

Role Description

Cardiology Advanced Trainees (1st Year)

Job ad reference:	Senior Registrars or Registrars – Advanced Trainee (First Year)		
Location*:	Chermside	Unit/Department:	Cardiology
Status:	Temporary Full-time position 12 months	Classification:	L10 – L13 L4 – L9
Salary Range:	\$ - \$ (plus superannuation and leave loading benefits)	Closing Date:	Monday, 30 June 2025
Contact name:	Prof Darren Walters	Contact number:	07 3139 4710
Online applications:	https://www.careers.health.qld.gov.au/rmo		

* Please note: there may be a requirement to work at other facilities located across Metro North Health.

**Future recurring vacancies may also be filled through this recruitment process at any location across Metro North Health.

***Applications from third parties will not be accepted.

The Prince Charles Hospital

The Prince Charles Hospital (TPCH) The Prince Charles Hospital is the largest tertiary and quaternary level cardiothoracic referral hospital for Queensland. The Prince Charles Hospital Cardiology service has a full range of cardiac services including interventional cardiology, electrophysiology, echocardiography, nuclear cardiology, adult congenital heart disease, heart failure and cardiothoracic surgery. CCU beds total 16 and Cardiology beds total 76. The Prince Charles Hospital has the only Heart Transplant Centre in Queensland and has mechanical cardiac support access. There is a busy percutaneous structural heart disease program including over 100 TAVIs per year, as well as mitral clips and tricuspid valve procedures.

Each Registrar works within a clinical cardiology unit. Allocation of specific terms is by negotiation. Each clinical unit has specific requirements of its Registrar, and these will be discussed upon commencement. The Registrar may be required to rotate to Mackay Hospital as part of their time at TPCH. There are 12 Advanced Trainee positions (1 on rotation), accredited for 3 years Advanced Training. Additionally, there are extensive BPT, PHO and Fellow training programs.

Over the next few years, The Prince Charles Hospital Cardiology Program will continue to provide a high quality, large volume tertiary and quaternary cardiology service to the population of Metro North and Queensland. It is poised to enhance development of innovative strategies to manage the burden of disease through both chronic disease management programs and new technologies. The program works closely with the Cardiac Surgical program which performs over 1100 surgical cases per year.

Purpose of the role

- The Cardiology Registrar is an advanced trainee of the Royal Australasian College of Physicians. The Registrar provides inpatient and outpatient medical services within the Department of Cardiology and a consultative service to other departments. It is intended that the Registrar will maximise his or her professional development, with a view to completing specialist training according to the guidelines of the RACP and the CSANZ and expected that the Registrar will be involved in the professional development of junior medical staff.
- The Advanced Trainee will be required to rotate between more than one hospital or department to complete part of their training.
- It is expected that the appointee will undertake a research project.
- The candidate will be required to assist in the provision of an after-hours roster.

Context and Delegations

- This role reports directly to the Cardiology Director

Key Accountabilities

This successful applicant will carry out the following key accountabilities in accordance with the Metro North Health's values:

- Accountable to senior medical officers for the overall clinical care of patients allocated and maintaining the highest professional standards of practice and care.
- Accountable to the Director of Cardiology, and finally the Director Medical Services, for compliance with hospital policy and procedures, for general behaviour and standards, practice and care.

Under supervision of senior medical staff, clinical duties include;

- Maintaining responsibility for planning of all clinical care, in consultation with senior medical staff.
- Supervising the appropriate selection and arrangements of investigations for patients.
- Participation in performing diagnostic procedures.
- Undertaking appropriate and timely summary documentation, particularly when responsibility for the care of the patient is transferred.
- Ensuring appropriate communication with senior medical staff, taking responsibility for advising on and implementing major decisions for care.
- Providing appropriate medicolegal reports, as required.
- Other clinical duties, as required.

Education and research duties include:

- Refine the knowledge of social and ethical behaviour required of a practitioner.
- Participate in the education program for patients and their relatives. ▪
- Assist in the teaching and mentoring duties of the unit for junior medical staff, medical students and other junior professionals.
- Participation in departmental research and completion of college research project.

Administration duties:

- Administration duties including compliance with Hospital Policies and Procedures, Transfer arrangements, management of patient records, Economic use of Human and material resources.

About Metro North Health

Delivering outstanding health services is just one of the ways that we care for our community. Our passion for people is reflected in the way we do our work and live our values every day. We value and nurture our team members so they can provide quality value based care to our patients across our diverse organisation. Our focus on Value Based Healthcare means we expect our staff to deliver the care the patient needs, no more and no less, to achieve the best quality of life for our community. This passion fuels our collaborative culture of innovation and research.

