Medical Officer Opportunities
Location Information

Contact us:

Medical Recruitment
Central West Hospital and Health Service
PO Box 510, Longreach Qld 4730
T: 4652 8030  F: 4652 8099
E: CWESOEDMS@health.qld.gov.au
Acknowledgement of Traditional Owners and Elders

Artworks attributed to Lionel Dempsey, Amy Blucher, Joyce Crombie, Jean Barr-Crombie, Jennifer Punch, Kiona Weldon, Madonna Dwyer, Pearl Eatts, Lyndal Monaghan and Zane Douglas

We would like to pay our respect to the First Peoples, traditional custodians of the land and waterways and thank the custodians who act on behalf of their Peoples for their continued hospitality across the expanse of the health service.

We acknowledge and celebrate the continuation of a living culture that has a unique role in the Central West Hospital and Health Service area.

We also acknowledge our elders past and present as well as our emerging leaders of tomorrow and thank them for their wisdom and guidance as we seek to improve healthcare outcomes for all our population.

The population of the central west region of Queensland reflects a 7.3 percentage who identify as being of Aboriginal and / or Torres Strait Islander descent. The workforce of Central West Health currently reflects 5.67 per cent of staff who identify as being of Aboriginal and/or Torres Strait Islander heritage. The health service is continuing to work towards increasing this figure to eight per cent by 2020.

This target aligns with the ‘Making Tracks’ towards closing the gap in health outcomes for Indigenous Queenslanders by 2033 as we work towards enhancing our cultural competence in the health workforce.
Our Profile

The Central West Health’s facilities offer emergency services, a range of primary health care and community health programs, and support a network of acute and specialist and visiting services, including: surgical, obstetrics and gynaecology, ophthalmology, dental, mental health teams including psychiatry, child health and paediatric teams. Additionally, referral and transfer services to hospitals such as Longreach, Rockhampton, Townsville and Mount Isa, or tertiary hospitals in Brisbane, ensure residents of the region can access timely specialist care.

Central West Health clinicians are skilled in using state-of-the-art teleconference and live video conferencing in theatres, emergency rooms and consultation rooms for real-time liaison with medical and other health care specialists across Queensland. Clinical training and professional development is also increasingly conducted via telehealth across all sites. Even in our smaller health care facilities, you will be connected with a large and growing network of colleagues and clinical information to support your professional decisions and development including support from James Cook University, Centre for Rural Health - Longreach and Generalist Medical Training (GMT).

Central West Health general practices are accredited with Australian General Practice Accreditation Limited (AGPAL).

As a Central West Health doctor, you will work seamlessly across both general practice and hospital practice.

Australian College of Rural and Remote Medicine (ACRRM) and Royal Australian College of General Practitioners (RACGP) registrar training is available through our practices being accredited by GMT, Remote Vocational Training Scheme (RVTS) and ACRRM Independent Pathway at Principal House Officer (PHO) or Provisional Fellow Senior Medical Officer (SMO) level.
Structure (mixture of full time and part time Medical Officers)

Longreach based
1 x Executive Director Medical Services
1 x Director of Clinical Training, Central West Hospital and Health Service
1 x Staff Specialist - Psychiatry

Longreach Hospital
1 x Director of Medical Services
10 x Trainees/Rural Generalists - advanced skills considered:
- General Practice - Obstetrics and Gynecology
- General Practice - Anaesthetics
- General Practice - Mental Health
- General Practice - Emergency Medicine
- General Practice - Surgery
- General Practice - Internal Medicine
- General Practice - Paediatrics
- General Practice - Indigenous Health
2 x Principal House Officers

Barcaldine Hospital and Multipurpose Health Service
1 x Director of Medical Services
5 x Trainees/Rural Generalists - advanced skills considered:
- General Practice - Mental Health
- General Practice - Emergency Medicine
- General Practice - Internal Medicine
- General Practice - Paediatrics
- General Practice - Indigenous Health
1 x Principal House Officer
Blackall Hospital
1 x Director of Medical Services
2 x Trainees/Rural Generalists/General Practitioners - *advanced skills considered:*
   » General Practice - Mental Health
   » General Practice - Emergency Medicine
   » General Practice - Internal Medicine
   » General Practice - Paediatrics
   » General Practice - Indigenous Health
1 x Principal House Officer

