

Role description

Role details

Job ad reference:	SC683160	Closing date:	Tuesday, 2 June 2026
Role title:	Staff Specialist (Emergency Medicine)	Classification:	L18 – L24 (<i>Staff Specialist</i>) L25 – L27 (<i>Senior Staff Specialist</i>)
Department:	Department of Emergency		
Directorate:	Emergency Access and Flow		
Employment type:	Fixed term temporary part-time and full-time positions, up to 80 hours per fortnight for up to 6 months with the possibility of extension.		
Work Environment	Sunshine Coast University Hospital, Birtinya, Nambour General Hospital, Gympie Hospital. <i>There is an expectation to work across a minimum of 2 site.</i> Service delivery may require this role to work across other locations within Sunshine Coast Hospital and Health Service Future vacancies across Sunshine Coast Hospital and Health Service of a temporary, full-time and part-time nature may also be filled through this recruitment process.		
Remuneration Package			
		Part time (hourly rate)	Per Fortnight
Base Salary	L18 – L24	\$103.79 - \$120.56p.h.	\$8,309.90-\$9,645.40 p.f.
	L25 - L27	\$124.12 - \$131.60p.h.	\$ 9,930.20-\$10,528.40 p.f.
Standard allowances (additional to base salary)			
Attraction and Retention Allowance (Based on Specialist with Assigned Private Practice)		+50% of base salary	
Motor Vehicle Allowance (<i>pro-rata for part time</i>)		\$23,395 p.a. (L18 – L24) \$28,408 p.a. (L25 – L27)	
Professional Development (<i>pro-rata for part time</i>)		\$22,145 p.a.	
Emergency Department Specialty Allowance		+25% of base salary	
Employer superannuation contribution		Up to 12.75%	
Contact us about this role			
Contact name:	Dr Luke Burman	Contact details:	07 5202 0971
<p><i>“Sunshine Coast Hospital and Health Service respectfully acknowledges the Traditional Custodians, the Kabi Kabi (Gubbi Gubbi) and Jinibara peoples on whose land we provide our services. We also pay our respects to the Aboriginal and Torres Strait Islander Elders, past, present, and future. We recognise the strength and resilience that Aboriginal and Torres Strait Islander people and their ancestors have displayed in laying strong foundations for the generations that follow.”</i></p>			

Your opportunity

We're excited to welcome a Staff Specialist (Emergency Medicine) to our Emergency Department at Sunshine Coast Hospital and Health Service.

The Sunshine Coast is known for its beautiful beaches, hinterland scenery and subtropical climate. The Health Service is located across the Sunshine Coast region, with five hospital campuses including Sunshine Coast University Hospital (SCUH) serving a population around 500,000 people.



Sunshine Coast Health



You will provide high quality emergency medicine care for our community, with a focus on leading safe care, driving quality improvement and innovation, and collaboratively contributing to department growth and development within a multidisciplinary team.

This position requires applicants to hold, or be eligible to hold, a specific **Scope of Clinical Practice**.

- Scope of Clinical Practice:
- Emergency Medicine
 - Paediatric Emergency Medicine

The Staff Specialist (Emergency Medicine) reports to the Medical Director, Department Emergency.

Your Responsibilities

1. Professional Competencies

You will demonstrate these professional competencies as a Staff Specialist at Sunshine Coast Hospital and Health Service:

Communication and Collaboration

- ✓ Build therapeutic relationships with patients and families with respect and compassion
- ✓ Build and sustain professional relationships with colleagues across the organisation
- ✓ Promote understanding, manage differences, and resolve conflicts
- ✓ Work collaboratively and respectfully across the multidisciplinary team
- ✓ Ensure safe and timely clinical handover with both internal and external clinicians
- ✓ Ensure quality of clinical documentation to optimise decision-making and patient safety

Professionalism and Leadership

- ✓ Consistently demonstrate respectful and professional behaviour in the workplace
- ✓ Take responsibility for developing others through mentoring and supervision
- ✓ Foster a team environment that enhances speaking up for safety and a just culture
- ✓ Demonstrate stewardship of resources and efficiency in clinical service provision
- ✓ Contribute to improving systems of care through quality improvement initiatives
- ✓ Set priorities and manage time to integrate clinical practice and personal life sustainably

