

# Senior Registrar or Registrar (Fellow) Heart Failure and Cardiac Transplantation

<b>Location*:</b>	Chermside	<b>Unit/Department:</b>	Cardiology Program The Prince Charles Hospital
<b>Status:</b>	Temporary full time, commencing February 2019 for up to 12 months	<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 to the Clinical Director, Advanced Heart Failure and Transplant Unit.

### Purpose

- The Fellowship in Advanced Heart Failure and Cardiac Transplantation (FRACP) provides for training in the diagnosis and comprehensive treatment of heart failure, mechanical cardiac support and Cardiac Transplantation. The Advanced Heart Failure and Cardiac Transplant Unit is the only unit in Queensland providing cardiac transplant services as well as mechanical cardiac support. It services a large heart failure population as inpatients and outpatients including telehealth. There is extensive collaboration between all the members of the multidisciplinary team in the management of these patients.
- A suitable candidate for this position will have successfully completed the FRACP exams and would have completed three years of advanced cardiology training. The Fellow provides heart failure and cardiac transplant services to all patients presenting to the hospital, both on an inpatient and outpatient basis within the designated unit of the Department of Cardiology. On request, the Fellow should provide a consultative service to other departments. It is expected that the Fellow will be involved in the professional development of junior medical staff, and in the education of medical students. It is expected that the Fellow will participate in research projects of the unit as well as complete their own related research project during the course of the year.
- This position is to provide a high quality service within the Health Service District and to participate, if requested, in the provision of services in Clinical Service Networks (CSN's) in 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:

- Accountable to senior medical officers to whom he/she reports for the overall clinical care of patients allocated and maintaining the highest professional standards of practice and care.
- Accountable to the Clinical Director - Advanced Heart Failure and Cardiac Transplant Unit, Director of Cardiology, and finally the Director - Medical Services, for compliance with hospital policy and procedures, for general behaviour and standards, practice and care. In particular, the Fellow is responsible to assist in ensuring economy in the use of equipment and prescribed medications under all these categories is subject to approval by a higher medical authority.

### Under supervision of senior medical staff, clinical duties include:

- Acting on behalf of senior medical staff to ensure that problems are identified and patients are fully assessed.
- Maintaining responsibility for planning of all clinical care, in consultation with senior medical staff.
- Supervising the appropriate selection and arrangements of investigations for patients.
- Undertaking appropriate and timely summary documentation, particularly when responsibility for the care of the patient is transferred.
- Ensuring appropriate communication with senior medical staff, taking responsibility for advising on and implementing major decision for care.
- Providing appropriate medico legal reports, as required.
- Other clinical duties, as required.

### Education and research duties include:

#### Personal and Professional

- Develop an understanding of the theoretical aspects and clinical proficiency in management in heart failure, cardiac transplantation and mechanical cardiac support.
- Refine the knowledge of social and ethical behaviour required of a practitioner.
- Participate in supervised research projects and training opportunities provided by the hospital as well as your own related research project.
- Participate in the education program for patients and their relatives.
- Assist in the teaching duties of the unit for junior medical staff, medical students and other junior professionals.

### Administration duties include:

- Administration duties including compliance with Hospital Policies and Procedures, Transfer arrangements, management of patient records and economic use of human and material resources.

### 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
- At least five years recent postgraduate clinical experience in medicine.
- Experience in relevant areas of inpatient and outpatient care in cardiology.
- Experience in resuscitation, and appropriate procedures associated with cardiology.
- Demonstrated clinical and technical knowledge in Cardiology.
- Demonstrated commitment to education, research and total quality management programs within Cardiology and related disciplines.
- Demonstrated personal qualities of motivation and initiative and well developed interpersonal and communication skills which will allow good functioning within a multi-disciplinary team.
- An understanding of, or ability to acquire knowledge of, contemporary human resource management practice and principles including workplace health and safety, equal employment opportunity and anti-discrimination requirements and policies dealing with harassment within the workplace.

### 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.
- A medical degree registrable with the Medical Board of Australia, and at least three years' post-graduate clinical experience in hospitals - mandatory.
- Completion or near completion of advanced training for the Fellowship of the Royal Australasian College of Physicians is desirable.
- Completion or near completion of Advanced Training in Cardiology is desirable.
- Ability to undertake after hours, weekend and on-call work.
- 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 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 key skills requirements.
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.

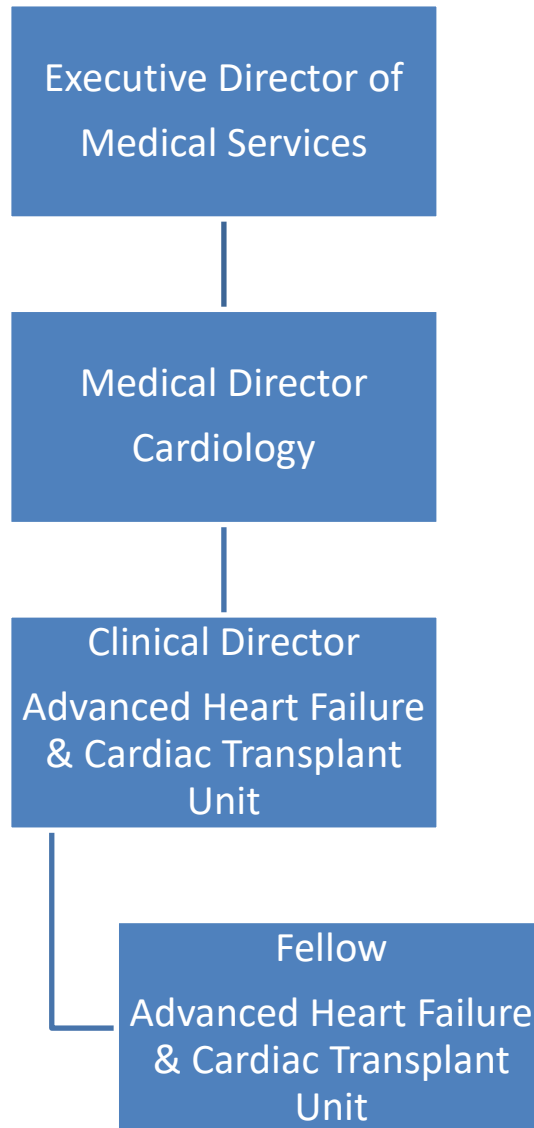
<b>Job ad reference:</b>	PCH289865	<b>Closing Date:</b>	Wednesday 31 <sup>st</sup> October 2018
<b>Contact name:</b>	Dr George Javorsky	<b>Contact number:</b>	(07) 3139 5029
<b>Classification:</b>	L10 – L13 L4 – L9	<b>Salary Range:</b>	\$134 389 – \$148 091 per annum (L10 – L13) or \$105 377 - \$122 176 per annum (L4 – L9)
<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 and the Australian Council on Healthcare Standards (ACHS) Evaluation and Quality Improvement Program (EQiP).

### 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.



## Metro North Hospital and Health Service Executive Structure

- Strategic HR
- Values in action
- Indigenous workforce
- Employee engagement