Winton Hospital and Multipurpose Health Service
1 x Director of Medical Services
1 x Trainee/Rural Generalist/General Practitioner - *advanced skills considered:*
   » General Practice - Mental Health
   » General Practice - Emergency Medicine
   » General Practice - Internal Medicine
   » General Practice - Paediatrics
   » General Practice - Indigenous Health
1 x Principal House Officer
Facility Information

Longreach Hospital

Longreach Hospital is an 18 bed facility that provides acute care, general surgery, accident and emergency, medical, paediatrics, gynaecology, obstetrics, Ear, Nose and Throat (ENT), orthopaedic, ophthalmology, outpatient and elective health services as well as a retrieval and transfer service. A CT scanner was added to the medical imaging department in August 2018.

Allied health service providers include a physiotherapist, social worker, occupational therapist, radiographer, speech therapist, dietician, pharmacist and a visiting oral health professional as well as a podiatrist.

Community health services include mobile women’s health, breast care, child health, school based youth health, mental health (including child and youth mental health), alcohol, tobacco and drugs, healthy lifestyle coordinator, aged care and rehabilitation, chronic disease management and cardiac rehabilitation services.

A large number of visiting specialists service the Longreach population and a full range of specialists are also available through regular telehealth clinics. Longreach Medical Officers also service the Isisford community.
Barcaldine Hospital and Multipurpose Health Service

Barcaldine Hospital and Multipurpose Health Service is an 18 bed facility providing accident and emergency, general hospital care, medical clinic services, multipurpose health services and visiting dental services. Visiting allied health services include a physiotherapist, occupational therapist, speech pathologist and a social worker.

Community health services available are a community health nurse, Home and Community Care (HACC) services, diversional therapy, visiting diabetic educator, well women’s nurse, Aged Care Assessment team, child health, mental health team, breast cancer nurse, Indigenous health team, Royal Flying Doctor Service (RFDS) wellbeing team and alcohol, tobacco and drugs services. HACC services include domiciliary nursing, home-based personal care, home help and transport as well as in-home and centre-based respite.

Visiting specialists include; ophthalmologist, paediatrician, optometrist, psychiatrist and psychologist. A full range of medical specialists are also available through regular telehealth clinics.

Barcaldine Medical Officers also service Alpha Hospital and Multipurpose Health Service and the Jericho, Muttaburra and Aramac community clinics.
Blackall Hospital

The Blackall Hospital is an 18 bed facility providing 24 hour accident and emergency, acute care, radiology, outpatient, pharmacy, wound management, antenatal, post-natal and podiatry services to the community.

Visiting specialist services to the hospital include: child health clinic, Royal Flying Doctor Service continence advisor, dentist, dietician, dermatologist, emotional and social wellbeing team, mental health team, occupational therapist, gastroenterologist, flying surgeon, ophthalmologist, optometrist, psychiatrist, speech therapist and well women’s clinics. A full range of medical specialists are also available through regular telehealth clinics.

Blackall Hospital also provides an education room with satellite broadcast, video conferencing and teleconferencing facilities as well as the auxiliary house - a one bedroom house on the hospital grounds that is used to accommodate patients’ families free of charge. Other services include patient and staff air travel and a new clinic is in the process of being built. This new building will incorporate four consulting rooms and two treatment rooms.

Blackall Medical Officers also service the Tambo Multipurpose Health Services.
Winton Hospital and Multipurpose Health Service

The Winton hospital is a 9 acute bed facility providing 24 hour accident and emergency, general hospital care, medical clinic services, Royal Flying Doctor Service evacuation to Mount Isa and Townsville, outpatient appointments and general x-ray services.

Visiting specialists include a general surgeon, obstetrician and gynaecologist, dermatologist, ophthalmologist, physician, paediatrician, ENT specialist and a gastroenterologist. A full range of medical specialists are also available through regular telehealth clinics.

Visiting allied health service providers include a diabetes educator, physiotherapist, speech pathologist, child health nurse, well women’s clinic, occupational therapist, mental health team, RDFS emotional support team, optometrists and a dietician. Other health services to Winton hospital include antenatal classes by a registered midwife as required, pre-admission appointments as required, hospital based respite care, the Winton hospital auxiliary as well as Meals on Wheels.

