# Role Description

# RMO Emergency Department

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| **Reference:** | TV605114 | **Position ID:** | 30463488 |
| **Role title:** | Resident Medical Officer - Emergency | **Classification:** | L2 - L3 |
| **Employment status:** | Fixed term temporary full-time,  12 months to 24 months  Multiple opportunities available | **Salary:** | $3743.20–$4031.00  per fortnight |
| **Unit/ Branch:** | Emergency Department  Medical Service Group | **Contact Name:** | Dr Natalie Ly |
| **Contact Number:** | 07 4433 2914 |
| **Location:** | Townsville University Hospital | **Closing Date:** | Tuesday, 3 December 2024 |

# The opportunity

Provide high quality clinical care to patients of Townsville University Hospital. Provide supervision of junior medical staff including some responsibility for providing teaching to junior medical staff, medical students and allied health staff.

# Reporting line, staffing, and budget responsibilities

* Operationally reports to the Director of the Emergency Medicine.
* Professionally reports to the ED RMO supervisors, ED consultants and Director of Emergency Medicine.

# The role

*Responsibilities:*

* Fulfil the responsibilities of this position in accordance with Queensland Health’s core values, as outlined below.
* Under the supervision of the relevant Consultants, initiate, maintain and be responsible for the clinical care of patients to provide high quality clinical care to all attending the Townsville University Hospital Emergency Department.
* Under the supervision of the relevant Consultants, initiate, maintain and be responsible for the clinical care of patients.
* Ensure and review the quality of patient care by participation in clinical audits and quality programs.
* To make a detailed, clinically appropriate signed and dated legible entry in the patient’s medical records on every attendance upon a patient.
* Undertake theoretical and practical training in the particular discipline of Emergency Medicine.
* To perform such other duties as decided by the Director of Emergency Medicine.
* Provide ethical decision making in the achievement of organisation goals.

*Additional:*

* Fulfil the responsibilities of this role primarily in accordance with the Townsville Hospital and Health Service (HHS) core values, as outlined below, and in accordance with the [values outlined for the public service](https://www.forgov.qld.gov.au/our-values) with the Queensland Government.
* Ensure that service standards, safety and quality are maintained through adherence to defined service quality standards and relevant occupational health and safety policies, procedures and work practices.
* Some roles within Queensland Health are designated as Vaccination Preventable Disease (VPD) risk roles.

**This is a VPD risk role.**

# Work Health and Safety

Townsville HHS is committed to providing a safe workplace for all employees. This commitment includes a dedicated *People Focussed Safety* culture.

A *People Focussed Safety* culture commits to the health, safety and wellbeing of staff, volunteers and other persons, through the provision of a dynamic and comprehensive Health and Safety Management System (HSMS). The HSMS provides for proactive safety initiatives, early injury management practices with a strong focus on a safe and durable return to work.

The provision of a Health and Safety environment within Townsville HHS is everyone’s responsibility.

# Safety and Quality

Relevant to the position, participate in the ongoing education, implementation, monitoring and evaluation of safety and quality initiatives set by [*The Australian Commission on Safety and Quality in Health Care*](https://www.safetyandquality.gov.au/) to achieve a safe high-quality and sustainable health system, including compliance with the *National Safety and Quality Health Services Standards.*

For more information in regards to Work Health and Safety Accountabilities within the Townsville HHS please review [*Workplace Health and Safety Act 2011*](https://www.legislation.qld.gov.au/LEGISLTN/CURRENT/W/WorkHSA11.pdf) *-* ***Part 2, Health and Safety Duties.***

# Mandatory qualifications/ professional registration/ other requirements

* **Successful completion of internship.**
* This position requires the incumbent to have obtained a degree qualification from a recognised tertiary institution and hold current registration or eligibility for registration or membership with the appropriate registration authority or association. Certified copies to the required information must be provided to the appropriate supervisor/manager prior to commencement of clinical duties.
* Appointment to this position requires proof of qualification and registration or membership (if applicable) with the appropriate registration authority or association. Certified copies of the required information must be provided to the appropriate supervisor/manager prior to commencement of clinical duties.
* To be “on-call” and participate in shift rosters, including nights and weekends is a requirement of the position.
* Requires a level of Information Technology/Digital literacy, which includes a strong foundation of graphical user interface skills, and the ability to quickly achieve proficiency in concurrent access of multiple, complex electronic patient databases and recording systems.
* **Vaccine Preventable Disease (VPD):** Health Care Workers in Queensland Health whose occupation poses a potential risk of exposure to blood or body fluids are required to provide evidence of vaccinations or proof that they are not susceptible (due to prior exposure to the disease and therefore have natural immunity) to the following VPD's Hepatitis B, Measles, Mumps, Rubella, Varicella and Pertussis (diphtheria, tetanus and pertussis containing vaccine) according to the Queensland Health Policy.

