

Role description

Senior House Officer (SHO)

Status	Temporary full-time	Job ad reference	Applications must be completed online at www.health.qld.gov.au/rmo
Branch and Division	Queensland Basic Physician Training (Adult Medicine) Network Multiple Hospital and Health Services (HHSs)	Contact details	www.health.qld.gov.au/employment/work-for-us/clinical/medical/recruitment/training/physician Physician_Training@health.qld.gov.au
Classification	Senior House Officer (SHO)	Salary range	https://www.health.qld.gov.au/hrpolicies/wage-rates/medical
Location	Multiple locations	Closing date	Monday, 3 July 2023

Your opportunity

Queensland Health has a diverse set of responsibilities, and a common purpose of providing highly effective health system leadership. Queensland Health is responsible for the overall strategic leadership and direction of the public health system in Queensland. We strongly believe in the need to work with people that value the goals of our organisation and who will thrive in our workplace.

Our values

Our values are those of the Queensland public service



Customers First



Ideas into action



Unleash potential



Be courageous



Empower people

These five values underpin behaviours that will support and enable better ways of working and result in better outcomes for Queenslanders.

About the Queensland Basic Physician Training (Adult Medicine) Network

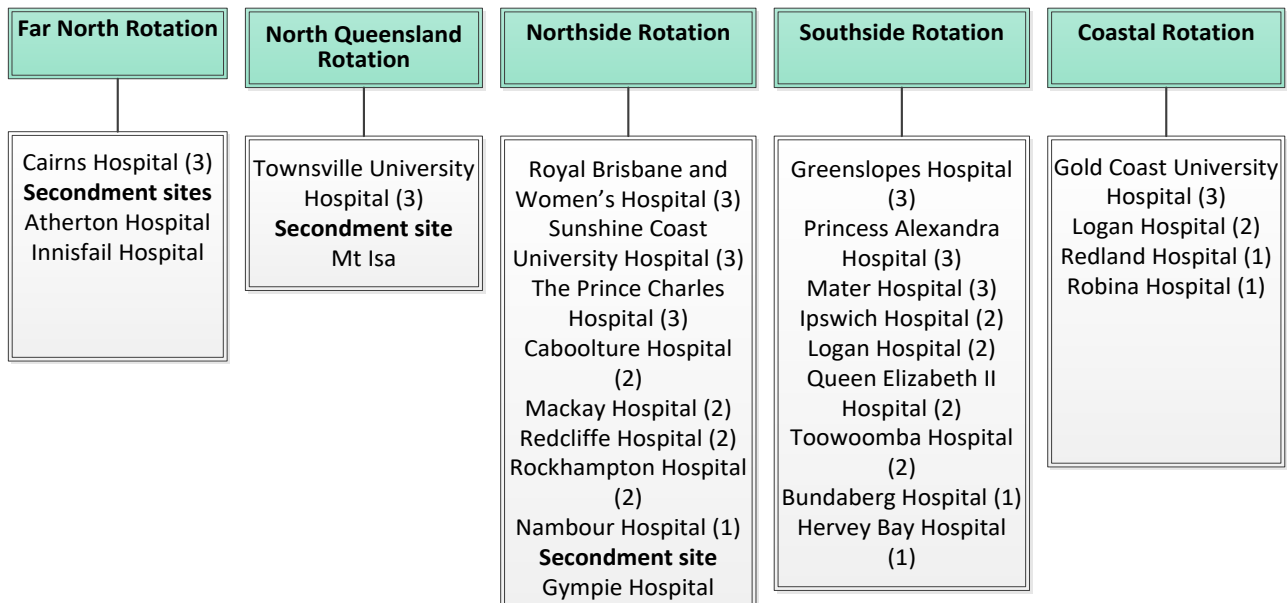
The Queensland Basic Physician Training (Adult Medicine) Network is responsible for the oversight of the training programs offered to Basic Physician Trainees in Queensland. The network provides a statewide approach to merit-based selection and allocation of medical officers into basic training in adult medicine. All doctors seeking to undertake basic physician training in Queensland must be formally selected into the training network.

