

Medical

Director of Clinical Haematology

Job Ad Reference:	PA07317634		
Status:	Permanent full-time position		
Unit/Department:	Clinical Haematology Division of Cancer Services Metro South Hospital and Health Service		
Location:	Princess Alexandra Hospital, Woolloongabba Please note from time to time this position may be required to work at other facilities located across Metro South Health		
Contact:	Dr Euan Walpole (07) 3176 5564	Salary range:	See remuneration explained page 4
Classification:	L25 – L27 / L18 – L24	Closing date:	Monday, 19 th August 2019
Online applications:	https://metrosouth.health.qld.gov.au/job-vacancies		

Applications from third parties will not be accepted

Purpose of the role

Support the Director of Cancer Services MSHHS in providing leadership in Haematology at Princess Alexandra Hospital and other sites across MSHHS, including strategic planning and integration of services, promote and participate in Haematology research activities, and participation in teaching. The Director of Clinical Haematology is expected to lead the haematology team to provide world-class patient centred care within scope of clinical practice and CSCF of the facilities within MSHHS

Your key responsibilities

- Fulfil the accountabilities and responsibilities of this role in accordance with Metro South's purpose and objectives, as outlined below.
- Staffing and budget responsibilities:
 - This position reports to the Medical Director, Cancer Services, MSHHS
 - Staffing responsibilities: This position supervises all of the Haematologists, Haematology Registrars, junior medical staff as well as other health care members within the Haematology department.
 - Develop and manage workforce plans to ensure workforce and clinical service deliver within budget.
- Provide leadership and direction to the team to promote the achievement of clinical indicators.
- Actively contribute to the DOCS Executive Management Team.
- Provide leadership in resolving clinical, medico-legal, ethical and operational challenges with the assistance of Medical Administration.
- Lead ongoing improvement in clinical practice and ensure high quality patient care delivery.
- Actively contribute to the development of a positive culture of safety, collaboration and

- accountability, including participation in morbidity and mortality reviews as well as unit multi-disciplinary meetings.
- Relevant to the position, participate in the ongoing education, implementation, monitoring and evaluation of safety and quality initiatives relevant to The National Safety and Quality Health Services Standards and the Australian Council on Healthcare Standards (ACHS) Evaluation and Quality Improvement Program (EQulP).
- To promote and facilitate and active clinic research program for haematology patients
- Ensure that rosters that deliver the clinical business requirements within the fatigue risk management framework are maintained.
- Effectively manage the team with focus on individual performance, professional development and education/training issues.
- Ensure the maintenance of relevant college training and accreditation.
- Facilitate and contribute to the integration of and cooperation within the multidisciplinary team to promote seamless care and quality patient outcomes.
- Identify, develop and implement evidence based clinical practice models. Lead and contribute to the development of planning frameworks that support clinical and corporate governance requirements.
- Identify and develop new models of care that will ensure PAH/MSHHS is at the forefront of health care.
- Participate in the on call and service roster.

Mandatory qualifications, professional registration and other requirements

- MBBS or equivalent registrable with the Medical Board of Queensland, FRACP and FRCPA or equivalent, with eligibility for specialist registration in clinical haematology and pathology haematology with AHPRA.
- Appointment to this position requires proof of qualification and if applicable registration or membership with the appropriate registration authority or association. Certified copies of the required information must be provided to the appropriate supervisor/manager, prior to the commencement of clinical duties.
- This position may be/ required to undertake shifts in an extended span of ordinary hours to meet clinical need.
- This position requires the incumbent to operate a class C motor vehicle, and an appropriate licence endorsement to operate this type of vehicle is required. Proof of this endorsement must be provided before commencement of duty.
- 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.

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.

- It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment:
 - measles, mumps, rubella (MMR)
 - varicella (chicken pox)
 - pertussis (whooping cough)
 - hepatitis B
 - tuberculosis

Granted Private Practice

Granted Private Practice option Assigned or Retained or Not Applicable (VMOs)

The Service nominates if the Medical Officer is granted permission to participate in Granted Private Practice. Where the Service grants the Medical Officer the opportunity to participate in Granted Private Practice, the Medical Officer must perform Granted Private Practice in accordance with their Granted Private Practice Agreement.