Scholarship and Education

- ✓ Foster a safe, open and positive learning environment across the multidisciplinary team
- ✓ Engage in collaborative learning to contribute to collective improvements in practice
- ✓ Active participation in supervision and teaching of students, junior colleagues, and others
- ✓ Demonstrate continual learning through professional and practice development
- ✓ Critically evaluate literature and integrate best available evidence into clinical practice
- ✓ Contribute to creation and dissemination of knowledge via scholarly inquiry and research

Safety, Quality and Clinical Performance

- ✓ Practise medicine within defined scope of practice and expertise
- ✓ Regularly participate in reflective practice with peers including consistent M&M attendance
- ✓ Practice culturally safe care, contribute toward Health Equity and Closing the Gap

- ✓ Consider consumer experience and health literacy in practice; practice is patient-centred
- ✓ Take accountability for safe care delivery, identify & escalate issues, drive improvement
- ✓ Take accountability for meeting National Safety and Quality Health Service Standards

2. Clinical Responsibilities

You will undertake the following as a Staff Specialist at Sunshine Coast Hospital and Health Service:

- Provide clinical services consistent with your approved Scope of Clinical Practice (SoCP) and the Queensland Health Clinical Services Capability Framework for each clinical service and facility.
- Undertake clinical duties that may include inpatient services, outpatient services, procedural work, multidisciplinary team meetings, clinical correspondence, medical report writing, and on-call duties.
- Uphold clinical and professional values, standards and expectations as defined by:
 - Medical Board of Australia (Ahpra) Good Medical Practice: Code of Conduct guide [Medical Board of Australia - Good medical practice: a code of conduct for doctors in Australia](#).
 - Speciality college/s, peak professional bodies, and national clinical expert committees
 - Local department, SCH and Queensland Health guidelines, procedures, and policies

3. Department Responsibilities

You will undertake the following department duties as a medical specialist at Sunshine Coast Hospital and Health Service:

- With support and direction from the Medical Director of your unit:
 - Undertake unit portfolios with deliverables that align with the priorities of your medical department
 - Represent your unit at meetings and forums, offering expert clinical advice, counsel, and leadership
 - Participate in investigation and resolution of clinical incident and consumer complaint management
 - Undertake medical reports for relevant medicolegal, coronial, regulatory and court processes
 - Contribute to departmental planning, service expansion, and developing novel models of care
- Regularly attend and constructively participate in departmental meetings
- Undertake an annual Performance and Development Plan (PaD) with your Director, proactively planning your continuing professional development (CPD) plan aligned with personal and departmental priorities.

4. Workplace Responsibilities

- Fulfil the responsibilities of this role in accordance with the Sunshine Coast Hospital and Health Service Values.
- Actively participate in a working environment supporting quality human resource management practices including employment equity, anti-discrimination, work health and safety and ethical behaviour.
- Follow defined service quality standards, work health and safety policies and procedures relating to the work being undertaken to ensure high quality, safe services and workplaces and manage all information in accordance with legislation, standards, policies, and procedures.
- Adhere to Sunshine Coast Hospital and Health Service *Safe Care Framework*, developed in collaboration with staff, consumers and stakeholders to enable our vision of health and wellbeing through person-centred care.

Mandatory requirements:

- Pre-employment screening, including criminal history checks, may be undertaken on persons recommended for employment.

Australian Health Practitioner Regulation Agency (Ahpra)

- Current (or eligible for) registration with the Australian Health Practitioner Regulation Agency as a Specialist Medical Practitioner, OR on a defined pathway to specialist registration.

Qualifications

- Possession of a primary medical qualification (eg. MBBS or MD) awarded by a training institution recognised by Australian Medical Council (AMC) and World Directory of Medical Schools (WDOMS).
- Current Speciality Fellowship with Australasian College for Emergency Medicine (ACEM) as a specialist in [emergency medicine] OR
- Current (or eligible for) assessment of substantial comparability by relevant international college, OR
- AHPRA Expedited Specialist Pathway eligibility in relevant speciality, OR
- Expected completion of relevant college fellowship requirements within 6 months
- Certified copies of the required qualifications must be provided to the appropriate supervisor/manager, prior to commencement of clinical duties

Credentialing – Scope of Clinical Practice

- This position requires applicants to be eligible for a granted Scope of Clinical Practice (SoCP) in the relevant speciality field and maintain currency of SoCP during the contract of employment.

