

Medical

Director Gastroenterology

Job Ad Reference:	[REDACTED]		
Status:	Permanent Full time		
Unit/Department:	Wynnum Primary Care Clinic, Redland Bay Satellite Hospital Bayside Health Service		
Location:	Wynnum West, Redland Bay, Cleveland		
Contact:	Dr Kent McDonald (07) 3488 3460	Salary range:	See remuneration table
Classification:	L18 – L27	Closing date:	[REDACTED]
Online applications:	https://metrosouth.health.qld.gov.au/job-vacancies		

Purpose of the role

- To provide clinical direction and management in the provision of endoscopic and associated gastroenterology services to MSHHS patients attending the Bayside Health Service and clinically manage, on a day-to-day basis, the associated multidisciplinary patient care team to ensure the provision of appropriate patient care. In addition, provide professional leadership for gastroenterology services at Bayside Health Service and provide training, education and supervision to junior medical staff and other health care members. This role requires a full-time or near full time commitment within Queensland Health.
- **Staffing and budget responsibilities**
 - To facilitate budget compliance by the efficient and effective use of resources.
 - Supervise training registrars and junior medical staff to ensure appropriate provision of patient care.
 - The position reports to the Director of Surgery at Bayside Health Service.

Your key responsibilities

- Lead and develop the efficient and high-quality delivery of services in the field of gastrointestinal endoscopy and related consulting services at the Bayside Health Service, that complements existing services at other MSHHS.
- Manage in/outpatients and provide consulting services with gastroenterological disorders within scope of practice and service capability framework at the Bayside Health Service and other Metro South HHS hospitals.
- Provide diagnostic and interventional endoscopic services at the Bayside Health Service.
- The position is predominantly based at the Bayside Health Service. However, duties may include providing care at other Queensland Health facilities within MSHHS.
- Perform upper gastrointestinal endoscopy, colonoscopy and monitor the performance of these procedures using accepted endoscopy quality indicators.

- Provide and allow for adequate communication to all stakeholders along the patient's continuum of care.
- Provide appropriate evidenced-based patient care and, where necessary, delegate the provision of clinical care to patients under their name.
- Supervise training registrars and junior medical staff to ensure appropriate provision of patient care
- Contribute to the teaching of medical students, registrars and prevocational junior doctors within the hospital through guidance, seminars, tutorials, on-the-job and off-the-job training.
- Contribute to the establishment and fostering of relationships between the hospital and relevant community groups in order to provide information about the hospital and to ensure the continuum of care for the patient.
- Actively conduct research in their specialist medical area.
- Contribute to divisional and hospital quality programs and safety.
- Demonstrate a commitment to continuing professional development by attending relevant seminars and conferences to maintain up to date knowledge and practices and maintaining College requirements.
- Involve members of the multidisciplinary team in the assessment and provision of patient care in order to recognise the benefits and application of different discipline areas.
- Participate in professional committees to contribute to the management framework and infrastructure to ensure the development of the wider hospital community.
- Ensuring the safest possible environment for patients and staff, including active participation in the hospital Integrated Risk Management and Safety Program, the Incident Monitoring System and Root Cause Analysis where appropriate.
- Manage the performance appraisal and development of subordinate staff
- Provide ethical decision making in the achievement of organisational goals
- Is required to take operational direction from Director of Endoscopy and Gastroenterology.

Strategic Direction

- Contribute to medical services professional management and planning at a Metro South Health Service level as part of the Surgical and Medical Streams.
- Support the maintenance of clinical and financial governance and ensure arrangements are in place to meet performance targets, KPI'S and standards.
- Ensure the effective delivery of health services consistent with the identified needs of the client group.
- Commit to patient safety and quality in the delivery of health care by designing, implementing, maintaining and evaluating safety and quality practices and initiatives
- Ensure patients and other staff are treated fairly and with mutual respect and understanding, regardless of cultural, religious, ethnic and linguistic backgrounds.
- Liaise and work effectively in a professional manner with clients and their carers and family, other health professionals from different disciplines, students and external agencies to achieve a client centred approach, utilising negotiation and conflict resolution skills as required.
- Actively participate in and facilitate professional and interprofessional team meetings including clinical case conferences and departmental meetings.
- Foster a culture of interprofessional collaboration and leadership through understanding the role and the roles of others in the interprofessional team leveraging this knowledge to establish and meet client goals and inform service direction.
- Follow defined service quality standards, occupational health and safety policies and procedures relating to the work being undertaken to ensure high quality, safe services and workplaces.
- Perform duties as determined by the Service;
- Perform any other duties directed by the Service which are within their scope of practice and for which they are registered in the State;

