



Job ad reference:	Fellow in Plastic & Reconstructive Surgery
Role title:	
Status:	Temporary / Full time
(Permanent/Temporary)	
(Full-time/ Part-Time)	
(Casual)	
Unit/Branch:	Plastic & Reconstructive Surgery
Division/District:	Division of Surgery Metro South Health Service District
Location:	Princess Alexandra Hospital
Classification level:	L4-L9 (Reg 1 – Reg 6)
Salary level:	\$83,370 - \$101,299 per annum
Closing date:	
Contact:	Dr Michael Wagels, Staff Specialist
Telephone:	07 3176 7934
Online applications:	www.health.qld.gov.au/workforus or www.smartjobs.qld.gov.au
Fax application:	07 3176 7325
Post application:	Recruitment Services (Mt. Gravatt) Queensland Health Shared Services Partner PO Box 2221, MANSFIELD BC QLD 4122
Deliver application:	Nexus Building, 96 Mt. Gravatt/Capalaba Road, Upper Mt. Gravatt Qld 4122

About our organisation

Queensland Health's purpose is to provide safe, sustainable, efficient, quality and responsive health services for all Queenslanders. Our behaviour is guided by Queensland Health's commitment to high levels of ethics and integrity and the following **five core values**:

- **Caring for People:** We will show due regard for the contribution and diversity of all staff and treat all patients and consumers, carers and their families with professionalism and respect.
- **Leadership:** We will exercise leadership in the delivery of health services and in the broader health system by communicating vision, aligning strategy with delivering outcomes, taking responsibility, supporting appropriate governance and demonstrating commitment and consideration for people.
- **Partnership:** Working collaboratively and respectfully with other service providers and partners is fundamental to our success.
- **Accountability, efficiency and effectiveness:** We will measure and communicate our performance to the community and governments. We will use this information to inform ways to improve our services and manage public resources effectively, efficiently and economically.
- **Innovation:** We value creativity. We are open to new ideas and different approaches and seek to continually improve our services through our contributions to, and support of, evidence, innovation and research.

Purpose

To provide clinical care under supervision and acquire the necessary skills and knowledge to satisfy relevant specialist college and medical board requirements in order to practice as a specialist.

Your key responsibilities

- Fulfil the responsibilities of this role in accordance with Queensland Health's core values, as outlined above.
- To provide ethical decision making in the achievement of organizational goals.
- Provide inpatient and outpatient care by
 - Assessing patients, determining and instigating appropriate investigations;
 - Establish management plan for patients in consultation with the consultant;
 - Where appropriate, ensure discharge planning commences early in the process of care (inpatients only);
- Communicate assessment findings, proposed managements plans and alternatives to patient and carers and seek consent;
- Gather input from appropriate multidisciplinary team for patients ongoing clinical care;
- Continually monitor and review patient progress and adjust the management plan when necessary; and
- Ensure appropriate and timely communication to the General Practitioner, other health care providers and carers to ensure ongoing patient care post hospital stay.
- Attend tutorials, participate and present at grand rounds, attend compulsory courses, and participate in on the job training in order to meet college requirements and develop clinical knowledge and skills
- Act as a role model to residents and interns through providing on the job guidance and direction to and become in prevocational education programs.
- Follow hospital practices and demonstrate initiative aligned to ensuring the safest possible environment for patients and staff.
- Actively participate in outcome reviews and audits and participate in organisational systems improvement, including committees.
- Report adverse incidents and near misses and actively participate in Hospital's Integrated Risk Management and Safety Program, including participate in Incident Monitoring System and Root Cause Analysis where appropriate.
- Each Fellowship involves a full clinical workload including full surgical practice as either a primary or assistant surgeon.

Qualifications/Professional registration/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 qualification registrable with the Medical Board of Australia, as well as a FRACS or equivalent acceptable to the Royal Australasian College of Surgeons and registered as a Specialist with the Medical Board of Australia. The candidate must be a fully qualified surgeon having completed his/her training time and commitments

Are you the right person for the job?