The multipurpose health care centre consists of six beds and provides health services through a support staff of a general practitioner, director of nursing and nursing staff, HACC, school nurse, Queensland Ambulance Service, chronic disease co-coordinator, Indigenous health worker, medical specialists and visiting allied health professionals.

Winton has management responsibility for Boulia, Birdsville, Bedourie, Jundah and Windorah facilities.
### Remuneration Packages

**Resident Medical Officers**

Approximate Remuneration Package - as at 1/07/17

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Plus

- On-Call: Paid per occurrence
- Recalls: Paid per occurrence
- Overtime: Paid per occurrence
- Leave Loading: Up to 14% paid on leave
- Rent Free Accommodation: Yes – As per HHS policy
- Utilities: Subsidised
- Salary Sacrificing: $17,000 grossed up taxable value
- Professional Development Leave: 1 weeks per year
- Annual Leave: 5 weeks per year
- Range of special leave types: Yes
- Indemnity: Yes

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

** Vocational Training Subsidy

*** Half paid at completion of 6 months service and variable depending on location
SMOs/Rural Generalist Provisional Fellows/Rural Generalists

Approximate Remuneration Package - as at 1/07/17

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Plus

On-Call 1:3 or 1:4 paid per occurrence
Recalls Paid per occurrence
Overtime Paid per occurrence
Shift Penalties Paid per occurrence
Locality Allowance Paid per location
Leave Loading Up to 14% paid on leave
Rent Free Accommodation Yes – As per HHS policy
Utilities Subsidised
Salary Sacrificing $17,000 grossed up taxable value
Professional Development Leave 3.6 weeks per year
Annual Leave 5 weeks per year
Range of special leave types Yes
Indemnity Yes

* Paid pro-rata for engagement period or part time employee
** Half paid at completion of 6 months service and variable depending on location
**Staff Specialists**

Approximate Remuneration Package - as at 1/07/17

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<td>Superannuation</td>
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Plus

- On-Call: Paid per occurrence
- Recalls: Paid per occurrence
- Overtime: Paid per occurrence
- Locality Allowance: Paid per location
- Leave Loading: Up to 14% paid on leave
- Rent Free Accommodation: Yes - As per HHS policy
- Utilities: Subsidised
- Salary Sacrificing: $17,000 grossed up taxable value
- Professional Development Leave: 3.6 weeks per year
- Annual Leave: 5 weeks per year
- Range of special leave types: Yes
- Indemnity: Yes

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

** Half paid at completion of 6 months service and variable depending on location
Testimonial

“The Central West Hospital and Health Service is a great place to live and raise a family whilst working to play a vital role in the health and wellbeing of an entire community. The towns here are close-knit, friendly and well connected with good schools, sporting and community clubs and transport links. The harsh, remote environment here lends itself to a diverse and challenging medical practice which uniquely links primary care with hospital practice.

The Central West Health team functions with a truly collegial, collaborative attitude and we support each other both in our professional and personal lives. There is a strong focus on information sharing and mutual learning which has enabled us to reach significant professional development objectives in a positive work environment.

Practitioners with specific advanced skills can genuinely apply them here and there is great capacity to contribute to information sharing, training and education programmes. Practitioners are encouraged to take on educational, department and clinical responsibilities in their areas of interest to contribute to improved patient outcomes and experiences.

The Central West really is a great place for our family to call home, whilst enabling us both to work right up to the top of our scope of practice, for the benefit of our communities.”

Drs David and Clare Walker,
Senior Medical Officers, Longreach.
**Testimonial**

“Moving to Central West Queensland in early 2018 was a much deliberated move for us. My husband and I actively sought an organisation that suited our current phase of professional development in a location that hit the mark in terms of proximity to air travel services and with that relaxed lifestyle and outback culture we had hoped to experience early on in our careers.

It was the rural placements I experienced while studying at JCU that made me fall in love with rural towns, the people and their small hospitals. I find it enriching and satisfying to provide healthcare to people in remote places, who might have previously not had permanent doctors.

As Senior Medical Officer Provisional Fellow, I find Barcaldine Hospital and Multipurpose Health Service a suitable site to experience and manage a broad range of presentations and I’m satisfied the career growth it’s enabled. I’ve learned to adapt quickly and apply a level of creativity that’s really encouraged and supported.

