

# Registrar /Principal House Officer – Emergency Medicine

<b>Location*:</b>	The Prince Charles Hospital	<b>Unit/Department:</b>	Department of Emergency Medicine
<b>Status:</b>	EOI – Temporary Full-time	<b>Classification:</b>	L4 – L9

## Our Hospital and Health Service

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

## Our Vision

Excellent healthcare, working together, strong and healthy communities

## Our Hospital and Health Service Values and their corresponding Lominger™ competencies:



### Respect

- Interpersonal savvy
- Manages conflict
- Communicates effectively
- Balances stakeholders



### Teamwork

- Collaborates
- Develops talent
- Values differences
- Builds effective teams



### Compassion

- Customer / Patient focus
- Demonstrates self-awareness
- Manages ambiguity
- Being resilient



### High performance

- Cultivates innovation
- Action oriented
- Drives results
- Drives vision and purpose



### Integrity

- Decision quality
- Ensures accountability
- Courage
- Manages Complexity



## About the Role

### Context

The Emergency Medicine Registrar/Principal House Officer is responsible to the Emergency Consultant on duty. For administrative matters the Registrar reports to the Deputy Director Medical Services.

### Purpose

The Emergency Medicine Registrar/Principal House Officer will work closely within a multi-disciplinary team that comprises of medical, nursing and allied health staff, to provide a seamless continuum of care for the patients attending the Emergency Department.

The Hospital and Health Service will assist the registrar to develop:

- Their knowledge and skills required to practise emergency medicine
- An interest in their ongoing professional development
- Their ability to supervise and educate junior staff
- An understanding of research, methods and techniques
- To develop their ability to become strong patient advocates and to be future leaders in the field of emergency medicine.

This position is to provide a high-quality service to the Hospital and Health Service and to participate as requested in the provision of services in Clinical Services Networks (CSNs) in the Central Area Health Service of Queensland Health.

### Key Accountabilities

This successful applicant will carry out the following key accountabilities in accordance with the Metro North values and the corresponding Lominger™ competencies shown above in this role description:

#### Clinical Duties

- Provision of clinical services to patients and clients attending the Emergency Department.
- Supervision of other medical staff attached to the Emergency Department.
- Participate in and maintain an effective and accurate clinical record system to enable continuity of care for clients and regular evaluation of treatment processes.
- Formulate plans of management and co-ordinate appropriate consultation with other specialities.
- Supervise the selection and arrangement of appropriate investigations.
- Communicate effectively with patients and their relatives.
- Maintain appropriate liaison with nursing staff and allied health personnel.
- Implement decisions on patient care which are taken by senior medical staff.
- Develop improved proficiency in the theoretical and clinical aspects of the specialist field.
- Assist in the teaching of junior medical staff, medical students and other junior professionals.
- Participate in audit and quality improvement activities.
- Serve as a role model for junior medical staff by behaviour and attitude.
- Participate in late shifts, weekends and public holidays.
- After hours on call as rostered.
- Comply with and utilise procedures, policies, regulations and standards which impact upon the position, including contemporary human resource management requirements and practices, such as workplace health and safety, equal employment opportunity and anti-discrimination policies.

#### Education

- Provision of and participation in appropriate educational activities for:
  - Trainee Specialists
  - Intern and Resident Medical Staff
  - Medical Students
  - Nurses
  - Other Staff

### Personal

- Develop proficiency in the theoretical and clinical aspects of management of patients in the specialist field.
- Refine the knowledge of social and ethical behaviour required of a practitioner.
- Participate in supervised training opportunities provided by the hospital.

### Professional

- Participate in the education of patients and their relatives.
- Assist in the teaching and research responsibilities of the Unit.
- Serve as a role model for more junior medical staff by behaviour and attitude.

### Administrative Duties

- Complying with and promoting hospital policies and procedures.
- Ensuring appropriate arrangements for transfer to the community are in place.
- Maintenance of accurate records and prompt completion of reports.
- Participation in peer review and quality assurance programs.
- Other administrative tasks as required.

### How you will be assessed

How we do things is as important as what we do therefore you will be assessed on your ability to demonstrate the following key technical and behavioural capabilities, knowledge and experience. Within the context of the responsibilities described above under Key Accountabilities, the ideal applicant will be someone who can demonstrate the following:

- At least three years postgraduate clinical experience.
- Evidence of competent and safe practice in the management of a wide variety of medical presentations demonstrating ability to work at at Registrar / Principal House Officer level.
- Excellent communication skills, with particular reference to effective communication and courtesy when interacting with patients, relatives, general public and health care colleagues.
- **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 completely 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'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 or membership 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.
- Medical degree registrable with the Medical Board of Australia.
- Ability to undertake after hours, weekend and on-call work.
- It is preferable but not compulsory to have registration with the Australian College for Emergency Medicine (ACEM).