You will be assessed on your ability to demonstrate the following key attributes. Within the context of the responsibilities described above, the ideal applicant will be someone who can demonstrate the following:

The expected conduct and capabilities of the Fellow will include:

- The prospective Fellow must have highly developed clinical skills and proven empathy and understanding from the patients' perspective and be able to communicate key information to the patient and carers.
- The prospective Fellow must show a strong commitment to the development of multidisciplinary approaches to clinical care and be able to work as part of a team.
- The prospective Fellow must have demonstrated ability to train junior medical and nursing staff.

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- The prospective Fellow must have a clear understanding of the discipline as a whole including major international trends in the discipline and be aware of recent major developments or improvements in care impacting on the discipline.

Patient Focus	Builds rapport and demonstrates empathy for patients and carers, appropriately questioning and keeping patients and carers informed whilst communicating at a suitable level for patients.
Continuous Learning	Proactively and enthusiastically seeks learning opportunities, attends training and contributes to clinical training, with an awareness of own strengths and weaknesses.
Self Management	Utilises time management strategies and prioritisation skills to efficiently manage own work and demonstrates a positive and professional approach to their work.
Quality Focus	Recognises the importance of documentation, policies and procedures within a large health care organisation.
Team Focus	Builds rapport, communicates and demonstrates a willingness to work with team members, demonstrating flexibility and the ability to break down and effectively present problems to senior team members
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:

- **Your current CV or resume, including referees.** You must seek approval prior to nominating a person as a referee. Referees should have a thorough knowledge of your work performance and conduct, and it is preferable to include your current/immediate past supervisor. By providing the names and contact details of your referee/s you consent for these people to be contacted by the selection panel. If you do not wish for a referee to be contacted, please indicate this on your resume and contact the selection panel chair to discuss.
- **A short response** (maximum 1–2 pages) on how your experience, abilities, knowledge and personal qualities would enable you to achieve the key responsibilities and meet the key attributes.
- **Application form** (only required if not applying online).

About the Health Service District/Area/Division/Branch/Unit

Metro South Health Service District 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. This district does not include the Mater Hospitals.

Clinical services provided within the Metro South Health Service District include:

- Princess Alexandra Hospital
- Logan Hospital
- Beaudesert Hospital
- QEII Hospital
- Redland Hospital
- Wynnum Hospital
- Moreton Bay Nursing Care Unit
- Redland Residential Care
- Redland Renal Dialysis Unit
- Casuarina Lodge
- Marie Rose Centre (Dunwich)
- Community Health Services

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- Oral Health Services
- Mental Health Services
- Medical Aids Subsidy Scheme
- Health Contact Centre

The Princess Alexandra Hospital is a major teaching and referral centre and one of the largest hospitals in Australia. In line with government health strategies, Princess Alexandra Hospital is focusing on high acuity patients under the care of the Medical, Surgical, Cancer and Rehabilitation. Princess Alexandra Hospital is committed to the delivery of high quality health care, teaching and research services.

Additional information on the District is available on QHEPS site via www.health.qld.gov.au

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, as well as any other availability information that could preclude them from undertaking the role.

Roles providing health, counselling and support services mainly to children will require a Blue Card. Please refer to the Information Package for Applicants for details of employment screening and other employment requirements.

Health professional roles involving delivery of health services to children and youth

All relevant health professional (including registered nurses and medical officers) 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.

All relevant health professional are also responsible for the maintenance of their level of capability in the provision of health care and their reporting obligations in this regard.

Salary Packaging

To confirm your eligibility for the Public Hospital Fringe Benefits Tax (FBT) Exemption Cap please contact the Queensland Health Salary Packaging Bureau Service Provider – RemServ via telephone 1300 30 40 10 or <http://www.remserv.com.au>

Disclosure of Previous Employment as a Lobbyist

Applicants will be required to give a statement of their employment as a lobbyist within one (1) month of taking up the appointment. Details are available at <http://www.psc.qld.gov.au/library/document/policy/lobbyist-disclosure-policy.pdf>

Probation

Employees who are permanently appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment. For further information, refer to Probation HR Policy B2 http://www.health.qld.gov.au/hrpolicies/resourcing/b_2.pdf

ORGANISATIONAL CHART
Insert Organisational Chart here