- Perform other provisions related to the duties of the Medical Officer as agreed by the parties;
- Implement and support clinical interprofessional models of care and patient safety initiatives as required;
- Support alternative revenue sources and maximise funding for the delivery of service (where appropriate);
- Participate in an annual performance review;
- Lead and manage staff by fostering and committing to patient safety and quality in the delivery of health care by maintaining and evaluating safety and quality practices and initiatives.
- 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.

Mandatory qualifications, professional registration and other requirements

- Appointment to this position requires proof of qualification and registration or membership with the appropriate registration authority or association within Australia. Certified copies of the required information must be provided to the appropriate supervisor/manager, prior to the commencement of clinical duties.
- MBBS or equivalent, plus FRACP or equivalent acceptable to the Royal Australasian College of Physicians and registrable as a specialist (gastroenterologist) with the Australian Health Practitioner Regulation Agency (AHPRA).
- Recognition (or have satisfied criteria awaiting recognition) from the Conjoint Committee for Recognition of Training in Gastrointestinal Endoscopy in upper GI endoscopy and colonoscopy.
- This position will be required to undertake shifts in an extended span of ordinary hours to meet clinical need.
- This position requires the incumbent to operate a class C motor vehicle, and an appropriate licence endorsement to operate this type of vehicle is required. Proof of this endorsement must be provided before commencement of duty.
- Appointment to this position requires proof of qualification and registration or membership with the appropriate registration authority or association within Australia. Certified copies of the required information must be provided to the appropriate supervisor/manager, prior to the commencement of clinical duties.
- 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.
- **Vaccine Preventable Disease (VPD):** 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
 - tuberculosis
- **Influenza Vaccinations** – Aged Care and Multipurpose facilities: From 31 May 2021 under the Aged Care Direction all people (including staff and visitors) entering a residential aged care facility (including multipurpose facilities) must be vaccinated against influenza. A person to whom the direction applies, commits an offence if the person fails without reasonable excuse to comply with the direction (section 362D of the *Public Health Act 2005*).
- **National Disability Insurance Scheme (NDIS) Worker Screening Check:** As a Health Care worker in Queensland Health who engages in risk-assessed roles, you must hold a current disability check (Yellow Card or Yellow Card Exemption) or an NDIS worker screening check, in accordance with Part 5 of the *Disability Services Act 2006 (Qld)*. Delete paragraph if not applicable

Granted Private Practice Granted Private Practice option Assigned or Retained or Not Applicable (VMOs)

The Service nominates if the Medical Officer is granted permission to participate in Granted Private Practice. Where the Service grants the Medical Officer the opportunity to participate in Granted Private Practice, the Medical Officer must perform Granted Private Practice in accordance with their Granted Private Practice Agreement.

Where the parties agree that the Medical Officer exercises Granted Private Practice the Medical Officer provides a professional service to a Private Patient during the Medical Officer's hours of work in the public hospital system.

Are you the right person for the job?

How we do things is as important as what we do, therefore within the context of the responsibilities described above under Key Responsibilities, the ideal applicant will be someone who can demonstrate the following:

Patient Focus	Provides patient care by displaying personal qualities of respect, politeness and empathy as well as involving patients and carers in the care process.
Communication	Demonstrates effective communication skills by actively listening, providing relevant and timely information and adapting their style to suit others.
Developing Others	Actively participates and initiates training in order to develop others through the provision of tuition, education, on-the-job learning and mentoring in line with adult learning principles.
Staff Supervision	Supervises staff in relation to patient care by setting clear expectations, by encouraging and providing constructive feedback, and demonstrating solid leadership skills.
Continuous Improvement	Promotes a safe and quality focused work environment by demonstrating safe work practices, reviewing practices, identifying areas of improvement and acting accordingly, and initiating and participating in quality audits and risk management activities.
Continuous Learning	Committed to own ongoing professional development and actively contributes to professional memberships and networks.
Work Values	Demonstrates honesty, integrity and respect for all patients, carers and staff.

