



# Role description

Gold Coast Health

## Role Details

<b>Job ad reference</b>	GC568305
<b>Role title</b>	Senior Staff Specialist or Staff Specialist (Ophthalmology)
<b>Status</b>	Permanent part time  Please note, future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process
<b>Location</b>	Southport  Note that this position may be required to work throughout the Gold Coast Hospital and Health Service and that the positions primary work location may change based on operational requirements
<b>Unit/Branch</b>	Ophthalmology and Orthoptics Head, Neck, Oral and Neurosurgical
<b>Division</b>	Surgical and Critical Care Gold Coast Hospital and Health Service
<b>Closing date</b>	Friday, 28 June 2024  Applications will remain current for 12 months
<b>Classification and Salary</b>	Senior Staff Specialist (L25-L27) \$117 - \$124.05 per hour  Staff Specialist (L18-L24) \$97.84 - \$113.65 per hour
<b>Contact name</b>	Dr Fraser Imrie
<b>Contact number</b>	(07) 5687 0154
<b>Online Applications</b>	<a href="http://www.smartjobs.qld.gov.au">www.smartjobs.qld.gov.au</a>

## Purpose of the Role

Provide clinical specialist ophthalmology support to the Ophthalmology service, making a substantial contribution to the development of a culture of medical education and safe, effective patient centered clinical practice.

Provide clinical care to patients and clinically manage on a day to day basis the associated multidisciplinary patient care team to ensure the provision of appropriate patient care. In addition, provide professional leadership within a specialist medical area and provide training, education and supervision to junior medical staff and other health care members.

## Our Values

Gold Coast Hospital and Health Service is committed to its six guiding principles which are at the core of all positions and articulate the behaviours that are required when working within the Health Service:



Whilst we implement our strategic objectives to be recognised as a centre of excellence for world class health care, our [values](#) provide the framework to focus our individual behaviours and performance outcomes.

## Health Equity and Racism

Gold Coast Health is committed to improved health equity for Aboriginal and Torres Strait Islander peoples in our community as presented in our [Reconciliation Statement](#). It is expected that all Gold Coast Health staff as a valuable member of the Gold Coast Health workforce, contribute to the health equity agenda. Please visit our [website](#) for additional information.

## Diversity and Inclusion

[Diversity](#) is at the heart of Gold Coast Health and is critical to a work environment that is equitable and inclusive. A broad range of perspectives, backgrounds and ideas makes us stronger and is essential to delivering high quality health care. Everyone has a role to play in making GCH a place where we all 'Always Belong'. [Contact Diversity and Inclusion](#).

## Organisational Alignment

Gold Coast Health has a [Core Capability Framework](#) (CCF) with five core capability groups; Personal Attributes; Building Relationships, Results Focused, Business Enablers, Leadership and People Management. Under each of the five capability groups, individual capabilities are identified which are essential to drive performance excellence across our workforce. Below outlines the five core role capabilities required to deliver against the key duties and accountabilities of this role. Capabilities are aligned to Leader Profiles; Leading Self, Leading Others, Leading Leaders and Leading Executives. The Leader Profile and Core Capabilities for this role are detailed below.

**Leader Level:** Leading Others

### Core Role Capabilities

<b>Personal Attributes</b>	Individual behaviours influenced by our values and ethical compass	Leading Others   Act With Integrity - Role model ethical and professional behaviour, working within the boundaries of level and delegation, acknowledging mistakes and reporting unethical behaviour
<b>Build Relationships</b>	Shape and maximise relationships with colleagues, patients and the community	Leading Others   Work Collaboratively - Foster collaborative teamwork, sharing feedback and positive progress, while rewarding collaborative, cooperative behaviour in others
<b>Results Focused</b>	Drive and influence successful organisational outcomes	Leading Others   Plan and Prioritise - Construct project and work plans with measurable goals and clear direction to achieve success, ensuring contingency plans are addressed and considered
<b>Business Enablers</b>	Boost effective service delivery and champion change management	Leading Others   Leverage Technology - Demonstrate understanding of the use of technology and ways to leverage its value in achieving goals
<b>Leadership and People Management</b>	Inspire, engage and build our workforce	Leading Others   Inspire and Lead with Purpose - Express a sense of purpose and coach and demonstrate to others how to link team goals with organisational strategy

## About the Service Line

Gold Coast Health provides public health care services to more than 600,000 people living in one of Australia's most desired lifestyle destinations. Gold Coast Health offers care for a growing city located in Queensland's famous south-east corner, with its world-class beaches and hinterland, emerging cultural scene, national sporting teams, several universities and family-friendly atmosphere.