Successful applicants are appointed to one of five network rotations in which they will complete basic physician and be supported for up to 4 years.

Each rotation includes a defined cluster of RACP-accredited hospitals. **Network trainees can expect to undertake a portion of their training in any of the rotation hospitals including fly-away locations** (see Figure 1).

The network is responsible for determining hospital allocations. Training hospitals arrange employment contracts on the advice of the network. The Southside and Northside rotations include tertiary private hospitals and applicants who preference these rotations may as a result be offered an employment contract that is not from Queensland Health.

Rotations and network hospitals



*Numbers indicative of RACP accreditation level

About the role

This describes the general role of a SHO level Queensland Basic Physician Training (Adult Medicine) Network trainee.

Details of specific duties, responsibilities, rosters and hours may vary between HHSs depending on the level of experience of the trainee and the services provided by individual HHSs.

Purpose

The primary function of the position is the provision of high-quality clinical care to patients requiring medical services in any HHS within the network rotation to which you are appointed, and to acquire the necessary skills and knowledge to satisfy the requirements of the RACP for specialist physician training. You must be prepared to meet the network's service delivery needs which will include undertaking placements in both metropolitan and regional/rural hospitals, and participation in after hours, weekend, night and on-call rosters.

Your key responsibilities

As a Senior House Officer on the network, you will have significant responsibility. It is expected that you will:

- Fulfil the responsibilities of this role in accordance with Queensland Health's core values, as outlined above.
- Provide quality medical care under the supervision and direction of Registrars and Senior Medical Staff
- Conduct day to day review of patients
- Ensure comprehensive, accurate, concise and timely medical records are maintained for patients
- Contribute to quality patient care by participation in case planning which includes appropriate pre-admission planning, in-hospital care and discharge planning
- Assist with medical procedures and outpatient clinics as directed by the Registrar and/or Consultant to which assigned
- Arrange investigations, surgical treatment, medical treatment and discharge as directed by the Registrar and/or Consultant to which assigned
- Maintain good communications with all disciplines within the health service and with local medical practitioners to ensure the smooth and effective operation of the hospital
- Participate in clinical audit and quality programs as appropriate
- Participate in shift and on-call rosters
- Manage the administrative requirements of the hospital and patient care including ensuring discharge summaries and medico-legal correspondence are completed with minimal delay
- Be aware of and adhere to all Queensland Health and hospital policies and procedures
- Participate in clinical meetings
- Participate in continual professional improvement
- To participate in undergraduate teaching of medical students
- Assist with case presentations at teaching meetings where necessary

Reporting/work relationships

Mandatory qualifications, registrations and other requirements

Medical Officers who meet the following eligibility criteria prior to commencement on the network will be considered for selection based on merit:

- hold general registration with the [Medical Board of Australia](#)
- be eligible for registration with the RACP as a basic physician trainee
- qualify as postgraduate year three (PGY3) or above

You are required to provide evidence that you have discussed your plans for physician training with a RACP Educational Supervisor or Director of Physician Education (DPE). Further information is available on the [network webpage](#).

- 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
- It is a condition of employment for this role for the employee to be, and remain, vaccinated against COVID-19 ([Health Employment Directive No. 12/21](#) and [Queensland Health Human Resources Policy B70](#)).

Role fit

The selection of basic physician trainees (Adult Medicine) in Queensland is based on merit in line with the following criteria

Trainee as a learner

- Commitment to completing basic physician training
- Demonstrated participation in ongoing professional development
- Ability to plan self-directed learning
- Ability to model learning behaviours and foster development of others
- Awareness of importance of institutional learning (through Quality Improvement measures)

Commitment to the health of the people of Queensland

- Commitment to completing workforce responsibilities associated with vocational training positions including term allocations in a variety of training institutions
- Commitment to addressing health inequalities affecting Queenslanders due to ethnicity (in particular, Aboriginal and Torres Strait Islander people), regionality, gender or other reasons

Trainee as a team member

- Ability to communicate effectively and work well as part of a multidisciplinary team
- Effective handover skills between medical and greater allied health workforce
- Effective conflict management skills