Disclosure of Serious Disciplinary History

- Under the *Public Sector Act 2022*, applicants are required to disclose any previous serious disciplinary action taken against them.

Driver's licence

- This position may require the incumbent to operate a government vehicle and an appropriate licence endorsement to operate this type of vehicle is required (Queensland 'C' class licence). Proof of this endorsement must be provided before commencement of duty.

Vaccine Preventable diseases

- Employees of Sunshine Coast Hospital and Health Service have an obligation under the *Public Health Act 2005* s.151(1) to take reasonable precautions and care to minimise risk of infection to other persons.
- 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
- It is a condition of employment in this role for new employees to undertake a tuberculosis screening, to identify if the tuberculosis vaccination may be required in accordance with the Queensland Health Protocol.
- Staff that enter clinical areas (e.g. inpatient units, outpatient units, procedural suites) and/or undertake direct contact with patients or a patient's environment or working in areas where there is an infection control risk (e.g. food handling areas) must be

bare below the elbows at all times whilst in these areas. Failure to comply with this mandatory requirement may lead to disciplinary action.

Working arrangements

- This position does require weekend work, after hours work, work on public holidays and participation in the on-call roster as per departmental business requirements.
- The position may involve travel to various facilities within Sunshine Coast Hospital and Health Service.

How to apply

Please provide us the following information so we can assess suitability for the role:

1. Your **resume**, including the names and contact details of two referees who know your skills, work ethic, attributes and suitability for this position, including conduct and performance within the previous two years.
2. Brief cover letter outlining your skills and experience.

How you will be assessed

You will be assessed on your ability to demonstrate the following key requirements, 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:

- Demonstrated high-level clinical expertise and comprehensive contemporary knowledge of the provision of patient care in [emergency medicine] services, inclusive of clinical and professional practice.
- Demonstrated high performance in staff specialist professional competencies listed under 'Your Responsibilities' section above.
- Skills and experience in non-clinical portfolios eg. Clinical Research, Medical Education, Audit and Quality Improvement etc] are highly desirable.
- Well-developed interpersonal, written and oral communication skills
- Cultural fit: high work ethic, excellent team membership and leadership, supportive colleague and role model.

Your employer – Sunshine Coast Hospital and Health Service

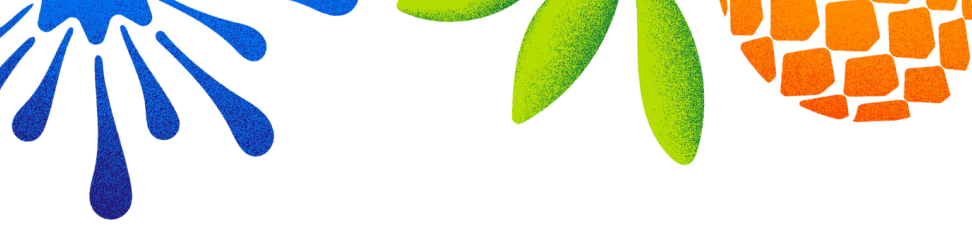
- At Sunshine Coast Hospital and Health Service, we believe in supporting health and wellbeing through person centred care for all.
- We are here for our rapidly growing population, across the coastal and hinterland areas of the Sunshine Coast region. We care for our communities through Sunshine Coast University Hospital, Nambour General Hospital, Gympie Hospital, Maleny Soldier's Memorial Hospital, and Caloundra Health Service which includes a Minor Injury and Illness Clinic. We also provide care at a number of community and mental health sites, as well as Glenbrook Residential Aged Care.
- Across our varying environments and departments, our diverse team is connected through a shared vision of helping our community to heal. We put compassion, innovation, accountability, and integrity into what we do to make our communities healthier.
- To learn more about [What it's like to work with us, including Workplace benefits, please visit Sunshine Coast Hospital and Health Service Careers web page](#) [Careers | Sunshine Coast Health](#).