The Gold Coast Hospital and Health Service Ophthalmology Department offers the full range of services in ophthalmology (with the exception of ocular oncology) to the entire Gold Coast region, and additionally provides tertiary ophthalmology services to the Northern New South Wales region. There are currently 14 full time or part time consultants with a range of sub-specialist interests including: medical retina, surgical retina, cornea, glaucoma, oculoplastics, paediatric ophthalmology and neuro-ophthalmology. There are also 4 college appointed registrars, 2 non-training registrars, 5 orthoptists and ophthalmic trained nurses working in the department. Medical students from both Griffith University and Bond University undertake clinical training at the Gold Coast University Hospital.

## Key Duties and Accountabilities

- Fulfill the responsibilities of this role in accordance with Queensland Public Service and Gold Coast Hospital and Health Service (GCHHS) values.
- Comply with the Code of Conduct for the Queensland Public Service and all policies and procedures.
- Comply with the [National Safety and Quality Health Service Standards](#) and the [Gold Coast Health Clinical Governance Framework](#) in all areas of your practice.

### Clinical

- Provide specialist clinical support in the area of ophthalmology in a patient and family centred approach.
- Act as a patient advocate to ensure best possible patient outcomes.
- Provide high quality patient care through the application of evidence-based assessment and treatment and the involvement of multidisciplinary team members.
- Be actively involved in developing and supporting innovative models of care.
- Provide and allow for adequate communication to all stakeholders along the patient's continuum of care.
- Involve members of the multidisciplinary team in the assessment and provision of patient care in order to maximise the benefits and application of different discipline areas.
- As staff supervision is of paramount importance, closely monitor the activities of junior staff, in particular their ability in evaluating patients' histories and examination, the quality of their work and response to emergencies, quality of record-keeping and completion of discharge summaries.
- Participation in the department's Quality Assurance Program and business meetings such as participation in morbidity-mortality, Quality and Business meetings, practice audits and other meetings as required.
- Manage waiting lists and demonstrate understanding of federal and state targets.

### Quality Assurance and Clinical Governance Activities

- Promote and lead a culture of safety and quality amongst staff based on no blame principles which allow staff to understand their individual responsibilities for patient safety.
- Active participation and attendance at departmental meetings including those monitoring safety and quality outcomes such as audit.
- Actively participate in quality improvement initiatives in the department to ensure that all aspects of the service are regularly reviewed and opportunities for improvement identified.
- Participate in risk management and critical incident monitoring in the department, including but not limited to the investigation and resolution of complaints, monitoring of pathology interpretation accuracy and investigation of all incident reports.
- Attend committees and other meetings, both within and outside the department, as requested by the Director and provide reports as required.

### Operational

- Contribute to ensuring that key performance indicators are met with regard to National Elective Surgery Targets (NEST), National Emergency Access Target (NEAT) and outpatient management targets.
- Demonstrate efficient utilisation and management of resources as well as developing an awareness of budgetary issues in order to support hospital budgetary goals of cost containment and efficiency.
- Assist with performance appraisal and development of junior staff.

### Education and Training

- Establish links and pathways for education, support and training of medical staff including providing supervision of registrars, Principal House Officers (PHO), junior medical staff and students in the department to ensure a high standard of clinical practice.

- Mentoring and performance management for junior medical staff.
- Role model exemplary professional behaviour.

### **Research**

- Actively support research opportunities within the division.
- Actively participate in research translation.

### **Professional Development**

- Demonstrate a commitment to continuing professional development by attending relevant seminars and conferences to maintain up-to-date knowledge and practices and to maintain up-to-date college mandated requirements.
- Participate in mandatory annual performance and review.