Trainee as a professional

- Ability to communicate effectively and sensitively with patients, families and caregivers
- Ability to educate patients about their health to empower their decision making
- Ability to reflect on personal behaviour and actions and how this may affect other people
- Demonstrate respect and empathy for all members of the health care team and patients

Trainee as a decision maker

- Ability to draw on diverse information sets to make decisions in uncertain situations
- Ability to communicate risk and uncertainty

Trainee as after-hours clinician

- Ability to recognize and provide advanced life support to deteriorating patients
- Awareness of own limitations and know when to ask for help
- Experience in advanced care planning discussions

Organisational fit

Queensland Health recognises that organisational success is driven by excellence in leadership and management. Leaders are committed to providing values-based and transformational leadership.

The five success factors below have been identified as most relevant to success within Queensland Health. Leaders are expected to embrace and model behaviours that achieve these success factors and develop an organisational culture that enables Queensland Health to meet its current and future strategic objectives.



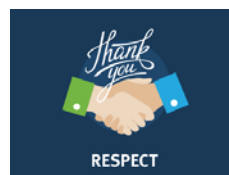
Aspiring to high performance and supporting excellence



Connecting with each other, our community and the system



Understanding our role and the contribution we all make



Respecting other and valuing diversity



Continually developing our own capability and others

How to apply

To be considered for a network training place you must complete the following:

1. Read the [How to Apply information](#) AND
2. *If you have not yet commenced training,*
 - a. provide evidence that you have discussed your physician training plans with an RACP Educational Supervisor or Director of Physician Education (DPE). To do this, meet with a DPE / ES and upload a completed [Planning for physician training form](#) as part of your application OR*If you have already commenced basic training,*
 - b. contact a [Network Rotation Coordinator \(NRC\)](#) to discuss your plans for continuation of physician training (including outstanding RACP requirements and when you hope to sit the FRACP exams). Meet with an NRC and upload a completed [Planning for continuation of Physician Training form](#) as part of your application AND
3. Submit your application via the Queensland [RMO Campaign within the specified dates](#). The application includes specific questions to determine eligibility, suitability and rotation preferences.

Additional information

Discover more about working at Queensland Health [here](#). Of note:

- The information you provide as an applicant is used in adherence with the *Information Privacy Act 2009*
- All roles within Queensland Health are subject to employment screening.
- The nominated applicant will be required to disclose any serious disciplinary action taken against them in the Queensland public sector.
- To be appointed permanently, you must be an Australian citizen, have permanent residency status or have a visa permitting you to work permanently in Australia. For temporary appointments, you must have a visa permitting you to work for the length of the temporary appointment.
- Queensland Health aims to maintain a safe, healthy and secure work environment for all employees, patients, clients, visitors and contractors. Achieving this aim is the responsibility of all.
- Applicants may be required to disclose any pre-existing injury or medical condition of which they suspect would be aggravated by performing the role. Details are available in section 571 of the Workers' Compensation and Rehabilitation Act 2003 (<https://www.legislation.qld.gov.au/view/html/inforce/current/act-2003-027#ch.14-pt.1-div.1>)
- We are committed to building inclusive cultures in the Queensland public sector that respect and promote [human rights](#) and [diversity](#). We encourage everyone to apply for our advertised roles, irrespective of gender, ethnicity, age, language, sexual orientation, and disability or family responsibilities. We recognise the value of diverse backgrounds, experiences and perspectives.
- Queensland Health values and respects the diversity of its workforce and believes that all its employees should be treated fairly and with dignity and respect. All employees of Queensland

Health must show respect for each other, patients, visitors, the general public and contractors by treating them fairly and objectively, ensuring freedom from discrimination, sexual harassment, racial or religious vilification, victimisation and bullying. Queensland Health is an equal opportunity employer.

- Queensland Health acknowledges the challenge for its staff in balancing work, family and community life successfully. To help them achieve this, we encourage conversations between managers and staff about implementing [flexible working arrangements](#) to manage their paid work commitments with their career goals, personal, community and cultural responsibilities. Through flexible working arrangements, there is an opportunity to match the individual's requirements with those of the workplace to achieve agreed work goals and objectives.