On top of achieving those core professional development milestones, I get to form effective professional relationships with patients and community members who have been inclusive and genuinely welcoming.

Barcaldine is a great little community. We participate in sporting activities and community groups as our work allows, and we’ve made some great friends who like us, appreciate the relaxed country lifestyle - sans motorway congestion and traffic lights! To be honest I also thought I’d have to forego decent coffee however that proved to be completely inaccurate.”

Dr Priscilla Aw-Yong,
Senior Medical Officer, Barcaldine.
Living in Central West Queensland

Longreach
Location: 1,176 km north west of Brisbane, 686 km west of Rockhampton.
Flights: Brisbane flights are available daily and Townsville flights twice weekly.
Population: The Longreach Regional Council area has about 3600 residents.
Industries: Tourism, livestock production and transport, education, renewable energy, industry training, engineering and hospitality

Longreach is a vibrant regional centre with a range of services and great social, fitness and retail opportunities. The Longreach Hospital is no more than five minutes’ drive from shops and cafes, and fitness facilities such as the aquatic centre (25 m indoor, heated and 50 m outdoor pools), gyms and personal training services, squash and tennis courts, and walking and cycling tracks.

Families can take advantage of great education facilities including public and private schools (prep to year 12) and there are seasonal social and recreational activities. Winter is the height of festival, music, racing and sports season and a time for local organisations to really make their mark on the social and cultural capital of Central West communities. Tourists also prefer the winter months and each community reaches out to welcome visitors with increased opportunities.

A significant Thomson River water hole (known historically as the long reach of the Thomson River) gave rise to the town’s name and provides locals and visitors with a great spot for camping, walking, boating and fishing adventures. The winter scenery is truly beautiful in the Central West, with endless blue skies and varied, rich (and at times dusty) earth. Photographers be prepared for great opportunities.

The warmer months provide the relaxed pace for some genuine outback experiences including early morning coolness and late afternoon BBQ and kick back sessions.

Christmas shopping is a feature for Longreach and residents often comment that the effort put into retail options leading up to Christmas is of a truly high standard. There are some beautiful, locally made retail items available in shops and through home businesses that will add to your Central West experience.

**FACT:** Longreach is the birthplace for the world’s first flying surgeon service and the first base for Qantas Airlines
Barcaldine

Location: 1070 km north west of Brisbane, 579 km west of Rockhampton, 108 km east of Longreach.

Flights: Brisbane flights are available three times a week (Tuesday, Thursday and Saturday) from Barcaldine, and daily from Longreach.

Population: The Barcaldine Regional Council area has about 2850 residents.

Industries: Tourism, livestock production and transport, education, renewable energy and hospitality.

Barcaldine is a friendly and inclusive community that offers a great lifestyle. Everything is in close proximity, you can hop in your vehicle at the Hospital and be enjoying a really good coffee at the cafes in a couple of minutes, or at the golf course in five. Sports and fitness services are readily available and the array of recreational and creative industries will inspire you to exercise your mind and body with the time you may usually be spending in traffic!

A rail town originally, Barcaldine also has special, national significance. It is famous for being the centre of the Shearer’s Strike of 1891 and the formation of the Australian Labour Party (which became the modern Australian Labor Party). A memorial to the 200 year old ghost gum known as the Tree of Knowledge marks where the strike meetings were held.

Schooling (prep to year 12) facilities are excellent and education is made fun through the Wanpa-rda Matilda Outback Education Centre. This school excursion centre provides an interactive learning environment for children to learn about the local history and business.

Located on the junction of the Capricorn and Landsborough Highways, Barcaldine is a great place for tourists and during the cooler months the population rises significantly as people enjoy the history, the natural environment and the welcoming community.

**FACT:** The Tree of Knowledge is the founding site of the Australian Labor Party. In 1891 Barcaldine was the centre for the striking shearsers during the ‘Great Shearers Strike’. They marched under the ‘Eureka’ flag. In 2006 it was included in the National Heritage Trust.
Blackall

Location: 964 km north west of Brisbane, 838 km north west of Toowoomba, 214 km south east of Longreach.

Flights: Brisbane flights are available three times a week (Monday, Wednesday and Friday) from Blackall, and daily from Longreach.

Population: The Blackall-Tambo Regional Council area has about 1900 residents.

Industries: Tourism, livestock production and transport, education, and hospitality.

