



Role description

Gold Coast Health

Role Details

Job ad reference	GC309425
Role title	Senior Staff Specialist or Staff Specialist (Haematology)
Status	Permanent full time
	Please note, future appointments of a temporary, full time and part time nature to this or a similar vacancy may also be filled through this recruitment process
Location	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.
Unit/Branch	Cancer and Specialty Services
Division	Diagnostics and Sub-specialty Services Gold Coast Hospital and Health Service
Closing date	Monday, 27 May 2019
	Applications will remain current for 12 months
Classification and Salary	Senior Staff Specialist (L25-L27) \$204,543 - \$216,865 per annum
	Staff Specialist (L18-L24) \$171,044 - \$198,678 per annum
Contact name	Michelle Bryson
Contact number	0403 443 412
Online Applications	www.smartjobs.qld.gov.au

Purpose of the Role

Provide a full range of high quality tertiary level medical services for Haematology for the Gold Coast Hospital and Health Service (GCHHS). Provide clinical care to patients within the inpatient setting (ward and day unit) and outpatient clinics inclusive of after-hours (on call and recall service) to clinically manage the provision, development and maintenance of an effective, efficient and equitable service to ensure appropriate patient care. Provide leadership and development in the specialty area and provide training, education and supervision to advanced trainees, junior medical staff and other health care members. Work collaboratively across all departments within GCHHS, in particularly with Oncology, the Emergency Department and Pathology Queensland to provide a comprehensive haematology service.

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.

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, however, all capabilities listed within the framework remain essential in order to successfully perform at Gold Coast Health.

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. Visit the [Core Capability Framework](#) (CCF) for further detail.

Leader Level: Leading Self

Core Role Capabilities

Personal Attributes	Individual behaviours influenced by our values and ethical compass	Leading Self Display Self-awareness and Motivation - Seek out opportunities to build capability by learning from experiences, taking risks, embracing challenges and pursuing development opportunities
Build Relationships	Shape and maximise relationships with colleagues, patients and the community	Leading Self Communicate Effectively - Provide clear, ongoing communication with colleagues, patients and clients, actively listening and contributing to discussions
Results Focused	Drive and influence successful organisational outcomes	Leading Self Deliver Results - Deliver against results, taking ownership of requirements, seeking input, managing timelines, providing feedback and sharing knowledge
Business Enablers	Boost effective service delivery and champion change management	Leading Self Optimise Resources - Demonstrate the ability to effectively leverage resources to maximise outcomes and work efficiently
Leadership and People Management	Inspire, engage and build our workforce	Leading Self Build and Develop our People - Contribute to developing capability to deliver services, identifying learning opportunities and continually seeking feedback

Key Duties and Accountabilities

Fulfill the responsibilities of this role in accordance with Queensland Public Service, the Gold Coast Hospital and Health Service (GCHHS) values.

- Participate and represent the Clinical Haematology Service in GCHHS and Cancer and Specialty Services service planning.
- Actively take part in quality improvement, risk management, peer review and audit and demonstrate positive change as a result. Demonstrate understanding and commitment to the principles of hospital accreditation.
- Ensure high quality and timely clinical and non-clinical documentation and management of information.
- Actively participate in clinical governance activities including the development and attainment of Haematology Department Key Performance Indicators (KPIs).
- Demonstrate commitment to the principles of quality and safety in health care including participation in divisional and hospital quality and safety improvement programs relevant to Haematology.
- Follow hospital practices and demonstrate initiative aligned to ensuring the safest possible environment for patients and staff.
- Participate in professional committees to contribute to the management framework and infrastructure to ensure the development of the wider hospital community.
- Participate in community engagement and patient education seminars.
- Provision of extensive and comprehensive experience, knowledge and skills within the discipline/department i.e. manage both benign and malignant haematology patients in both an inpatient, outpatient and ambulatory care setting.
- Provide expert consultation and advice directly to patients, as well as within the organisation as required.
- Provide and allow for adequate communication to all stakeholders along the patient's continuum of care and demonstrate high level of interpersonal skills and ability to work with other health professionals in a multi-disciplinary team.
- Provide specialist input to multidisciplinary haematologic tumour stream meetings as required.
- Work collaboratively across professional streams to deliver high quality patient care.
- Contribute to the delivery of teaching medical students, registrars and prevocational junior doctors within the hospital through guidance, seminars, tutorials, on-the-job and off-the-job training to clinical staff in their specialist area.
- Actively participate in research program within Haematology at GCHHS.
- Comply with reasonable instructions that are provided for the safety of you and others at the workplace.
- Provide a complete, quality Laboratory Service in Haematology for the GCHHS.
- Liaise and consult with other members of the medical team to implement treatment plans consistent with achieving the best possible quality patient care.
- Supervise Laboratory Haematology Training Registrars.
- Assist in the implementation of quality systems which meet National Association of Testing Authorities (NATA) medical testing requirements and conform to ISO standards.
- Ensure that reviews and investigations are carried out on technology, methodology and other matters relevant to the current practice of Haematology.
- 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.