We embrace the diversity of local and greater communities as we provide services to people throughout Queensland, northern New South Wales and the Northern Territory, in all major health specialities including medicine, surgery, mental health, cancer care, trauma, women's and newborn care, and more than 30 sub-specialities. Metro North Health services include rural, regional and tertiary hospitals, and community and oral health services.

Our diverse Health Service provides a wide variety of rewarding career paths across our tertiary/quaternary referral hospitals, secondary hospitals, community health centres, residential and extended care facilities and regional community hospitals. We expect our staff and volunteers to translate our values into action through providing high quality connected care that is relevant, efficient and respectful of our patients' needs and wishes. Our people are passionate about our community and patients, with a focus on putting people first. Come and work where people are at the centre of everything we do and your contribution is truly valued.

Health Equity and Racism



Metro North Health has set out its actions and agreed key performance measures to improve Aboriginal and Torres Strait Islander people's health and wellbeing outcomes.

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 Metro North Health staff, including the incumbent of this role as a valuable member of the Metro North 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.

Please visit our website for additional information about Metro North Health. <http://metronorth.health.qld.gov.au/>

Our Vision

Excellent healthcare, working together, strong and healthy communities.

Metro North Health Values and their corresponding Lominger™ competencies:

Respect	Teamwork	Compassion	High performance	Integrity
<ul style="list-style-type: none">• Interpersonal savvy• Manages conflict• Communicates effectively• Balances stakeholders	<ul style="list-style-type: none">• Collaborates• Develops talent• Values differences• Builds effective teams	<ul style="list-style-type: none">• Customer / patient focus• Demonstrates self-awareness• Manages ambiguity• Being resilient	<ul style="list-style-type: none">• Cultivates innovation• Action oriented• Drives results• Drives vision and purpose	<ul style="list-style-type: none">• Decision quality• Ensures accountability• Courage• Manages complexity

How you will be assessed

You will be assessed on your ability to demonstrate the following values within the context of the “Key Accountabilities”. The ideal applicant will be able to demonstrate the following:

- **Respect** – demonstrates interpersonal savvy, manages conflict appropriately, communicates effectively and balances the needs of all stakeholders with utmost respect to all people at all times.
- **Teamwork** – collaborates effectively, develops talent, values differences and builds effective teams to bring about best use of resources to deliver healthcare services.
- **Compassion** – is patient / client focussed, demonstrates self-awareness and the effects of behaviour on others, deals with or manages ambiguity and complexity, demonstrates resilience in the delivery of patient services or support in the delivery of services to patients.
- **High Performance** – cultivates innovation, is action oriented, drives results and supports Metro North Health’s vision and purpose to exceed expectations of our patients and stakeholders.
- **Integrity** – demonstrates sound decision quality, ensures accountability, demonstrates courage in the face of adversity and works effectively / manages complexity to ensure work output and decisions are ethical and invariably of a high standard.
- Experience in relevant areas of inpatient and outpatient care in cardiology commensurate with the year of advanced training.
- Demonstrated clinical and technical knowledge in Cardiology.
- Demonstrated high level of skill in written and oral communication.
- Demonstrated interpersonal skills which allow effective communication.

Additional consideration will also be given to the following:

- Familiarity with Queensland Health policies, procedures and clinical governance frameworks.
- Demonstrated commitment to Metro North Values.
- Attainment of higher degrees or qualifications demonstrating skillsets relevant to the role.
- Participation in research activities, including publications and presentations.
- Experience in resuscitation and appropriate procedures associated with cardiology.
- Demonstrated knowledge of quality assurance in the area of Cardiology.
- Community contribution and social engagement.