Our commitment to equity, diversity and inclusion

- At Sunshine Coast Hospital and Health Service we are committed to equity, diversity, and inclusion. We build a culture of respect, promote human rights, and aim to create a workforce that reflects the consumers and communities we serve.
- We are an equal opportunity employer and welcome applications from everyone across gender, ethnicity, race, age, language, sexual orientation, disability, and family/caring responsibilities. We recognise the value that employees of different backgrounds, experiences, and perspectives bring across all levels of our organisation.
- We believe in treating all job applicants and employees with fairness, dignity, and respect. Everyone in our organisation, from employees to visitors and contractors, must be treated equally and without discrimination, harassment, vilification, or bullying.
- If you need support during the recruitment process, we're here to assist. We understand that some people may need changes to the recruitment process, the way they work and the workplace environment. If you need support or adjustments, please let us know by reaching out to the contact person noted on the first page of the role description.
- Our commitment to cultural safety, equity, diversity, and inclusion means that we value diverse applicants and your need for adjustments will not affect our hiring decisions.

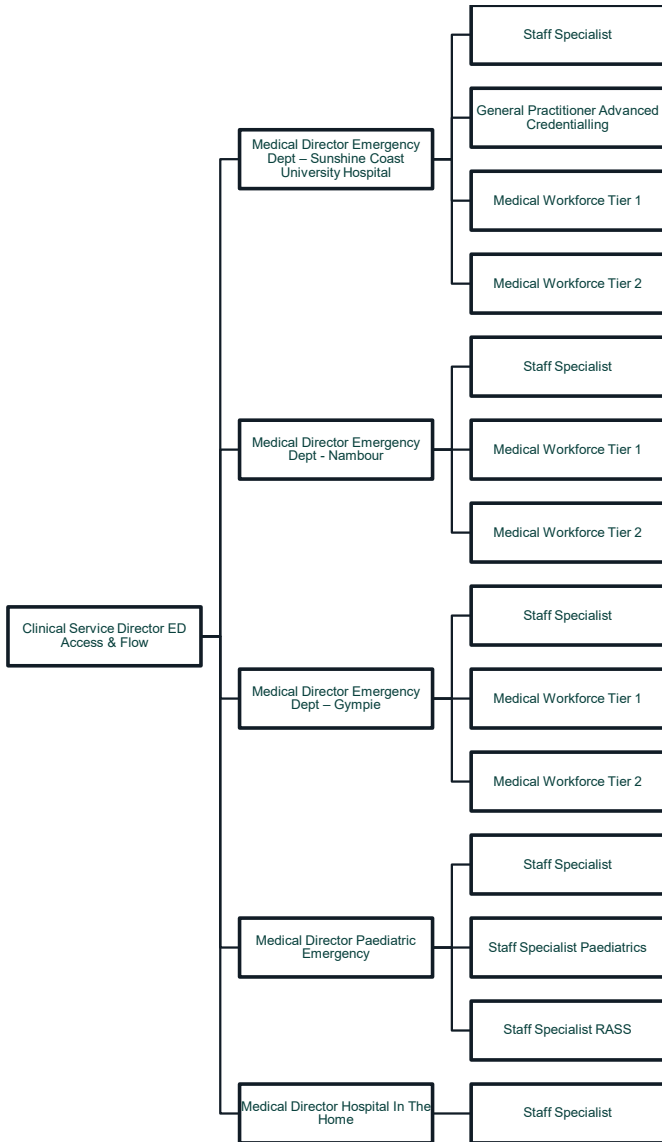
What else you need to know

- Employees who are appointed to the Sunshine Coast Hospital and Health Service may be required to undertake a period of probation appropriate to the appointment.
- All relevant health professionals, who during their work reasonably suspect that a child or young person has been abused or neglected in any way at Sunshine Coast Hospital and Health Service, at home or in the community must report their concerns as soon as possible to [Child safety services, Department of Communities](#), as required by law.
- In this role you may come across upsetting situations, events, topics, or materials directly or indirectly. This could happen when talking with consumers, stakeholders, or colleagues, reviewing materials, or visiting workplaces and certain environments. We have a range of psychosocial and physical safety controls in place for all Queensland Health workplaces, including strategies to manage the risk of employees being exposed to traumatic events, materials and/or vicarious trauma. We also support employees who are impacted by their work.
- Applicants will be required to give a statement of their employment as a lobbyist, as per the Public Service Commission Policy: [Lobbyist Disclosure Policy 2010](#) within one month of taking up the appointment.
- 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](#)
- Applications will remain current for 12 months. If the duration of the vacancy is less than 12 months applications will remain current for vacancy duration.
- Only applications from candidates will be accepted (applications that may result in an agency fee will not be considered).



Organisational Structure

Emergency Access and Flow



Integrity



Compassion



Accountability



Innovation