

Role description

Position details

Title	Basic Physician Trainee (Adult Medicine)	Location	Multiple locations
Salary range		Classification	Registrar (multiple)
Division	Multiple Hospital and Health Services (HHSs)	Branch/ Work Unit	Queensland Basic Physician Training (Adult Medicine) Network
Online applications	Applications must be completed online at www.health.qld.gov.au/rmo	Closing date	4 July 2022
Status	Temporary full-time	Contact	www.health.qld.gov.au/employment/work-for-us/clinical/medical/recruitment/training/physician 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 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.

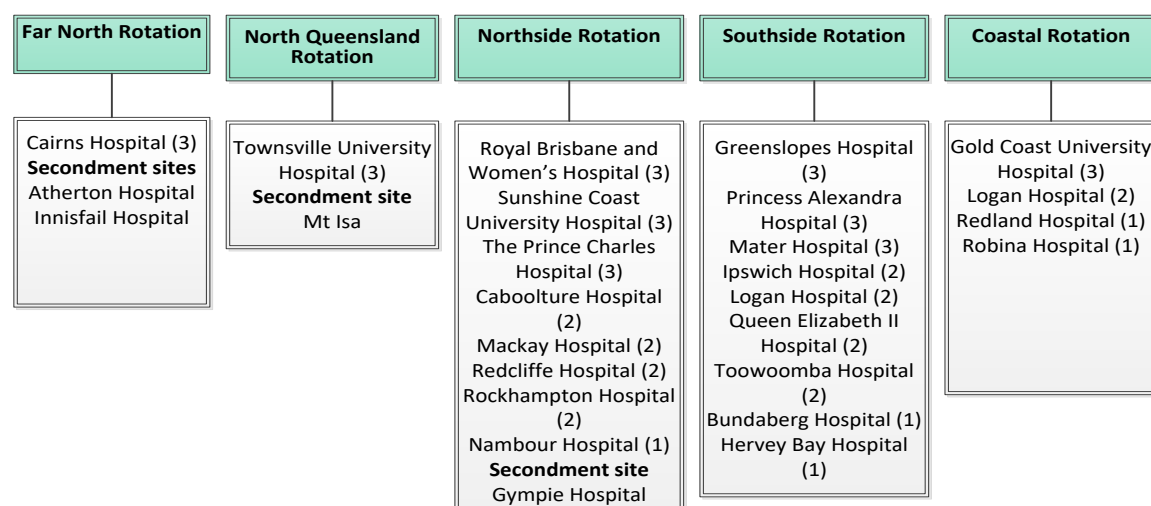
Successful applicants are appointed to one of five network rotations in which they will complete basic physician and be supported for up to 4 years.



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 (Figure 1)



*Numbers indicative of RACP accreditation level

About the role

This describes the general role of a Registrar 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.

Key responsibilities

As a Registrar on the network, you will have significant responsibility and a complex role. It is expected that you will:

- Fulfil the responsibilities of this role in accordance with Queensland Health's core values, as outlined above.

- Communicate with patients and their families, where appropriate, about the patient's diagnosis and management.
- Provide patient assessment and management in consultation with the treating consultant. This will involve attending acute and elective admissions under the team during normal working hours, review of inpatients and participating in ward rounds with consultants and outpatient clinics that will include:
 - formulating plans of management
 - implementing the decisions of senior medical staff on patient care
 - determining, instigating and following up appropriate investigations
 - performing procedures within your capabilities
 - coordinating appropriate consultation with other specialty departments and services
 - interacting with other health professionals, including nursing and allied health staff, in provision of ongoing clinical care to patients
 - maintaining the patient clinical record
 - ensuring appropriate and timely communication to other health care providers and carers to ensure ongoing patient care post hospital stay.
- Provide supervision, feedback, teaching and support to junior medical staff and/or medical students. This includes serving as a professional role model for junior medical staff and/or students by demonstration of appropriate behaviour and attitude.
- Development of professional knowledge and skills through active involvement in the educational programs of the hospital, network, and RACP, which may include attendance at tutorials, workshops and training courses, participation and presentation at hospital grand rounds, and other workplace-based training activities.
- Participate in research activities of the clinical unit to which you are attached.
- Participate in quality improvement activities such as audit and peer review, patient safety initiatives and reporting of clinical incidents.

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:

- 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](#).

Mandatory requirements:

Vaccine Preventable Diseases (VPD) and Covid-19 Vaccination requirements

- 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](#)).
- It is a condition of employment for this role for the employee to be, and remain, vaccinated against vaccine preventable diseases (VPD) during their employment as per the [Queensland Health HR Policy B1](#)

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.

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.



PERFORMANCE
Aspiring to high performance and supporting excellence

CONNECTEDNESS
Connecting with each other, our community and the system

CLARITY
Understanding our role and the contribution we all make

RESPECT
Respecting other and valuing diversity

CAPABILITY
Continually developing our own capability and others

Role fit

The selection into the training network 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 provide leadership, high-level communication and to act safely as a consultant delegate within 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 recognize when a decision is required and who is best to make that decision
- Ability to communicate risk and uncertainty
- Ability to foster creativity and lateral thinking to solve complex problems

Trainee as after-hours clinician

- Ability to recognise and provide advanced life support to deteriorating patients. Holds current Advanced life Support certification
- 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/gh-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.

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>)

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.