Mandatory qualifications/professional registration/other requirements

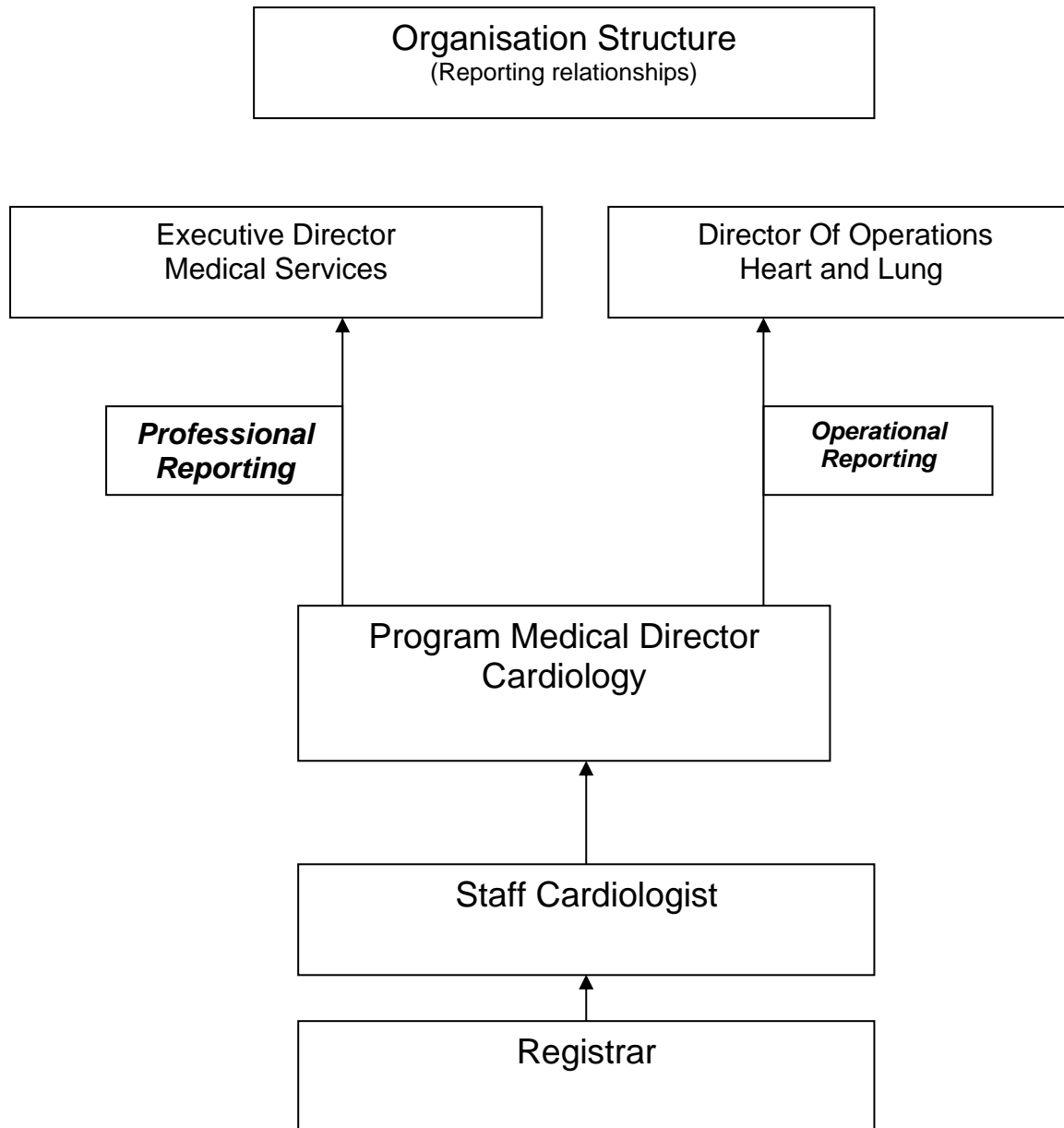
- MBBS or equivalent and general registration with the Medical Board of Australia.
- Appointment to this position requires proof of qualification and registration as a Medical Practitioner with the Australian Health Practitioner Regulation Agency. Certified copies of the required information must be provided to the appropriate supervisor/manager prior to the commencement of clinical duties.
- Training Registrar with the Royal Australian College of Physicians and completion (or near completion) of both written and clinical examinations in a Basic Physician Trainee capacity.
- **Disclosure of Serious Disciplinary History:** Under the [Public Sector Act 2022](#), applicants are required to disclose any previous serious disciplinary action taken against them.
- 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 ([Health Employment Directive No. 01/16](#))
 - Measles, mumps, rubella (MMR)
 - Varicella (chicken pox)
 - Pertussis (whooping cough)
 - Hepatitis B
 - Tuberculosis

How to apply

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

1. A short statement (maximum 1 page) summarizing your training to date and the personal attributes you bring to the position that would enable you to achieve the key accountabilities and meet the key skills requirements.
2. 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 RMO campaign online reference requested.
3. Submit your application online via the Queensland Health RMO campaign:
<https://www.careers.health.qld.gov.au/rmo> the closing date.
4. Please note that hand delivered applications will not be accepted.

Team Structure



Diversity and Inclusion

We are 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 Metro North Health and strive to ensure that our workplace is free from all forms of discrimination and harassment.

As an Equal Employment Opportunity (EEO) employer we ensure that our selection processes and employment decisions are undertaken in a non-discriminatory way and are consistent with the requirements of the Anti-Discrimination Act 1991. If there are any reasons that you may have challenges with the recruitment process, please let us know when we contact you.