Where the parties agree that the Medical Officer exercises Granted Private Practice the Medical Officer provides a professional service to a Private Patient during the Medical Officer's hours of work in the public hospital system.

Are you the right person for the job?

How we do things is as important as what we do, therefore within the context of the responsibilities described above under Key Responsibilities, the ideal applicant will be someone who can demonstrate the following:

Clinical Expertise	Clinical competency in the specialty of Haematology at high level
Leadership	Demonstrated ability to effectively lead a high performing team
Operational Management	Demonstrated ability to provide strategic and operational management of a major, complex Haematology service
Education and Research	Demonstrated commitment to facilitating a culture of teaching, education and Research within a Haematology Department.
Developing Others	Actively participates and initiates training in order to develop others through the provision of tuition, education, on-the-job learning and mentoring in line with adult learning principles
Continuous Improvement	Promotes a safe and quality focused work environment by demonstrating safe work practices, reviewing practices, identifying areas of improvement and acting accordingly, and initiating and participating in quality audits and risk management activities.
Clinical/Specialist/Technical Knowledge	<ul style="list-style-type: none"> ▪ Wide experience in the medical management of haematological disease, and where appropriate, its relationship to surgery, radiation oncology and palliative care and working within the multi-disciplinary team. ▪ Vision for development of a world class clinical and academic Haematology department. ▪ Ability to lead the Haematology team to implement the vision. ▪ Appropriate organisational skills. ▪ Advanced written and verbal communication skills. ▪ Ability to manage the departments' resources as well as to develop and expand services to meet community need. ▪ Commitment to promoting Haematology research, knowledge and care. ▪ Work effectively as part of the multidisciplinary team caring for the patient. ▪ Ability to communicate well with patients and staff. ▪ Participation in research, educational and clinical activities as well as routine unit meetings as appropriate. ▪ Participation in afterhours Haematology on call responsibilities.

How to apply

Please provide the following information to the panel to assess your suitability:

- A short written response (maximum 1-2 pages, dot points acceptable) on how your experience, abilities, knowledge and personal qualities would enable you to achieve the key responsibilities and meet the skill requirements of the role.
- Your current CV or resume, including two referees. You must seek approval prior to nominating a person as a referee.
- Late applications cannot be submitted online. For a late application to be considered, please arrange approval and submission via the contact person.
- Applications will remain current for 12 months or for the duration of the vacancy. Future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process.
- 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](#).

Remuneration Package

Remuneration Package	Details	
	Fortnightly amount (\$)*	Annualised percentage (%)
Base salary	L18 - \$6888.00 – L24 - \$8000.80 L25 - \$8237.00 – L27 - \$8733.20	
Standard allowances Professional development	L18 – L24 - \$804.93 L25 – L27 - \$977.41	
Standard allowances Motor vehicle allowances	L18 - L24 - \$804.93 L25 – L27 - \$804.93	
Management and Leadership (CMA 6)	L18 – L24 - \$964.20 L25 – L27 - \$964.20	
Attraction and retention	L18 - \$3444.00 – L24 \$4000.40 L25 - \$4118.50 – L27 \$4366.60	50% of base for assigned
TOTAL REMUNERATION * (excluding superannuation)	L18 - \$12,906.06 – L24 - \$14,575.26 L25 - \$15,102.04 – L27 - \$15,846.34	

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

Declaration of outside practice

Given the extensive nature of the Duties for this position, it is incumbent on the Service to understand exactly what other duties you may have. As such, notification of all other medical officer engagements is required, whether as an employee, contractor or business owner, including the following detail of such engagements:

1. Nature of engagement
2. Location
3. Working times
4. Duration of work
5. On call commitments

Division of Cancer Services

The Princess Alexandra Hospital (PAH) Cancer Services is a highly developed, multidisciplinary cancer service in one of Australia's largest teaching hospitals. The hospital provides a comprehensive adult cancer service encompassing haematological, surgical, and medical and radiation oncology specialities, including immunotherapy, cell therapy, and cancer vaccines and autologous stem cell transplantation.