Mandatory Qualifications / Professional Registration / Other Requirements

- 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: measles, mumps, rubella, varicella (chicken pox), pertussis (whooping cough), hepatitis B.
- MBBS or equivalent registrable with the Medical Board of Australia and registrable as a Haematology Specialist with the Australian Health Practitioner Regulation Agency (AHPRA).
- Fellowship with the Royal Australasian College of Physicians or the Royal College of Pathologists of Australasia or equivalent.
- Relevant qualification/s and registration must be provided to the appropriate supervisor/manager, prior to the commencement of clinical duties.

- While not mandatory, more than five years experience as a Staff Specialist or equivalent would be highly regarded.
- While not mandatory, additional training or qualifications in the form of a clinical fellowship, MD or PhD would be highly desirable.
- The incumbent will be required to participate in providing an after-hours consultative haematology service and supervision of other laboratories (such as Robina and Logan).

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, including 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 discuss recent examples of how you have demonstrated the core role capabilities listed under 'Organisational Alignment'.

Submit your application via 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 Recruitment on Recruitment_GoldCoast@health.qld.gov.au.

Further Information

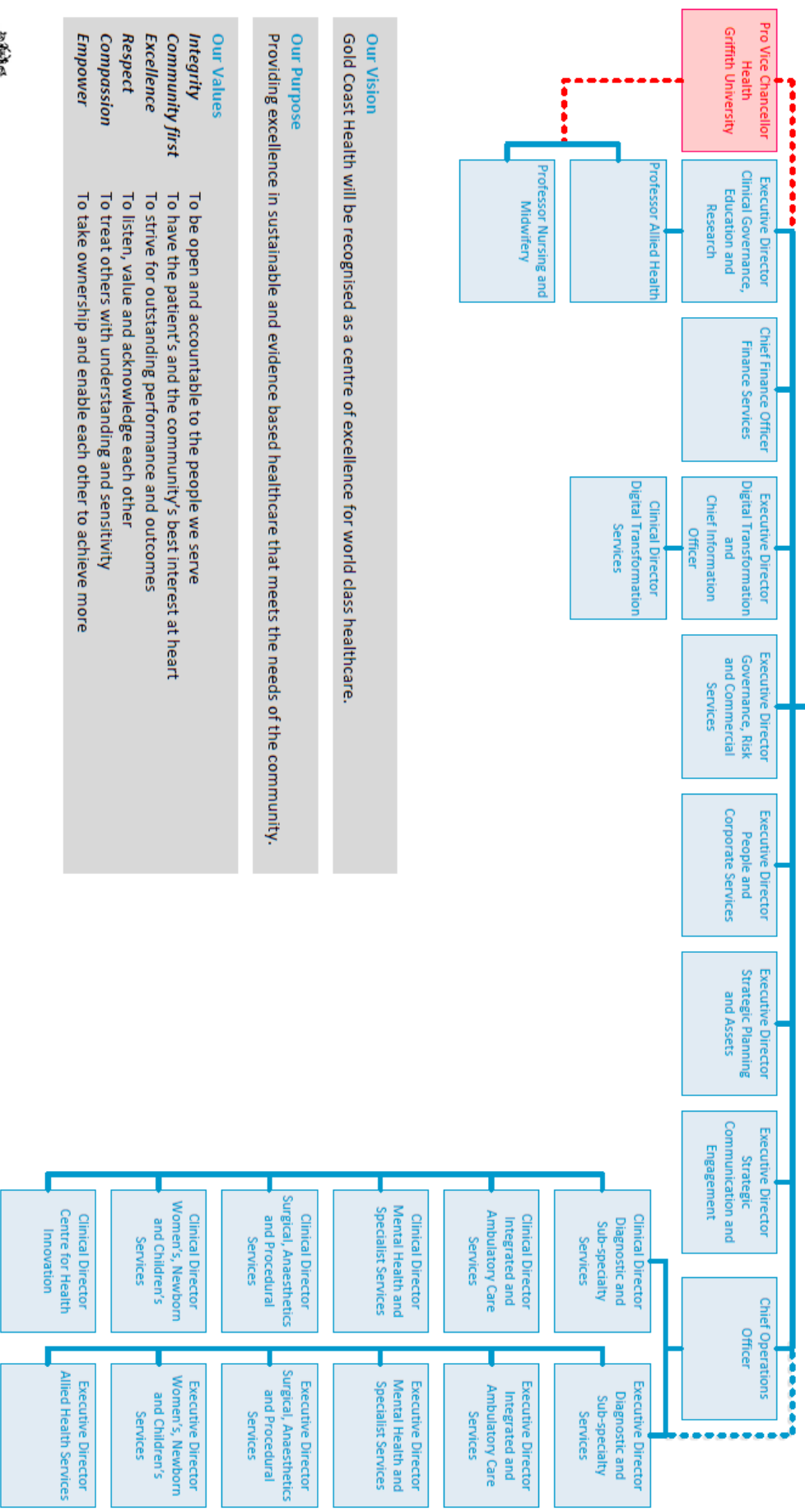
For further information about this opportunity and the benefits and conditions of [working at Gold Coast Health](#) please refer to the Information for Applicants document attached with this Smart Jobs advertised vacancy.

Gold Coast Hospital and Health Service Board

Gold Coast Health

Organisation Structure

Executive Management Team



Our Vision
Gold Coast Health will be recognised as a centre of excellence for world class healthcare.

Our Purpose
Providing excellence in sustainable and evidence based healthcare that meets the needs of the community.

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 interest 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

