

# Senior Registrar or Registrar (Clinical Fellow) – Cardiothoracic Surgery

<b>Location*:</b>	Chermside	<b>Unit/Department:</b>	Cardiothoracic Surgery The Prince Charles Hospital
<b>Status:</b>	Temporary full time up to 12 months, commencing February 2021	<b>Classification:</b>	L10-L13 or 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

Changing the face of health care through compassion, commitment, innovation and connection

## 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

This role reports directly to the Director of Cardiothoracic Surgery.

### Purpose

The purpose of this role is to allow the successful applicant to build on their cardiothoracic training. It will involve roles in general cardiac surgery and involvement in the Heart and Lung transplantation program – both on organ retrieval and implantation sides. Independent cardiac operating will be based on the level of skill the applicant demonstrates. The institution performs over 1100 cardiac procedures a year with a large proportion of complex cardiac cases, this offers an opportunity for the applicant to build on the knowledge base and gain technical skills. A three month rotation in general thoracic surgery can also be accommodated during the term of employment.

The Prince Charles Hospital will assist the Cardiothoracic Surgical Fellow to develop specialist's cardiothoracic skills in accordance with evidence based best practice combined with regular clinical and surgical audit review; an interest in continuing education including teaching and teaching skills; an understanding of research, methods and techniques and an interest in professional development in cardiac surgery.

### 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:

- Fulfil the responsibilities of this role in accordance with Queensland Health's core values, as outlined above.
- Take responsibility for overall management of patients in the preoperative and post-operative recovery units as well as the Ward providing information to consultants and those of other specialities; implement decisions on patient care which are taken by senior medical staff
- Supervise the selection and prompt evaluation of appropriate investigations
- Demonstrated communication skills, with particular reference to effective communication and courtesy when interacting with patients, relatives, other general public and health care colleagues
- Maintain appropriate liaison with nursing staff and allied health personnel
- Provide medico-legal reports as required
- Develop improved proficiency in the theoretical and clinical aspects of the specialist field and research activities of the program and refining the knowledge of social and ethical behaviour required of a specialist practitioner
- Participate in audit and quality improvement activities. Serve as role model for junior medical staff by behaviour and attitude
- Knowledge of contemporary human resource management issues including workplace health and safety, equal employment opportunity and anti-discrimination and the Queensland Health Code of Conduct
- 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 antidiscrimination policies
- The appointee will be required to participate in a 24/7 roster, rostered overtime, late shifts, on-call, weekends and public holidays

## 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:

- **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

- The applicant must be registered or able to become registered by the Medical Board of Australia (Australian Health Regulation Agency (AHPRA) as a medical practitioner.
- At least 4 years postgraduate hospital experience in hospital is MANDATORY.
- Current IELTS certification for overseas graduates excepting UK, Ireland, Canada, South Africa USA and New Zealand or similar.

It is desirable that the applicant have:

- Completion or near completion of Postgraduate qualification in Cardiothoracic Surgery for international applications.
- Successful completion of the Cardiothoracic Fellowship examination of the Royal Australasian College of Surgeons for Australasian applicants.
- Prior experience with transplantation is desirable but not essential.
- Appointment to this position requires proof of qualification and, where applicable, registration or membership with the AHPRA ([www.ahpra.gov.au](http://www.ahpra.gov.au)). Certified copies of the required information must be provided to the appropriate supervisor/manager prior to the commencement of clinical duties.

## How to apply

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

1. **A short statement (maximum 2 pages)** 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.
2. **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.
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.

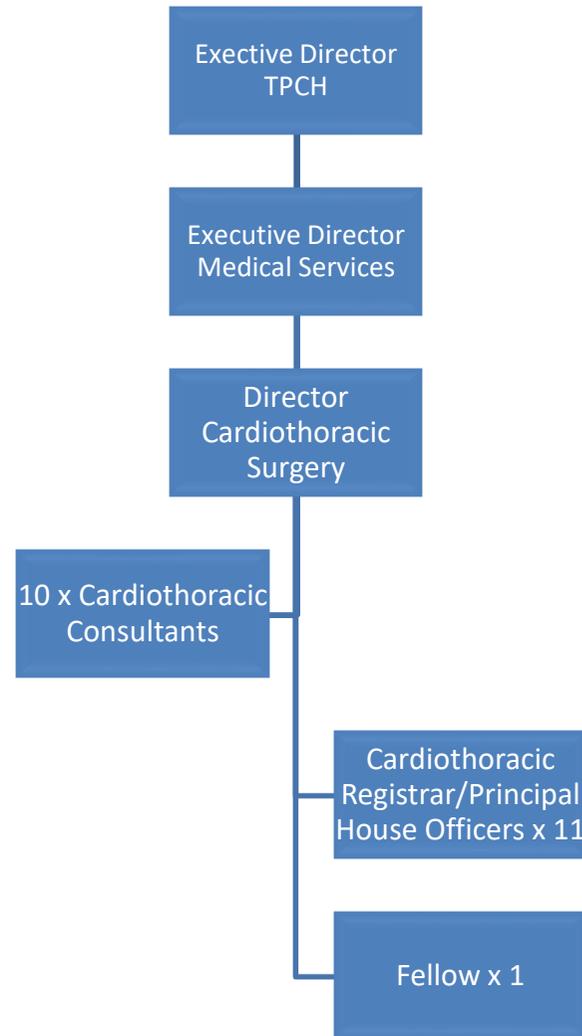
<b>Job ad reference:</b>	PCH345403	<b>Closing Date:</b>	Tuesday, 16 June 2020
<b>Contact name:</b>	Rishendran Naidoo	<b>Contact number:</b>	(07) 3139 5365
<b>Classification:</b>	L10 – L13 or L4 – L9	<b>Salary Range:</b>	\$5411.90 - \$5963.70 per fortnight or \$4243.60 - \$4920.10 per fortnight
<b>Online 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



### 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