## How to apply

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

1. **Your current CV or resume, including referees.** You must seek approval prior to nominating a person as a referee. Referees should have a 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 and contact the selection panel chair to discuss.
2. **A short statement (maximum 1 page)** on how your experience, abilities, knowledge and personal qualities would enable you to achieve the key accountabilities and meet the technical and behavioural capabilities of the role.
3. Submit your application online at [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au) by the closing date.
4. Please note that hand delivered applications will not be accepted.
5. Only those persons eligible to work in Australia may be employed by MNHHS. Prospective employees are required to provide proof of identity and documentary evidence of their right to work in Australia.
6. Late applications cannot be submitted online. For a late application to be considered, please arrange approval and submission via the contact officer.

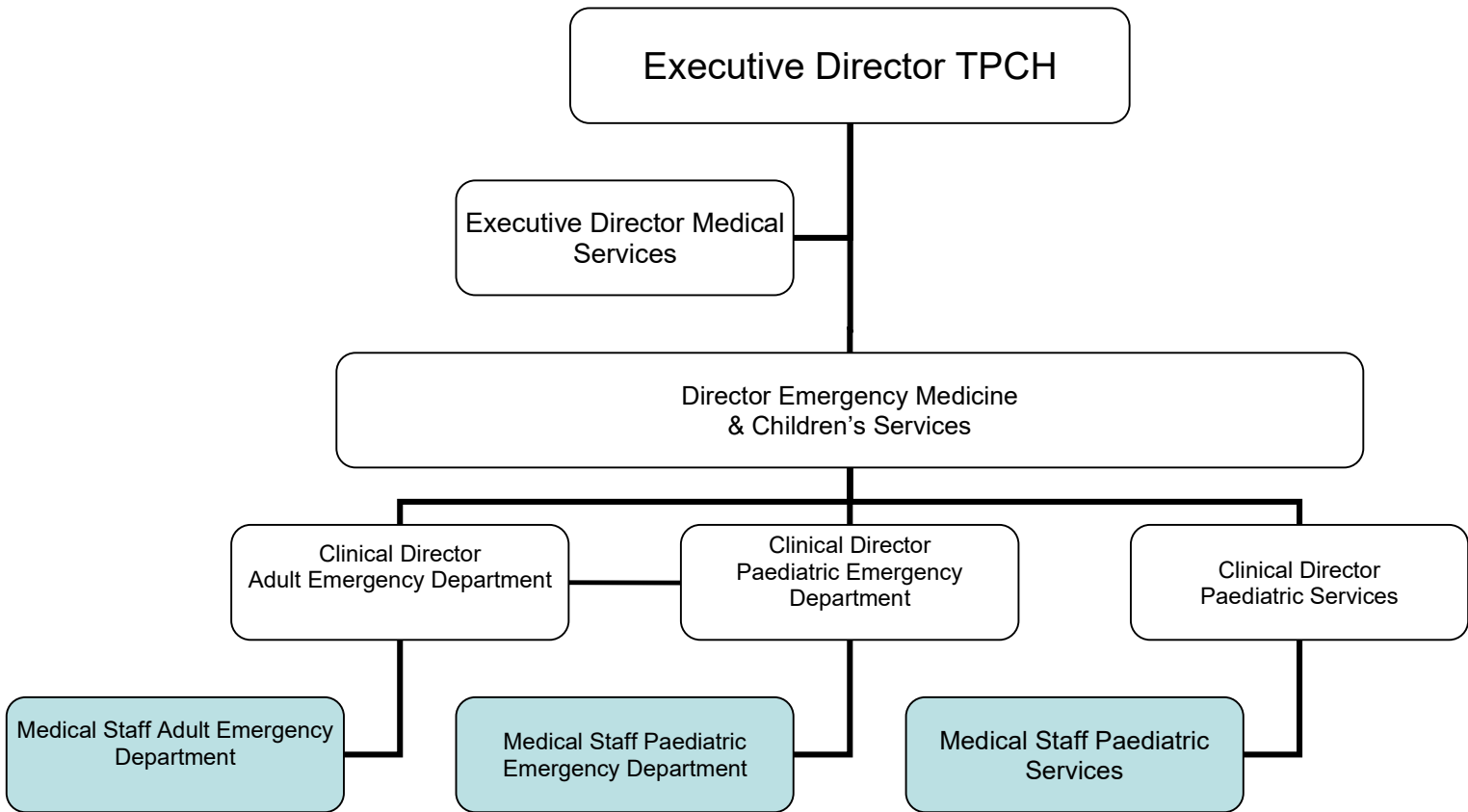
<b>Job ad reference:</b>		<b>Closing Date:</b>	
<b>Contact name:</b>	Dr Alaa Ibrahim	<b>Contact number:</b>	(07) 31394111
<b>Classification:</b>	L4 – L9	<b>Salary Range:</b>	\$ - \$
<b>Online applications:</b>	<a href="http://www.smartjobs.qld.gov.au">www.smartjobs.qld.gov.au</a>		

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

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

**APPLICATIONS RECEIVED VIA THIRD PARTIES (RECRUITMENT AGENCIES ETC.) WILL NOT BE ACCEPTED**

## Team Structure



## Appendix

### 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 our Health Service 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 Hospital and Health Service 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 2<sup>nd</sup> 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 HHS to another HHS, Department to a HHS, or HHS to Department).

## 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, 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.
- 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 permanently 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.

# Executive Structure