### **Role Specific**

- Provide general ophthalmology services including all of those duties which are generally considered within the scope of general ophthalmology.
- Provide subspecialist ophthalmology services to complement the needs of the department.
- Provide and allow for adequate communication to all stakeholders along the patient's continuum of care.
- Provide appropriate evidenced based clinical care and, where necessary, delegate the provision of clinical care to patients under their name.
- Supervise training registrars and junior medical staff to ensure appropriate provision of patient care.
- Contribute to the delivery of teaching medical students, registrars and prevocational junior doctors within the hospital through guidance, seminars, tutorials, and on the job and off the job training to clinical staff in their specialist area.
- Contribute to the establishment and fostering of relationships between the hospital and relevant community groups in order to provide information about the hospital and to ensure the continuum of care for the patient.
- Actively conduct research in their specialist medical area.
- Efficiently utilise and manage resources as well as develop an awareness of budgetary issues in order to support hospital budgetary goals of cost containment and efficiency.
- Contribute to divisional and hospital quality programs and safety.
- Follow hospital practices and demonstrate initiative aligned to ensuring the safest possible environment for patients and staff.
- Commitment to continuing professional development by attending relevant seminars and conferences to maintain up to date knowledge and practices and to maintain up to date college mandated requirements.
- Involve members of the multidisciplinary team in the assessment and provision of patient care in order to recognise the benefits and application of different discipline areas.
- Participate in professional committees to contribute to the management framework and infrastructure to ensure the development of the wider hospital community.
- Actively participate in Hospital's Integrated Risk Management and Safety Program, including participation in Incident Monitoring System and Root Cause Analysis where appropriate.
- Provide ethical decision making in the achievement of organisational goals.
- Demonstrate an understanding of Outpatient waiting lists and targets and actively contribute to the effective use of clinic resources, including adherence to Clinical Prioritisation Criteria and appropriate discharge protocols.
- Demonstrate an understanding of elective surgery wait list and targets as well as ensure effective and efficient Theatre utilisation.
- This role reports operationally to the Medical Director of Ophthalmology and professionally to the Executive Director of Medical Services and Clinical Governance.
- Follow policies, procedures and instructions relating to work health and safety that are relevant to the work being undertaken to ensure high quality and safe services in the workplace.
- Take reasonable care for your own health, safety and wellbeing and take reasonable care to ensure that your acts or omissions do not adversely affect the health, safety and wellbeing of others.
- Employees who are appointed to the GCHHS are accountable for information security, management and appropriate use, in accordance with legislation, standards, policies and procedures.
- Comply with reasonable instructions that are provided for the safety of you and others at the workplace.
- As far as reasonably practicable ensure you eliminate risk to the health and safety of your workers by providing a safe work environment and appropriate safe equipment. Ensure you report and investigate any work-related incidents within your area of control.
- Provide training, instruction and equipment necessary for others to undertake their role safely, and ensure workers understand their responsibilities under the WHS policy, procedures and instructions. Monitor the health and wellness of your workers to ensure they are not being adversely affected by conducting their work.

- Ensure safe work practices, procedures and controls are in place that are specific to the hazards in your area of control that either meet or exceed requirements set out in the work health and safety legislation and relevant codes of practice.

## Mandatory Qualifications / Professional Registration / Other Information

- It is a condition of employment in 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. It is a condition of employment in this role for new employees to GCHHS to undertake a tuberculosis screening, to identify if the tuberculosis vaccination may be required in accordance with the Queensland Health Protocol.
- MBBS or equivalent registrable with the Medical Board of Australia plus FRANZCO or equivalent acceptable to the Royal Australian and New Zealand College of Ophthalmologists and registrable as a Ophthalmology specialist with the Australian Health Practitioner Regulation Agency (AHPRA).
- Relevant qualification/s and registration must be provided to the appropriate supervisor/manager, prior to the commencement of clinical duties.
- A subspecialist interest to complement the needs of the department.
- The incumbent will be required to participate in an after-hours and on-call roster for the Ophthalmology unit.

## How to Apply

Please submit the following for the panel to assess your suitability:

- Your **resume** on the template for medical practitioners attached to this Smart Jobs advertised vacancy. It should include a comprehensive employment history, the qualifications you hold and the contact details for at least two referees (referees should have a thorough knowledge of your capabilities, work performance and conduct within the previous two years).
- A **cover letter** (no more than 2 pages) outlining your suitability for the role. In your response, please address the Core Role Capabilities listed under 'Organisational Alignment' using recent examples of your experience, aligned to the 'Key Duties and Accountabilities' for the role, listed above.

Submit your application via [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au)

Only those persons eligible to work in Australia may be employed by Queensland Health. Prospective employees are required to provide proof of identity and documentary evidence of their [right to work in Australia](#).

Hand delivered applications will not be accepted.

