varicella (chicken pox)
    - pertussis (whooping cough)
    - hepatitis B
    - tuberculosis
  - It is a condition of employment for this role for the employee to be, and remain, vaccinated against COVID-19 ([Health Employment Directive No. 12/21](#) and [Queensland Health Human Resources Policy B70](#)).

### Granted Private Practice

Granted Private Practice option Assigned or Retained or Not Applicable (VMOs)

The Service nominates if the Medical Officer is granted permission to participate in Granted Private Practice.

Where the Service grants the Medical Officer the opportunity to participate in Granted Private Practice, the Medical Officer must perform Granted Private Practice in accordance with their Granted Private Practice Agreement.

Where the parties agree that the Medical Officer exercises Granted Private Practice the Medical Officer provides a professional service to a Private Patient during the Medical Officer's hours of work in the public hospital system.

### Are you the right person for the job?

How we do things is as important as what we do, therefore within the context of the responsibilities described above under Key Responsibilities, the ideal applicant will be someone who can demonstrate the following:

|                               |   |
|-------------------------------|---|
| <b>Patient Focus</b>          | Provides patient care by displaying personal qualities of respect, politeness and empathy as well as involving patients and carers in the care process.   |
| <b>Communication</b>          | Demonstrates effective communication skills by actively listening, providing relevant and timely information and adapting their style to suit others.   |
| <b>Developing Others</b>      | Actively participates and initiates training in order to develop others through the provision of tuition, education, on-the-job learning and mentoring in line with adult learning principles.  |
| <b>Staff Supervision</b>      | Supervises staff in relation to patient care by setting clear expectations, by encouraging and providing constructive feedback, and demonstrating solid leadership skills.  |
| <b>Continuous Improvement</b> | Promotes a safe and quality focused work environment by demonstrating safe work practices, reviewing practices, identifying areas of improvement and acting accordingly, and initiating and participating in quality audits and risk management activities. |
| <b>Continuous Learning</b>    | Committed to own ongoing professional development and actively contributes to professional memberships and networks.  |
| <b>Work Values</b>            | Demonstrates honesty, integrity and respect for all patients, carers and staff.   |

### How to apply

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

- A short written response (maximum 1-2 pages, dot points acceptable) on how your experience, abilities,

knowledge and personal qualities would enable you to achieve the key responsibilities and meet the skill requirements of the role.

- Your current CV or resume, including two referees. You must seek approval prior to nominating a person as a referee.
- Late applications cannot be submitted online. For a late application to be considered, please arrange approval and submission via the contact person.
- 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.
- Only those persons eligible to work in Australia may be employed by Queensland Health. Prospective employees are required to provide proof of identity and documentary evidence of their [right to work in Australia](#).

### Scope of Clinical Practice

All senior medical officers must be credentialed and have a defined Scope of Clinical Practice (SoCP) approved prior to commencing practice in Metro South Hospital and Health Service (MSHHS). The SoCP will support the delivery of safe and high-quality health care and be consistent with the practitioner's registration status and the Clinical Services Capability Framework (CSCF) level of the facility/ies or services in which they will practise.

MSH CSCF can be found at [https://www.health.qld.gov.au/\\_data/assets/pdf\\_file/0034/674755/cscf-selfassess-sum-metro-south.pdf](https://www.health.qld.gov.au/_data/assets/pdf_file/0034/674755/cscf-selfassess-sum-metro-south.pdf)

### Remuneration Package

| Remuneration Package   | Details  |                           |
|--|--|---------------------------|
|  | Fortnightly amount (\$)*   | Annualised percentage (%) |
| Base salary  | L18 - \$7236.70 – L24 - \$8405.80<br>L25 - \$8654.00 – L27 - \$9175.30                   |                           |
| Standard allowances<br>Professional development and motor vehicle allowances | L18 – L24 - \$1629.02<br>L25 – L27 - \$1801.51   |                           |
| Attraction and retention   | L18 - \$3618.35 – L24 - \$4202.90<br>L25 - \$4327.00 – L27 - \$4587.65                   | 50% of base for assigned  |
| <b>TOTAL REMUNERATION</b> * (excluding superannuation)                       | <b>L18 - \$12484.07 – L24 - \$14237.72</b><br><b>L25 - \$14782.51 – L27 - \$15564.46</b> |                           |

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

### Declaration of outside practice

Given the extensive nature of the Duties for this position, it is incumbent on the Service to understand exactly what other duties you may have. As such, notification of all other medical officer engagements is required, whether as an employee, contractor or business owner, including the following detail of such engagements:

1. Nature of engagement
2. Location
3. Working times
4. Duration of work
5. On call commitments

### Your Employer

By 2024, Metro South Health will be well placed to deliver improved health care and population health through excellence in translational research by:

- Supporting our research community through research training and education;
- Establishment and socialisation of a research finance framework and;
- Fostering engagement and clarity around research ethics and governance.

**Metro South Health** is [Australia's first digital health service](#) and one of the largest and in Queensland, with an estimated residential population of approximately one million people or 23 per cent of Queensland's population.

Metro South Health is situated in the South-East corner of Queensland from the Brisbane River in the north to the Redland City Council in the east, and to the Scenic Rim Shire down to the border of New South Wales in the south-west. It is the most culturally diverse area of Queensland with 28.5% of the community born overseas and 16% from non-English speaking countries.

**Our ICARE<sup>2</sup> values of Integrity, Compassion, Accountability, Respect, Engagement and Excellence**, shape our culture within Metro South Health. Our values guide our day-to-day decision making and are fundamental to what we care about as a health service, how we behave, how we interact with each other and provide care to the many patients who come through our doors every day.



**INTEGRITY**

We are authentic, truthful, and transparent, and strive for equity for all.



**COMPASSION**

We care for one another and ourselves with empathy, kindness and support.



**ACCOUNTABILITY**

We are accountable for our decisions, actions and behaviour.



**RESPECT**

We foster an environment of safety, civility, and inclusion.



**ENGAGEMENT**

We are one team working together to achieve our best outcomes.



**EXCELLENCE**

We empower each other and inspire innovation to deliver excellence.

**Workplace diversity**

Metro South Health is 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.

**Flexible working arrangements**

Metro South Health supports and encourages work-life balance for the mutual benefit of Metro South Health and its employees. Work-life balance is about a person's ability to manage their paid work commitments with their career goals, personal, community and cultural responsibilities. Through flexible working arrangements such as leave, flex time accrual or a reduction in working hours, there is an opportunity to match the individual's requirements with those of the workplace – delivering quality health services.

**Additional information**

For further information about this opportunity and the benefits and conditions of working at Metro South Health please refer to the Information for Applicants document attached with this Smart Jobs advertised vacancy.