Work Health and Safety

We are committed to *Putting People First* to provide better healthcare. This commitment includes a dedicated *People Focussed Safety* culture.

This 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 Metro North Health is everyone's responsibility.

Safety and Quality

Relevant to the position, staff participate in the ongoing education, implementation, monitoring and evaluation of safety and quality initiatives relevant to The National Safety and Quality Health Services Standards 2nd Edition and the Australian Council on Healthcare Standards (ACHS).

Vaccine Preventable Diseases (VPD) Requirements ([Health Employment Directive No. 01/16](#))

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
- Varicella (chicken pox)
- Pertussis (whooping cough)
- Hepatitis B

Further vaccinations may be required due to particular risks for a role; examples include:

- Hepatitis A – Workers in regular contact with untreated sewerage
- Q Fever – Research or Laboratory staff regularly handling specimens

All new employees who will be working in clinical areas must be assessed for their risk of tuberculosis and screening undertaken if required.

Existing staff that are engaged prior to 1 July 2016 are **not subject** to this condition of employment unless they apply for a role with VPD requirements that is with a different Queensland Health entity (i.e. one Health Service to another Health Service, Department of Health (DoH) to a Health Service, or Health Service to DoH).

Additional Information

- 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.
- Health Care Workers in Queensland Health whose occupation poses a potential risk of exposure to blood or body fluids must be immunised against Hepatitis B according to the National Health and Medical Research Council Australian Immunisation Handbook and the Queensland Health Infection Control Guidelines.
- Pre-employment screening, including criminal history and discipline history checks, will 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. Roles providing services to National Disability Insurance Scheme (NDIS) participants require an NDIS worker screening check.
- Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role.
- 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:
https://www.forgov.qld.gov.au/_data/assets/pdf_file/0033/185919/lobbyist-disclosure-policy_0.pdf
- 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
<https://www.health.qld.gov.au/system-governance/policies-standards/doh-policy/policy/qh-pol-197.pdf>
- 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.


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graph TD; Board["Metro North Hospital and Health Board"] --- Committees["Board Executive Committee, Board Finance and Performance Committee, Board Safety and Quality Committee, Board Risk and Audit Committee"]; Board --- Councils["Clinical / Staff Councils, Consumer and Community Engagement Committee, First Nations Health Equity Committee, Stakeholders, Partners and Professional Associations"]; Board --- CEO["Metro North Health Service Chief Executive"]; CEO --- Communications["Executive Director, Office of CE and Communications"]; CEO --- Aboriginal["Executive Director, Aboriginal and Torres Strait Islander Health"]; CEO --- Secretariat["Board Secretary"]; CEO --- InternalAudit["Internal Audit"]; CEO --- EthicalStandards["Ethical Standards Unit"]; CEO --- Medical["Chief Medical Officer"]; CEO --- Allied["Chief Allied Health Practitioner"]; CEO --- Nursing["Chief Nursing and Midwifery Officer"]; CEO --- Finance["Chief Finance and Corporate Officer"]; CEO --- People["Chief People and Culture Officer"]; CEO --- Operating["Chief Operating Officer"]; CEO --- ClinicalServices["Executive Director, Clinical Services"]; CEO --- Digital["Chief Digital Health Officer"]; CEO --- ClinicalGovernance["Executive Director, Clinical Governance"];
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The organizational chart for Metro North Health Service is structured as follows:

- Metro North Hospital and Health Board** (Central Authority)
 - Board Committees:**
 - Board Executive Committee
 - Board Finance and Performance Committee
 - Board Safety and Quality Committee
 - Board Risk and Audit Committee
 - Councils and Committees:**
 - Clinical / Staff Councils
 - Consumer and Community Engagement Committee
 - First Nations Health Equity Committee
 - Stakeholders, Partners and Professional Associations
 - Metro North Health Service Chief Executive** (Reports to Board)
- Metro North Health Service Chief Executive** (Operational Leadership)
 - Executive Director, Office of CE and Communications**
 - Executive Director, Aboriginal and Torres Strait Islander Health**
 - Board Secretary**
 - Internal Audit**
 - Ethical Standards Unit**
 - Chief Medical Officer**
 - Chief Allied Health Practitioner**
 - Chief Nursing and Midwifery Officer**
 - Chief Finance and Corporate Officer**
 - Chief People and Culture Officer**
 - Chief Operating Officer**
 - Executive Director, Clinical Services**
 - Chief Digital Health Officer**
 - Executive Director, Clinical Governance**