# How you will be assessed

You will be assessed on your ability to demonstrate the following key requirements, knowledge and experience which is outlined under ‘The role’. The ideal applicant will be someone who has proven ability and can demonstrate the following:

* Highly developed clinical skills.
* Demonstrated skills in reviewing, analysing and evaluating patient care.
* Demonstrated knowledge of current medical practices and issues.
* High level verbal and written communication and interpersonal skills with the ability to relate to all levels of staff and hospital clients from a variety of backgrounds.
* Ability to maintain accurate and complete medical records – clinical, administrative, and statistical.
* Sound theoretical knowledge, practical skills and ethical behaviour required of a medical practitioner.
* Actively participate in a working environment supporting quality human resource management practices including employment equity, anti-discrimination, occupational health and safety and ethical behaviour.

# Your application

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 of two pages) on how your experience, abilities, knowledge and personal qualities are relevant for the role, addressing the key responsibilities and key attributes of the position.
* Applications will remain current for 12 months after they have been submitted.
* Future vacancies of a similar nature throughout the Townsville Hospital and Health Service may also be filled through this recruitment process.

Once completed, your application should be submitted online – visit the [Smart Jobs and Careers website](http://www.smartjobs.qld.gov.au/). If you have difficulties, please contact Recruitment Services on 1300 193 156.

# About the Townsville Hospital and Health Service

The Townsville Hospital and Health Service (HHS) is the public healthcare provider for more than 250,000 people across a geographic area of 150,000km2.

We serve the local government areas of Townsville, Burdekin, Charters Towers, Flinders, Richmond, Hinchinbrook and Palm Island.

In doing so, we operate 21 facilities: 19 hospitals and health centres and two residential aged care homes. More than 6,600 staff work across our facilities, which is about one in every 17 working people, making us members of the communities we serve.

We provide a comprehensive range of services, from primary care in remote locations, to highly specialised care at Townsville University Hospital. This is the largest tertiary hospital in Northern Australia, providing specialist referral services for the 700,000 people living from Mackay to the Torres Strait, to the Northern Territory border.

More than providing the healthcare of today, we are planning and innovating for the future. Our staff and collaborators are advancing healthcare through impactful research. While as a major teaching hospital, we are training tomorrow’s doctors, nurses, midwives, allied health practitioners, and more.

# Our vision is world-class healthcare for northern Queensland. The [Townsville Hospital and Health Service Strategic plan 2022-2026](https://qheps.health.qld.gov.au/__data/assets/pdf_file/0035/2801978/strategic-plan.pdf) commits to this ambitious direction, outlines our strategic objectives and lists the measures we will use to know we have achieved them.

**Our Vision: World-class healthcare for northern Queensland**

**Our Purpose: Great care every day**

**Our Values:**

Please visit our website for additional information about the [**Townsville Hospital and Health Service**](https://www.townsville.health.qld.gov.au/)

# Health Equity and Racism

Townsville Hospital and Health Service has set out its actions and agreed key performance measures to improve Aboriginal and Torres Strait Islander people’s health and wellbeing outcomes.  The Health Equity Strategy and Implementation Plan can be found at [First Nations Health Equity Strategy 2022-2025 and Implementation Plan](https://www.townsville.health.qld.gov.au/about-us/health-equity/)

Racism is a key structural determinant of Aboriginal and Torres Strait Islander people’s health inequity. Racism is not always conscious, explicit, or readily visible - often it is systemic. Systemic or institutional racism are forms of racism that are widely and deeply embedded in systems, laws, written or unwritten policies and well-established practices and beliefs that produce, condone, and perpetuate widespread unfair treatment, causing and/or contributing to inherited disadvantage.

It is expected that all Townsville Hospital and Health Service staff, including the incumbent of this role as a valuable member of the Townsville Hospital and Health Service workforce, contribute to the health equity agenda and meet the intent of supporting the defined six actions that specifically meet the needs of Aboriginal and Torres Strait Islander people within the National Safety and Quality Health Service Standards (NSQHS), by actively supporting the elimination of racial discrimination and institutional racism; supporting increased access to health care; influencing the social, cultural and economic determinants of health; supporting the delivery of sustainable, culturally safe and responsive health services;  and recognise the importance of working with Aboriginal and Torres Strait Islander peoples, communities and organisations to design, deliver, monitor and review the health and support services we provide.

**About the TUH Emergency Department**

TUH Emergency Department is the largest department in North Queensland and sees over >94000 patients per year including Paediatric and Obstetric patients. In addition to serving the local community, it is the tertiary referral centre for the whole of North Queensland – many of these patients will be retrieved via fixed-wing aircraft or helicopter.

Emergency Medicine is a unique specialty with a broad range of undifferentiated presentations encountered and treated. Patients range from being critically ill to having minor injuries. It is not uncommon to see a wide range of clinical presentations and severities in one shift.

