Role description

Job ad reference  HN511174
Role title  Senior Staff Specialists or Staff Specialists Ophthalmology (General) Recurring vacancies may become available in other work units
Status  Permanent full time
Please note, future vacancies of a temporary full time and part time nature may also be filled through this recruitment process
Unit/Branch/Division  Ophthalmology and Orthoptics Specialty and Procedural Services
Hospital and Health Service  Gold Coast Hospital and Health Service
Location  Southport and Robina
Please note, this position and appointments to future vacancies may be required to travel to and/or work from other locations within the Gold Coast Hospital and Health Service
Classification & Salary  Senior Staff Specialist (L25 – L27)
$199,554 – $211,576 per annum
Staff Specialist (L18 – L24)
$166,872 - $193,833 per annum

Purpose of the Role

Provide high clinical care to patients requiring Ophthalmology services within the Gold Coast Hospital and Health Service (GCHHS) The Ophthalmologist will work collaboratively across departments, particularly with the perioperative, interventional, emergency, imaging, and surgical services, and work as a member of the multidisciplinary clinical team. This includes outpatients, inpatients, elective and emergency Ophthalmology services. In addition, provide professional leadership within the specialty area and provide training, education and supervision to junior medical staff and other health care members.

About Gold Coast Hospital and Health Service

Gold Coast Health provides public health care services to more than 500,000 people living in one of Australia’s most desired lifestyle destinations.

With an annual budget exceeding $1 billion, the service oversees more than 800 beds across two hospitals, as well as a range of community facilities offering services in child, mental, oral and sexual health.
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 Ophthalmology team provides outpatient, inpatient and surgical services to the community within the Gold Coast Health Service District. The ophthalmology team currently consists of three staff ophthalmologists, four visiting ophthalmologists, two ophthalmology registrars, three orthoptists and outpatient nurses. The subspecialist interests of the ophthalmology consultants include paediatric ophthalmology, orbital and oculoplastics, medical retina, surgical retina and anterior segment diseases.

Our vision
Gold Coast Health will use innovation and a patient centred approach to deliver world class care.

Our purpose
To provide safe, responsive and financially sustainable health services.

Our values
- Integrity
- Accountability
- Serving our community
- Empowering people
- Working together
- Striving for excellence


About the Hospital and Health Service/Division/Service Line


Key Duties and Accountabilities

Provide general ophthalmology services including all of those duties which are generally considered within the scope of general ophthalmology including but not limited to:
- Corneal and external disease
- Cataract (including secondary capsular opacification)
- Glaucoma
- Common lid disorders
- Diabetic retinopathy to include focal and panretinal photocoagulation
- Retinal breaks including focal photocoagulation
- Ocular trauma

Provide subspecialist ophthalmology services that will complement the needs of the department

Your key responsibilities
1. Quality assurance and clinical governance activities
   - Maintain Ophthalmology service standards, guidelines, procedures and policies
   - 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 Ophthalmology 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 radiology interpretation accuracy and investigation of all incident reports.
- Assist in the response to complaints, concerns and compliments in a timely manner
- Attend committees and other meetings, both within and outside the Department, as requested by the Director and provide reports as required.
- Implement and monitor the organisation’s quality standards, occupational health and safety policies, procedures and programs and provide clinical governance in the relevant work area

2. Clinical
   - Participate in the Department’s after-hours roster for Ophthalmology services
   - Determine suitability for admission to and discharge from the Gold Coast hospital Health services with appropriate liaison with inpatient services.
   - Enable clinical pathways and early discharge procedures.
   - Participate in Model of Care developments which are inter-disciplinary
   - Provide ethical decision in achieving organisational goals and involving multidisciplinary team in assessment and provision of patient care.

3. Education and Training
   - Provide close supervision of Registrars and Junior Medical Staff in the department to ensure a high standard of clinical practice. This includes active involvement in the formative and summative assessment of these groups.
   - Provision of appropriate training for specialist registration by the professional College.
   - Participate in the planning, delivery, and evaluation of educational programs in the field of Ophthalmology for postgraduate and undergraduate students in Medicine, Nursing and other health professions, as appropriate for a University teaching hospital.
   - Mentoring

4. Research and Professional Development
   - Participate in and/or lead research into areas relevant to Ophthalmology.
   - Participate in Continuing Professional Development activities as directed by the relevant specialist college and the Director to maintain accreditation and personal professional improvement
   - Performance management
   - Adherence to professional code of conduct and appropriate team professional relationships