Blackall is a close-knit community that is genuinely welcoming of professionals and families bringing their expertise and commitment to the region. The social and cultural fabric is supported and enabled by great little coffee shops and eateries, sporting and fitness services and a really dynamic and well-supported tourist industry, with the thermal springs a key attraction.

Blackall is a pretty country town situated on the Barcoo River with bottle tree lined streets and heritage buildings. Positioned to support Queensland’s prominent sheep and cattle industries, Blackall has a strong community focus with many programs for youth, families and the aged. It offers a quiet and relaxed outback lifestyle ideal for those who want to be a part of a close-knit community.

Four-wheel drive enthusiasts are welcome to join in with the Take the Adventure Drive the Barcoo Way drive. This drive, from Tambo to Blackall and west to Windorah, goes past beautiful Barcoo River water holes and great natural environment features.

There are great education facilities including public and private schools (prep to year 12) and a broad range of social and sporting clubs such as pony club, bowls, golf, netball, tennis, swimming, football, volleyball, cricket and shooting.

FACT: Blackall was one of the first Queensland towns to sink an artesian bore in 1885, which now supplies the town with water from the Great Artesian Basin. In Australian folklore, the best known citizen of the town was the shearer Jack Howe. In 1892, he sheared a total of 321 sheep at Alice Downs station in 7 hours and 40 minutes, a record for hand shearing that still stands, and was only broken by a shearer using a machine driven handpiece in 1950.

The saying ‘beyond the Black Stump’ originated by surveyors using a stump in Blackall!
Central West Hospital and Health Service - October 2018 | Medical Officer Opportunities

Winton

**Location:** 1,356 km north west of Brisbane, 865 km west of Rockhampton, 180 km north west of Longreach.

**Flights:** Townsville flights are available twice a week from Winton, Brisbane flights are available daily from Longreach.

**Population:** The Winton Regional Council area has about 1140 residents.

**Industries:** Dinosaur and social history tourism, livestock production and transport, education, hospitality and opal mining.

Winton is a well serviced and welcoming community with a progressive and very successful tourist industry.

Families benefit from great education facilities including public and private schools (prep to year 12) and a number of community and sporting clubs that vary their activity seasonally.

The iconic Diamantina River runs through the Winton region and is a key tributary to the Lake Eyre Basin system. This system is more than five times the size of Victoria and terminates at Kati Thanda-Lake Eyre which covers a staggering 9,700 klms² when filled.

Be inspired to investigate the history and works of Banjo Paterson, one of Australia’s important poets, by visiting the new Waltzing Matilda Centre in Winton.

The Australian Age of Dinosaur Museum and Dinosaur Stampede at Lark Quarry Conservation Park are key sites on the Queensland Dinosaur Trail. They are great day or weekend adventure destinations and the paleontologist-leaning members of the family can get their fill.

**FACT:** The popular Australian folk song ‘Waltzing Matilda’ was first performed in the North Gregory Hotel in Winton in 1922. Banjo Paterson wrote the song while holidaying at a local property.
Local Attractions

**Australian Stockman’s Hall Of Fame and Outback Heritage Centre, Longreach**
This museum is a spectacular tribute to the people of Outback Australia. The purpose of the centre is to showcase the history and the culture of life in rural Australia.

**Qantas Founders Museum, Longreach Airport**
A huge Boeing 747 jumbo overlooks the town and guides you to the airport and this very interesting museum. The museum itself tells the story of Qantas, the second oldest international airline in the world. The old hangar was the base for Qantas from 1922 to 1934. The history of Qantas is connected with the Royal Flying Doctor and the Flying Surgeon services, which was the first of its kind in the world when the service started in Longreach in 1952.

**School of Distance Education, Longreach**
Visit one of the largest class rooms in the world. Follow a live school of the air lesson and see how outback kids are taught. Schools of distance educations are scattered all over the Australian Outback to teach children in remote settlements and on stations. It is amazing.

**The Australian Workers Heritage Centre, Barcaldine**
The Centre is the only national attraction dedicated to celebrating the lives and proud heritage of ordinary working people – telling the stories of the railway workers and blacksmiths, the farmers, nurses and teachers who shaped the nation.