How to apply

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

- A short written response (maximum 1-2 pages, dot points acceptable) on how your experience, abilities, knowledge and personal qualities would enable you to achieve the key responsibilities and meet the skill requirements of the role.
- Your current CV or resume, including two referees. You must seek approval prior to nominating a person as a referee.
- Late applications cannot be submitted online. For a late application to be considered, please arrange approval and submission via the contact person.
- 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.
- Only those persons eligible to work in Australia may be employed by Queensland Health. Prospective employees are required to provide proof of identity and documentary evidence of their [right to work in Australia](#).

Remuneration Package

Remuneration Package	Details	
	Fortnightly amount (\$)*	Annualised percentage (%)
Base salary	\$7,827.20 - \$9,924.00	
Standard allowances Professional development and motor vehicle allowances	\$1,609.86 - \$1,782.34	
Management and Leadership CMA (TBA)	TBC	
Attraction and retention	\$3,913.60 - \$4,962.00	50% of base for assigned
Locality Allowance		
TOTAL REMUNERATION * (excluding superannuation)	\$13,350.66 - \$16,668.34	

* Paid pro-rata for engagement period or for part time

Declaration of outside practice

Given the extensive nature of the Duties for this position, it is incumbent on the Service to understand exactly what other duties you may have. As such, notification of all other medical officer engagements is required, whether as an employee, contractor or business owner, including the following detail of such engagements:

1. Nature of engagement
2. Location
3. Working times
4. Duration of work
5. On call commitments

Your Employer About Metro South Health

By 2024, Metro South Health will be well placed to deliver improved health care and population health through excellence in translational research by:

- Supporting our research community through research training and education;
- Establishment and socialisation of a research finance framework and;
- Fostering engagement and clarity around research ethics and governance.

Metro South Health is [Australia's first digital health service](#) and one of the largest and in Queensland, with an estimated residential population of approximately one million people or 23 per cent of Queensland's population.

Metro South Health is situated in the South-East corner of Queensland from the Brisbane River in the north to the Redland City Council in the east, and to the Scenic Rim Shire down to the border of New South Wales in the south-west. It is the most culturally diverse area of Queensland with 28.5% of the community born overseas and 16% from non-English speaking countries.

Our ICARE² values of Integrity, Compassion, Accountability, Respect, Engagement and Excellence, shape our culture within Metro South Health. Our values guide our day-to-day decision making and are fundamental to what we care about as a health service, how we behave, how we interact with each other and provide care to the many patients who come through our doors every day.



INTEGRITY

We are authentic, truthful, and transparent, and strive for equity for all.



COMPASSION

We care for one another and ourselves with empathy, kindness and support.



ACCOUNTABILITY

We are accountable for our decisions, actions and behaviour.



RESPECT

We foster an environment of safety, civility, and inclusion.



ENGAGEMENT

We are one team working together to achieve our best outcomes.



EXCELLENCE

We empower each other and inspire innovation to deliver excellence.

Person Centred Care

MSH is committed to providing Person-Centred Care. Our patients and their families are important members of the healthcare team to ensure care matches their values, preferences and goals. Our patients, families and community are also key partners in the development and implementation of high quality services. MSH aims to continually improve the quality and safety of its health services through partnerships with patients, families and consumers

Workplace diversity

Metro South Health is 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.

Flexible working arrangements

Metro South Health supports and encourages work-life balance for the mutual benefit of Metro South Health and its employees. Work-life balance is about a person's ability to manage their paid work commitments with their career goals, personal, community and cultural responsibilities. Through flexible working arrangements such as leave, flex time accrual or a reduction in working hours, there is an opportunity to match the individual's requirements with those of the workplace – delivering quality health services.

Additional information

For further information about this opportunity and the benefits and conditions of working at Metro South Health please refer to the **Information for Applicants** document attached with this Smart Jobs advertised vacancy.

Team structure

Permanent conversion request

