Role description

Position details

<table>
<thead>
<tr>
<th>Title</th>
<th>Location</th>
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<tbody>
<tr>
<td>Basic Physician Trainee (Adult Medicine)</td>
<td>Multiple locations</td>
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<table>
<thead>
<tr>
<th>Salary range</th>
<th>Classification</th>
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<tbody>
<tr>
<td></td>
<td>Senior House Officer (multiple)</td>
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<thead>
<tr>
<th>Division/Work Unit</th>
<th>Branch/Work Unit</th>
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<tr>
<td>Multiple Hospital and Health Services (HHSs)</td>
<td>Queensland Basic Physician Training (Adult Medicine) Network</td>
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Online applications

Applications must be completed online at www.health.qld.gov.au/rmo

Closing date

29 June 2020

Status

Temporary full-time

Contact


Physician_Training@health.qld.gov.au

Queensland Health

Queensland Health has a diverse set of responsibilities and a common purpose of creating better health care for Queenslanders.

The Queensland Public Sector is transforming from a focus on compliance to a values-led way of working. The following five values underpin behaviours that will support and enable better ways of working and result in better outcomes for Queenslanders.

Customers First  Ideas into action  Unleash potential  Be courageous  Empower people

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 administers a statewide consistent approach to the selection and allocation of trainees into basic training in Adult Internal Medicine. All doctors seeking to commence basic physician training in Queensland are required to apply to the network.

Applicants who are deemed eligible and who have secured a position will be advised to meet with the local RACP Director of Physician Education (DPE) who after considering the network application...
will have the option of approving you to commence basic training and join the network. Applicants that receive DPE approval will conditionally join the network for a 12-month period.

If you wish to continue training beyond the first year, you can elect to be interviewed by the network. If you are deemed successful, you will be offered employment as a medical registrar from 2022 and a network training place to cover the remaining 2-3 years of basic training (subject to satisfactory ongoing performance).

Successful applicants are allocated to one of five network rotations in which they will complete basic physician training 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 minimum of 6 months of their training in any of the rotation hospitals including fly-away locations** (see Figure 1).

The rotations are responsible for determining hospital allocations. The Southside and Northside rotations also include tertiary private hospitals.

**Rotations and network hospitals (Figure 1)**

**Far North Rotation**
- Cairns Hospital (3)
- Secondment sites
- Atherton Hospital
- Innisfail Hospital

**North Queensland Rotation**
- Townsville University Hospital (3)
- Secondment site
- Mt Isa

**Northside Rotation**
- Royal Brisbane and Women’s Hospital (3)
- Sunshine Coast University Hospital (3)
- The Prince Charles Hospital (3)
- Caboolture Hospital (2)
- Mackay Hospital (2)
- Redcliffe Hospital (2)
- Rockhampton Hospital (2)
- Nambour Hospital (1)
- Secondment site
- Gympie Hospital

**Southside Rotation**
- Greenslopes Hospital (3)
- Princess Alexander Hospital (3)
- Mater Hospital (3)
- Ipswich Hospital (2)
- Logan Hospital (2)
- Queen Elizabeth II Hospital (2)
- Toowoomba Hospital (2)
- Bundaberg Hospital (1)
- Hervey Bay Hospital (1)

**Coastal Rotation**
- Gold Coast University Hospital (3)
- Logan Hospital (2)
- Redland Hospital (1)
- Robina Hospital (1)

*Numbers indicative of RACP accreditation level

**About the role**

This describes the general role of a Queensland Basic Physician Training 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 rotation placements in both metropolitan and regional/rural hospitals, and participation in after hours, weekend, night and on-call rosters.
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 and 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

Qualifications/Professional registration/other essential requirements

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

1. Hold general registration with the Medical Board of Australia AND
2. Are eligible for registration with the RACP as a basic physician trainee AND
3. Have a minimum of 20 weeks experience in general medicine or medical subspecialties as outlined in the RACP BPT program requirements.
4. have a confirmed Senior House Officer or Medical Registrar position in 2021 at one of the 22 RACP-accredited Queensland hospitals.
*Two years postgraduate clinical experience is preferred but not mandatory. *It is recommended that you discuss your plans for physician training with a RACP Educational Supervisor or Director of Physician Education (DPE). *If have 44 weeks or more prospectively accredited training time then you would apply to the 2-year Network.

**How to apply**

All applications must be lodged via the Queensland Health RMO Campaign within the specified dates [https://www.health.qld.gov.au/employment/work-for-us/clinical/medical/recruitment/rmo](https://www.health.qld.gov.au/employment/work-for-us/clinical/medical/recruitment/rmo)

The application includes specific questions to determine eligibility, suitability and rotation preferences. Network applicants must;

1. discuss your plans for physician training with a RACP Educational Supervisor or DPE and request a formal recommendation (to be uploaded on the prescribed template as part of the RMO Campaign application)
2. provide details of previous clinical experience (to be uploaded on the prescribed template as part of the RMO Campaign application)


**Pre-employment screening**

Pre-employment screening, including criminal history and discipline history checks, may be undertaken on persons recommended for employment. The recommended applicant will be required to disclose any serious disciplinary action taken against them in public sector employment.

**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.

<table>
<thead>
<tr>
<th>Aspiring to high performance and supporting excellence</th>
<th>Connecting with each other, our community and the system</th>
<th>Understanding our role and the contribution we all make</th>
<th>Respecting other and valuing diversity</th>
<th>Continually developing our own capability and others</th>
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![White Ribbon Workplace](image-url)
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

Employee obligations

It is a condition of employment for this role for the employee to be, and remain, vaccinated against vaccine preventable diseases during their employment as per the Queensland Health HR Policy B1 (https://www.health.qld.gov.au/__data/assets/pdf_file/0034/635893/qh-pol-212.pdf)

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 (ie one HHS to another HHS, Department to a HHS, or HHS to Department)
**Occupational Health and Safety**

Queensland Health aims to maintain a safe, healthy and secure work environment for all employees, clients, visitors and contractors. Achieving this aim is the responsibility of all.

**Disclosure of any pre-existing injury or medical condition**

Applicants may be required to disclose any pre-existing injury or medical condition of which they suspect would be aggravated by performing the role.


**Respect in the Workplace**

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, 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.

To demonstrate support for a safe, secure and supportive workplace, Queensland Health is a White Ribbon Australia accredited workplace.

**Additional information**

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.

Discover more about employment with Queensland Health, our people and opportunities to join our team at the Queensland Health webpage. This page also provides information on how we meet our privacy obligations. To reflect the diversity within the communities and people we support and serve, we seek to hire a workforce that is both representative and diverse. With a focus on inclusion, accessibility and flexibility, we are committed to supporting you in your career with us.