**The Tree of Knowledge, Barcaldine**
The site of the 150-year-old, 10-metre Ghost Gum located in the centre of Barcaldine and is a symbol of an important time in Australia’s political development. It was used as the meeting place for shearers during their unsuccessful strike of 1891. During that strike, as well as the maritime strike of 1890, a crucial and historical connection was forged between unions and the organisation that is now the Australian Labor Party.

**Blackall Woolscour – Australia’s Heritage at its best**
Blackall has the only fully intact steam-powered wool washing plant left in Australia. The historic Blackall Woolscour is a living museum and a direct physical link to Australia’s pioneering era.
The Black Stump, Blackall
The Black Stump was used for surveying purposes and permanently marks the original Astro Station which was established in 1887. Surveyors placed their transit on the stump for latitude and longitude observations.

Waltzing Matilda Centre, Winton
This exciting new museum tells the story of Waltzing Matilda, poet Banjo Paterson and Winton’s place in history. The centre was opened during the 2018 Winton’s Way Out West Fest.

Diamantina Heritage Truck & Machinery Museum, Winton
Take a trip into Transport History with a visit to Winton’s Heritage Truck and Machinery Museum. View fully-restored heritage trucks, tractors and machinery.

Australian Age of Dinosaurs, Winton
Australian Age of Dinosaurs Museum of Natural History is home to the world’s largest collection of Australian dinosaur fossils, including some of the famously named Muttaburrasaurus, Australovenator (Banjo) and Diamantinasaurus (Matilda).

Dinosaur Stampede at Lark Quarry Conservation Park, Winton
Lark Quarry is considered to be the site of the world’s only known recorded dinosaur stampede and clearly shows the story of the hunter and the hunted. It’s located 110km south-west of Winton and the drive takes about two hours.

Bladensburg National Park, Winton
Bladensburg National Park is situated just 7km from Winton township and was once Bladensburg station, one of the original grazing properties established in Winton in the late 19th Century. The property was officially gazetted as a National Park in 1994, and now offers the public a snapshot of station history at the old Homestead and surrounding buildings and shearing shed.

Musical Fence, Winton
Winton is home to world’s first permanent musical fence installation in the world. Accompanied by a junkyard band, the Musical Fence is free and available for everyone to use. Grab a stick, head on down and make some music at the world’s first and only Musical Fence!

Lake Dunn Sculpture Trail, Aramac
More than 25 unique sculptures grace a 200 km driving journey starting at Aramac. You can take in the whole journey at once, or break it into shorter trips.
Festival Season

**May**
- Barcaldine Tree of Knowledge Festival

**July**
- Vision Splendid Outback Film Festival, Winton
- Big Red Bash, Birdsville
- Bedourie Camel and Pig Races and Camp Oven Cook-Off
- International Yabby Races, Windorah
- Boulia Camel Races
- Isisford Fishing Competition

**August**
- Yellowbelly Fishing Classic, Longreach
- Blackall Heartland Festival

**September**
- Birdsville Races
- Outback Festival, Winton
The Primary Clinical Care Manual (PCCM) is the principal clinical reference and policy document for health professionals working in the primary care setting in diverse rural, isolated and remote locations across Australia.

The PCCM:
- Provides a structured wholistic approach to assessment and decision making
- Facilitates standardised, evidence-based, best practice
- Supports an advanced scope of practice for some clinicians
- Contains clinical guidelines to support first/early response
- Authorises and guides a variety of clinicians to provide medicines according to best practice

PARROT is a free, online platform that supports the professional development of health care personnel working in rural and remote and primary health care settings.

It includes introduction and orientation courses for new staff, preventive care courses based on the CCM and acute care courses based on the PCCM.

Training modules are available in the areas of:
- Essentials for rural & remote healthcare provision
- Preventative care
- Maternity care + Imminent Birth + Neonatal Resuscitation + NeoResus First Response
- Working in culturally diverse healthcare settings

The Chronic Conditions Manual - Prevention and Management of Diagnosed Conditions in Australia (CCM) is a collection of guidelines developed by clinicians to promote and facilitate standardisation and consistency of practice in the care of chronic conditions.

The CCM:
- Provides clinical guidelines for the prevention and management of lifestyle modifiable chronic conditions
- Includes reference to many best practice tools to support assessment and care planning for chronic conditions
- Encourages a multi-disciplinary approach to the treatment of chronic conditions