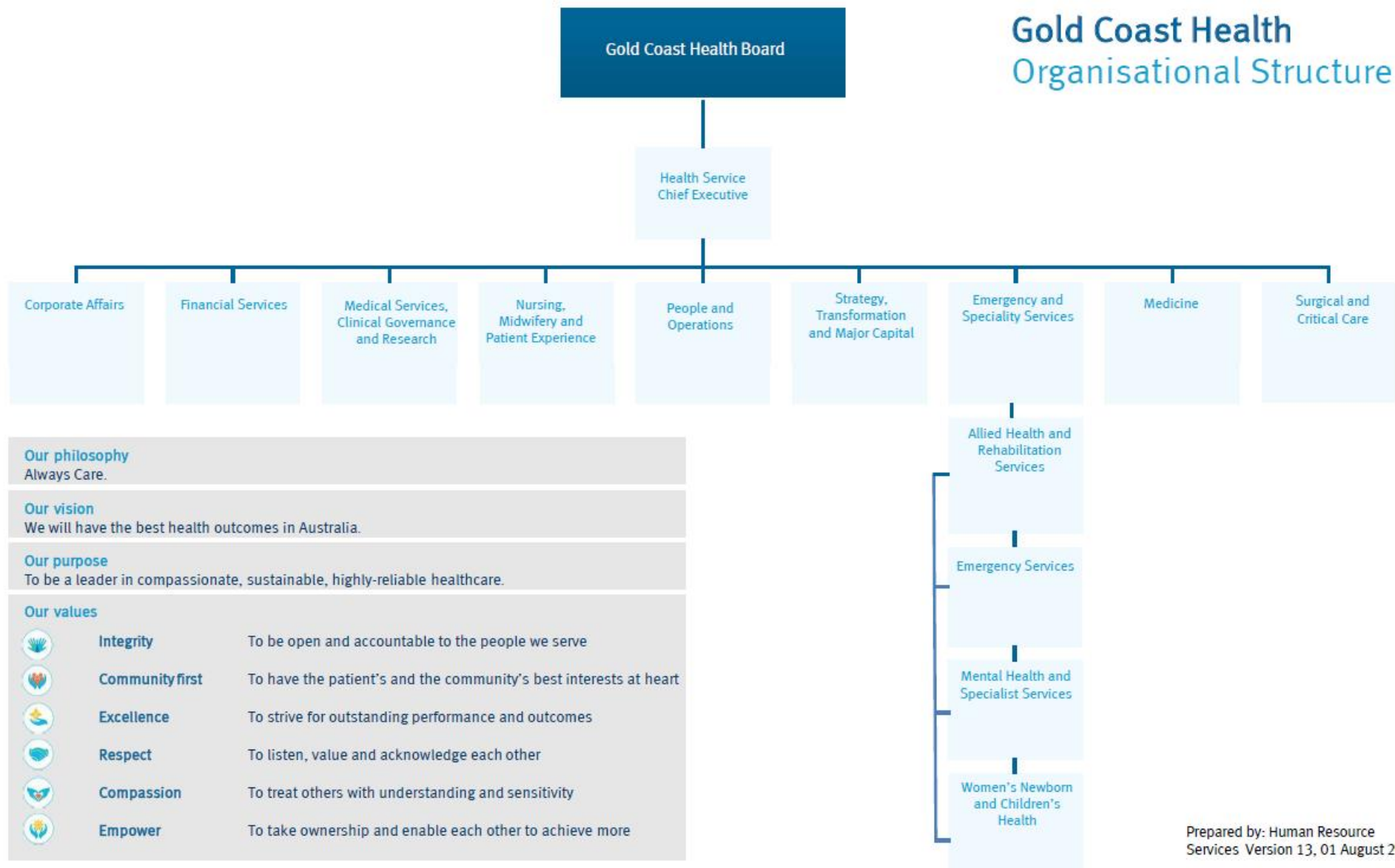
Late applications cannot be submitted online. For a late application to be considered, please contact Senior Workforce Advisory Services via email [GCSeniorWorkforceServices@health.qld.gov.au](mailto:GCSeniorWorkforceServices@health.qld.gov.au).

## Further Information

For further information about this opportunity and the benefits and conditions of [working at Gold Coast Health](#) please refer to the Information for Applicants document attached with this Smart Jobs advertised vacancy.

A 6 month probation period may apply to this appointment.

# Gold Coast Health Organisational Structure



**Our philosophy**  
Always Care.

**Our vision**  
We will have the best health outcomes in Australia.

**Our purpose**  
To be a leader in compassionate, sustainable, highly-reliable healthcare.

**Our values**

-  **Integrity**      To be open and accountable to the people we serve
-  **Community first**      To have the patient's and the community's best interests at heart
-  **Excellence**      To strive for outstanding performance and outcomes
-  **Respect**      To listen, value and acknowledge each other
-  **Compassion**      To treat others with understanding and sensitivity
-  **Empower**      To take ownership and enable each other to achieve more

Prepared by: Human Resource Services  
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