5. With Service Director and the SAPS Executive, undertake responsibilities including:-
   - Assist the Director in the day-to-day running of the Ophthalmology Department in its provision of services including the management of the human and material resources necessary to provide services
   - Undertake additional duties as directed by the Director of Ophthalmology including representing your service at forums and committees, offering expert advice, counsel and leadership on clinical service delivery and development
   - Facilitate the provision of clinical services and the development of clinical protocols and guidelines for efficient and appropriate ophthalmological patient care.
   - Work in close collaboration with personnel across the hospital to monitor and facilitate all operational issues involved in a multidisciplinary approach to quality care of ophthalmology patients from pre-hospital to discharge.
   - Manage and review Outpatient waiting lists and ensure effective and efficient theater utilisation

- Employees who are appointed to the GCHHS are to maintain data quality and manage all information in accordance with legislation, standards, policies and procedures.
- Implement and monitor the organisation’s quality standards, occupational health and safety. Follow defined service quality standards, occupational health and safety policies and procedures relating to the work being undertaken in order to ensure high quality, safe services and workplaces.
- Take reasonable care for your own health and safety and take reasonable care to ensure that your acts or omissions do not adversely affect the health and safety of others.
Mandatory qualifications/Professional registration/Other requirements

Appointment to this position requires proof of qualification and registration with the Australian Health Practitioner Regulation Agency (AHPRA). Certified copies of relevant qualification and registration must be provided to the appropriate supervisor/manager, prior to the commencement of clinical duties.

Fellowship with Royal Australian and New Zealand College of Ophthalmologists or equivalent acceptable to the RANZCO and registrable as a specialist in Ophthalmologist with the Medical Board of Australia.

Recent tertiary Ophthalmology hospital experience is essential

MANDATORY VPD - 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: insert relevant VPD categories as required by HR Policy B1 [measles, mumps, rubella, varicella (chicken pox), pertussis (whooping cough), hepatitis B.

Evidence of competency in speaking and communicating in English as demonstrated by having completed the IELTS examination and achieving a minimum score of 7 in each of the four components.

How you will be assessed

You will be assessed on your ability to demonstrate the following key capabilities, knowledge and experience. Within the context of the responsibilities described above under ‘Key Duties and Accountabilities’, the ideal applicant will be someone who can demonstrate the following:

- Competency in the usual case mix of general ophthalmology including the assessment and management of trauma and the provision of general ophthalmology services
- Competency in subspecialist skills that will complement the needs of the department
- Commitment to continuous clinical improvement, research, education and professional development.
- Skills and initiative in the leadership and motivation of a multidisciplinary team as well as oral and written communication and interpersonal skills commensurate with this position.
- Knowledge of safety and quality assurance initiatives in the area of ophthalmology.
- Interest and experience in teaching and supervision of Registrars, junior medical staff and other health care staff
- Commitment to research activities in ophthalmology
- Sound knowledge of contemporary human resource management issues at both the broad and specific level, with particular reference to Workplace Health and Safety, Equal Employment Opportunity and Anti-Discrimination and codes of conduct.

Your application

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

- A short statement (maximum 1–2 pages) on how your experience, abilities, knowledge and personal qualities are relevant for the role, taking into account the key responsibilities and attributes noted in the “How you will be assessed?” section.
- Your current Medical CV or resume, including the names and contact details of two referees. You must seek approval prior to nominating a person as a referee. Referees should have a thorough knowledge of your capabilities, work performance and conduct within the previous two years, and it is preferable to include your current/immediate/past supervisor.
- 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.
- Certified copies of your proof of identity (2 Forms: Driver’s Licence/Proof of Age Card and Current Passport or Birth Certificate)
- Hand delivered applications will not be accepted.
- Late applications cannot be submitted online. For a late application to be considered, please arrange approval and submission via the contact officer.
Additional information

Pre-employment screening
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.

Only those persons eligible to work in Australia may be employed by Queensland Health. All offers of employment are subject to the provision of adequate working rights in Australia in accordance with the granted visa’s employment conditions and hours of work. Employment will not commence until sufficient evidence has been provided to Queensland Health e.g. copy of the visa, which provides details of the right to work in Australia and to what capacity as dictated by the offer. An offer of employment will be withdrawn immediately by Queensland Health should you not be granted a visa with such working rights without prejudice.

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

Disclosure of Previous Employment as a Lobbyist

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

Disclosure
Gold Coast Health

Organisation Structure

Executive Management Team

Our Vision
Gold Coast Health will, through innovation and patient-centred care, become a world-class provider of public healthcare services.

Our Values
- Acting with integrity
- Being accountable
- Serving the community
- Empowering people
- Working together
- Striving for excellence

Contact: Communication and Engagement
Dated: 14 August 2014

www.goldcoast.health.qld.gov.au