

ROLE DESCRIPTION

Role details

Job ad reference	MK634271	Classification	MO2-1 to MO2-3 (L25 – L27) MO1-1 to MO1-7 (L18 – L24)
Role title	Intensivist – Senior Staff Specialist <i>or</i> Staff Specialist	Salary	\$251,527 - \$266,677 p.a. (L25 – L27) \$210,332 - \$244,313 p.a. (L18 – L24)
Status (temp/perm)	Permanent Full-Time (80 hrs p.f.) Or Permanent Part-Time options available	Total package	\$528,464 p.a. (L27) \$422,317 p.a. (L18)
Unit/Branch	Intensive Care Unit	Closing date	Ongoing
		Contact name	Dr Stephen Luke Clinical Director, ICU
Division/Hospital/ Hospital and Health Service	Lifespan Medical and Critical Care Mackay Base Hospital, Mackay Hospital and Health Service	Contact number	(07) 4885 5456
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 casemix 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

About the unit/team/department

The Intensive Care Unit provides 16 intensive care beds to adult and paediatric patients, in addition to providing a range of Intensive Care Outreach Services. The ICU admits over 800 acute admissions annually, including 50-60 paediatric patients and an additional 100 elective procedural admissions. The ICU has an established leadership team with strong relationships across the HHS. An active education program supports a well resourced medical and nursing workforce that manages a diverse, challenging and rewarding casemix that includes trauma, interventional cardiology, general surgery, infectious diseases, tropical and complex medical presentations. Paediatric patients are managed collaboratively with local paediatricians and closely supported by tertiary PICU specialists in Townsville.

Your opportunity

The Mackay Hospital and Health Service is looking for a self-motivated Intensive Care Specialist with a passion for patient-centred care to join the team at MBH. The Mackay Base Hospital is a state-of-the-art regional hospital in an exciting growth phase, located in tropical North Queensland and only an hour's flight from Brisbane. Newly qualified Fellows are welcome to apply.

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.
- Provide a Healthy and Safe environment within Mackay Hospital and Health Service.
- 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.
- Carry out work in accordance with prescribed practices and procedures and in a manner that will not create health and safety hazards for yourself or others in the workplace.
- Provide expert clinical services for the Intensive Care Unit within the Clinical Services Capability Framework for the facility, and within the Scope of Clinical Practice formally granted to the Staff Specialist from time to time.
- Provide patient centred care respectful of patient wishes and informed by best practice standards and current evidence.
- Provide expert consultancy/advisory services as required to both internal and external agencies relevant to the health industry.
- Collaborate respectfully with other medical specialists, trainees, nursing, allied health, administration and support staff.
- Actively seek and undertake professional development opportunities to maintain and develop clinical skills, knowledge and experience
- Implement and undertake teaching and educational initiatives and responsibilities within the Intensive Care Unit and as required elsewhere in the hospital, including providing support to critical care trainees preparing for post-graduate examinations.
- Provide expert leadership to clinical and service improvement activities and initiate, encourage and participate in research, evaluation and evidence-based treatment and care aimed at achieving demonstrable improvements in service outcomes, within the ethical guidelines of National Health & Medical Research Council (NH&MRC).



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- Actively participate in patient safety activities, clinical incident reviews and complaints management and actively pursue evidence-based practice within the Intensive Care Unit.
- Actively participate in and provide leadership to research and departmental audit projects, including support of trainee research projects.
- Maintain current knowledge regarding the provision of safe and high-quality health care, including the concepts of Human Factors and Patient Safety, and to promote these within the Hospital and Health Service.
- Actively participate in and maintain membership in a range of organisational committees.
- Facilitate and encourage innovation and change by adopting contemporary approaches to clinical service delivery creating a high-level performance culture within the service.
- Participate in regular performance reviews, including commitment to reflective practice and maintenance of relevant professional development plan.
- Maintain currency of annual and other mandatory competencies.
- Provide ethical and patient-focussed decision making in the achievement of clinical and organisation goals.
- Contribute to maintenance and growth of a respectful workplace culture that encourages and supports escalation of concerns.
- Other duties as directed by the Clinical Director of the Intensive Care Unit.

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
Locality Allowance (if applicable)	\$ 378	\$ 378	\$ 378
Estimated Remuneration (excluding superannuation)	\$379,409	\$433,779	\$474,061
Superannuation Estimate	\$ 42,908	\$ 49,840	\$ 54,402
TOTAL ESTIMATED REMUNERATION *	\$422,317	\$483,619	\$528,464

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.

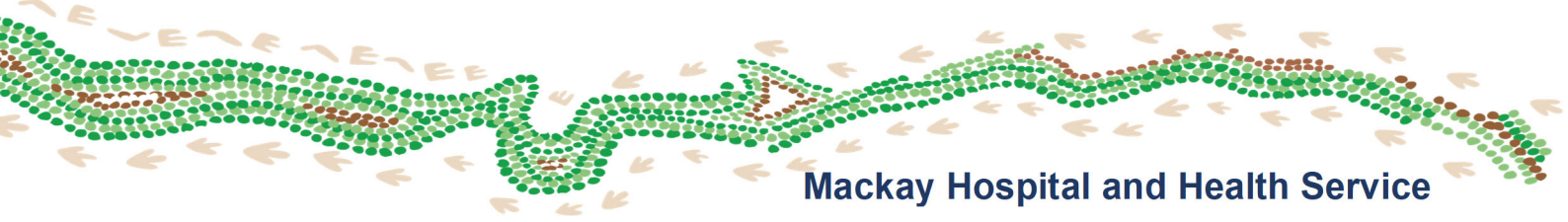
Mandatory qualifications/Professional registration/Other requirements

- 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 College of Intensive Care Medicine of Australia and New Zealand (CICM).
- 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
- Evidence of engagement and compliance with a recognised Continuing Medical Education (CME) program – either with the College of Intensive Care Medicine, or with another recognised body.
- **Paediatric patients:** Appointees will be required to independently care for unwell paediatric patients, in partnership with other local Mackay clinicians.
- **Shift Work:** Appointees will be required to work all shifts in accordance with the Unit roster, including weekends and on-call. Appointees would ideally reside in Mackay, however, FIFO arrangements may be considered upon negotiation.
- **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 Intensive Care Medicine, with abilities and confidence to work independently in a regional intensive care unit.
- Ability to comprehensively and concisely document all clinical observations, opinions, diagnoses, procedures undertaken and other data as relevant.
- Ability to independently conduct or arrange appropriate investigation, treatment and referral of critically ill patients.
- Ability as a team leader to direct processes of assessment, admission, ongoing care, transfer and discharge of patients in a dynamic critical care environment.
- Demonstrated high level interpersonal communications skills and experience negotiating challenging situations with patients, relatives, and with other health professionals.
- Demonstrated experience and competency in Paediatric Intensive Care.



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- Experience and formal training in echocardiography is desirable.
- Interest in education and commitment to developing junior medical staff, with proven ability to teach at both undergraduate and post-graduate levels.
- Demonstrated experience and interest in research and clinical audit, focussed on generating evidence to support quality improvement projects.
- Ability to integrate with, work well within, and enhance the performance of a small high-performing team.
- Preparedness to contribute equally and flexibly to ensure service continuity, including appropriate after-hours support and timely onsite attendance when rostered on-call as required.
- Commitment to clinical best practice and active participation in continuing professional development.
- Experience in critical incident review and an understanding of the policy framework for improving clinical practice standards.

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 two professional 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 SOA or agree to abide by SOA 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.
- 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