Whilst in the Emergency Department you will learn in several ways – protected formal education sessions, bedside teaching, clinical experience, asking advice of the multi-disciplinary team and self-directed learning around the clinical cases you have seen. Every patient is a new educational experience, and further reading about interesting patients can reinforce your “working knowledge”.

**TUH ED Team**:

Medical

There are 35 Registrar/PHO positions, 22 SHO, 18 JHO and 14 Intern positions.

There are 40 ED Staff Specialists including 4 PEMS (paediatric emergency specialists) making up 28 fulltime employment (FTE)

We have three Physician assistants (PAs)

Nursing

There are approximately 180 nurses, including 5 nurse practitioners.

Allied Health

There is also a strong ED allied health team comprising 5 pharmacists, 2 phlebotomists, 4 social workers, 5 Indigenous health liaison officers (IHLOs), 3 physiotherapist, 1 occupational therapist and 1 podiatrist.

Rostered shifts are early 0800-1800, late 1230-2230 and night 2200-0830 (2230 start for interns), with allocation to the part of the department you will be working in.

**TUH ED layout:**

**Resuscitation room** – 2 adult and 1 paediatric bay, in-room XRay

**Acute Hall (A1-34)** – sicker patients who are likely to be admitted.

**Fast Track Hall (F1-F9 beds, F10-F15 stepdown seated treatment area and consult rooms C1-5)**

**Paediatric Area (P1-11)**

Fast track and consult rooms are staffed by medical staff and nurse practitioners. Patients allocated to fast-track are those expected to go home or to the Short Stay ward within 4 hours. Suitable patients are allocated by triage staff, and include wounds, soft tissue injuries and fractures, gastroenteritis, tonsillitis, mild asthma, hyperemesis, headache etc. Resident Medical Officers allocated to fast-track also cover paediatrics, which is supervised by a consultant and registrar.

**Short Stay Unit (S1-16)** – this is a 16 bed area which is staffed medically from the ED.

**What can I expect as a Senior House Officer – Emergency Medicine at the Townsville Hospital:**

* Access to full day dedicated emergency education days.
* One (1) week of Professional Development leave per annum and access to courses relevant to Emergency Medicine;
* Rotational rosters with exposure to Paediatrics, Resuscitation (SHOs have a dedicated role on the resuscitation team), Admitting, Fast Track, Streamlining and Short Stay.
* Six (6) weeks of recreation leave per year;
* Flexible rostering;
* 76 hours per fortnight working roster;
* 4 Registrars (including 1 senior registrar) on site overnight to provide supervision;
* Minimum of 4 ED Consultants on clinical duty 0800-2300 7 days per week with 1 on-call overnight. Each consultant oversees 1 section of the ED – these are Acute, Fast-track, Paediatrics and the ED Short Stay Unit.
* An attractive travel and relocation package as per Directive 11/11.

# Additional information

* Pre-employment screening, including criminal history, aged care checks, and discipline history checks, may be undertaken on persons recommended for employment. Roles providing health, counselling and support services to children will require a ‘working with children check’ from the Blue Card Services Department of Justice and Attorney-General prior to appointment, unless otherwise exempt.
* Employees who are 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.
* All relevant health professionals, 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.
* Applicants will be required to give a statement of their employment as a lobbyist within one (1) month of taking up the appointment. Details [Lobbyist Disclosure](https://www.qld.gov.au/gov/documents/policy/lobbyist-disclosure).
* Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role. Details are available in section 571 of the [Workers' Compensation and Rehabilitation Act 2003](https://www.legislation.qld.gov.au/legisltn/current/w/workerscompa03.pdf).
* In accordance with Government requirements and Queensland Health’s commitment to a healthier workplace the Queensland Health Smoking Management Policy supports a smoke-free environment. Smoking is prohibited at all Queensland public hospitals and health facilities and for five (5) metres beyond their boundaries. Queensland Health employees may obtain assistance to quit smoking through staff program *Quit Smoking for Life* program. Information is available at [Quit smoking.....for life!](https://qheps.health.qld.gov.au/smoke-free/quitsmoking)

# Organisational Chart

Chief Executive Officer

Townsville Health Service District

Chief Operating Officer Townsville Health Service District

Directors - Clinical Units

Department of Medicine

Director Medical Services

Townsville Health Service

Clinical Director - MSG

Staff Specialists

Department of Medicine

Operations Director - MSG

Clinical Director

Emergency Medicine

MSG

Director - Emergency Department

Staff Specialists

Emergency Department

Registrars

Junior Medical Staff – ***Senior House Officers***, Junior House Officers and Interns

Junior Medical Staff – Senior House Officers, Junior House Officers and Interns

PHO/Registrars – Emergency Department