Unique features of the PAH Cancer Services include:

- An established intellectual environment and research culture that brings together research scientists and clinicians across disciplines, and
- Strong tradition of basic and clinical research with particular emphasis in research translation.
- On site location with University of Queensland School of Medicine and Diamantina Institute and the Translational Research Institute.

In addition, there are a range of multidisciplinary cancer clinics, existence of two large tissue banks, large clinical trials department and staff with national and International reputation.

Furthermore, Cancer Services are the State Referral Centre for some rare malignancies and provides highly specialised care for Melanoma, Upper Gastro Intestinal, Germ Cell, Sarcoma, High Grade Lymphoma and Acute Leukaemia. This care is supported by the Stem Cell Program.

The Princess Alexandra Radiation Oncology Service has two facilities, one situated at the Princess Alexandra Hospital and the other at the Mater Hospital in South Brisbane. These facilities treat a total of approximately 3000 patients per year using 9 linear accelerators. Stereotactic radiosurgery is provided at the PAH facility and the statewide paediatric radiation oncology service is provided at the Mater Centre.

Department of Haematology

The department of Haematology is within the Division of Cancer Services and provides a comprehensive clinical haematology service to patients at Princess Alexandra Hospital and MSHHS. Most aspects of clinical haematology are covered, with an emphasis on malignant haematology (excluding allogeneic transplant), consultative haematology (particularly to the renal and liver transplant services based at PAH) and non malignant haematology (excluding routine haemophilia and thalassaemia/haemoglobinopathy services). Clinics are also currently held at Logan Hospital and a Telehealth Clinic provides services to remote patients. It is likely that clinics at other sites in MSHHS will be developed in the future.

The Haematology Service at PAH also provides laboratory haematology services through a service level agreement with Pathology Queensland, with 2.0FTE haematologist positions funded by PQ.

There are currently 8 full time/near full-time haematologists participating in a service roster, with a further 5-6 part-time haematologists assisting with clinics.

There are 4 RACP accredited clinical training positions and 2.5FTE funded laboratory training positions which are generally occupied by joint trainees.

Your Employer

Metro South Health is [Australia's first digital health service](#) and one of the largest and in Queensland, with an estimated residential population of approximately one million people or 23 per cent of Queensland's population.

Metro South Health 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. It is the most culturally diverse area of Queensland with 28.5% of the community born overseas and 16% from non-English speaking countries.

Clinical services provided within Metro South Health include:

- Princess Alexandra Hospital
- Logan Hospital
- Beaudesert Hospital
- QEII Hospital
- Redland Hospital
- Wynnum Health Service Centre
- Redland Residential Care
- Redland Renal Dialysis Unit
- Casuarina Lodge
- Marie Rose Centre (Dunwich)
- Community Health Services
- Oral Health Services
- Mental Health Services
- Medical Aids Subsidy Scheme

Person Centred Care and Planetree

MSH is committed to providing Person-Centred Care. Our patients and their families are important members of the healthcare team to ensure care matches their values, preferences and goals. Our patients, families and community are also key partners in the development and implementation of high quality services. MSH aims to continually improve the quality and safety of its health services through partnerships with patients, families and consumers.

Workplace diversity

Metro South Health is committed to providing a diverse and inclusive workplace for our people and our community. We encourage people of all genders, races, ages and abilities to apply for roles within our Health Service and strive to ensure that our workplace is free from all forms of discrimination and harassment.

Flexible working arrangements

Metro South Health supports and encourages work-life balance for the mutual benefit of Metro South Health and its employees. Work-life balance is about a person's ability to manage their paid work commitments with their career goals, personal, community and cultural responsibilities. Through flexible working arrangements such as leave, flex time accrual or a reduction in working hours, there is an opportunity to match the individual's requirements with those of the workplace – delivering quality health services.

Probation

Employees who are permanently appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment.

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/publications/assets/policies/lobbyist-disclosurepolicy.pdf>

Additional information

For further information about this opportunity and the benefits and conditions of working at Metro South Health please refer to the **Information for Applicants** document attached with this Smart Jobs advertised vacancy.