Role Description

**Royal Brisbane and Women’s Hospital**

# Fellow, Queensland Telestroke Service

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| **Job ad reference:** |       |  |  |
| **Location\*:** | Statewide Service operating from RBWH. | **Unit/Department:** | Neurology |
| **Status:** | Fixed-Term TemporaryFull Time up to 12 months Commencing February 2025 | **Classification:** | L4-L9 or L10-L13 |
| **Salary Range:** | $      - $     (plus superannuation and leave loading benefits)  | **Closing Date:** |       |
| **Contact name:** | Dr Claire Muller | **Contact number:**  | (07) 3646 5882 |
| **Online applications:** | [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au) |

\* 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.

## Purpose of the role

* To participate in the Queensland Telestroke Service and continue development of consultant level stroke skills.

**Context and Delegations**

* This role reports directly to the Clinical Director, Queensland Telestroke Service.
* This role has a professional reporting line to the Chief Medical Officer, Royal Brisbane and Women’s Hospital.
* This role will work directly with colleagues within the Stroke service at the Royal Brisbane and Women’s Hospital. and clinical staff treating stroke in various hospitals in Queensland via the Queensland Telestroke Service.
* This role has no supervisory responsibilities.

## Key Accountabilities

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

* Supervised service provision as part of the Queensland Telestroke Service
* Education to staff at referral sites to support emergency stroke work-up.
* Participation in Queensland Telestroke Service quality improvement activities and research.
* Participation in code stroke and inpatient stroke unit care at the Royal Brisbane and Women’s Hospital.
* Participation in after hours on-call support for patients at the Royal Brisbane and Women’s Hospital.

## About the Queensland Telestroke Service

The Queensland Telestroke Service is a new service being created to improve acute “code stroke” support for clinicians and patients in areas of Queensland currently not supported by local services.

Several sites in Queensland are well supported in and out of hours by specialist staff. Many more sites in Queensland have no real-time access to expert stroke advice to guide the work-up and referral of patients for reperfusion and other emergency stroke therapies.

Furthermore, many sites do not have processes in place for the efficient recognition and assessment of patients with suspected stroke.

The Queensland Telestroke Service will provide support for these sites to develop and improve their local processes for emergency stroke recognition and assessment. The Queensland Telestroke Service will also provide specialist advice in and out of hours to staff at these sites to facilitate the delivery of reperfusion and other emergency stroke therapies.

The Queensland Telestroke Service Stroke Fellow role includes after hours neurology/stroke on-call work shared with the other Registrars/Fellows. There are 5 other Registrars/Fellows in 2024. Weekend ward rounds are shared with the two RMOs and the registrars/fellows. Internal Medicine and Emergency Services also involves the registrars in after hours general medical registrar work. After-hours work for Neurology Fellows is in addition to and scheduled around these general duties.

**About the Department of Neurology**

The Department of Neurology at the Royal Brisbane and Women’s Hospital (RBWH) maintains a large inpatient, outpatient, consultative, clinical neurophysiological service and clinical neuropsychology service.

These services are provided to patients with a wide range of neurological disorders including epilepsy, multiple sclerosis, stroke (including Endovascular Thrombectomy), encephalitis, motor neurone disease, dementia, Parkinson disease, other movement disorders, spinal cord disease, peripheral neuropathy, myasthenia gravis, muscle disorders and headache. Botulinum toxin, device assisted therapies for Parkinson disease, deep brain stimulation and neurosurgery for refractory epilepsy are all offered at RBWH. The Department of Neurology serves as a major tertiary and quaternary referral centre for neurology in Queensland.

The Department of Neurology is closely affiliated with the University of Queensland (School of Medicine) and has a major role in the teaching of neurology to medical students and to medical residents and registrars, including those training towards fellowship of the Royal Australian College of Physicians and membership of the Australian and New Zealand Association of Neurologists. There are also several PhD scholars conducting research within the department.

The positions are part of a networked neurology service across the Metro North Hospitals and Health Service (MNHHS), which includes RBWH, The Prince Charles Hospital (TPCH), Redcliffe Hospital (RDH) and Caboolture Hospital (CBH). Although the RBWH is the largest hospital within the service, the other three hospitals are independently large hospitals with 250-600 beds each.

## 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:

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|  |  |  |  |  |
| **Respect** | **Teamwork** | **Compassion** | **High performance** | **Integrity** |
| * Interpersonal savvy
* Manages conflict
* Communicates effectively
* Balances stakeholders
 | * Collaborates
* Develops talent
* Values differences
* Builds effective teams
 | * Customer / patient focus
* Demonstrates self-awareness
* Manages ambiguity
* Being resilient
 | * Cultivates innovation
* Action oriented
* Drives results
* Drives vision and purpose
 | * 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

## Mandatory qualifications/professional registration/other requirements

* Appointment to this position requires proof of qualification and registration with the Medical Board of Australia. Certified copies of the required information must be provided to the appropriate supervisor/manager prior to the commencement of clinical duties.
* The successful applicant would have entered the RACP Advanced Training program in Neurology and have completed two years of advanced training in neurology prior to beginning in this role (but not necessarily at the time of application).
* The role would also be suitable for an applicant who had completed the RACP Advanced Training program in Neurology.
* 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](https://www.health.qld.gov.au/__data/assets/pdf_file/0009/150120/hed-0116.pdf)):
	+ - * Measles, mumps, rubella (MMR)
			* Varicella (chicken pox)
			* Pertussis (whooping cough)
			* Hepatitis B
			* Tuberculosis
* It is a condition of employment for this role for the employee to be, and remain, vaccinated against COVID-19 ([Health Employment Directive No. 12/21](https://www.health.qld.gov.au/__data/assets/pdf_file/0022/1108453/hed-1221.pdf) and [Queensland Health Human Resources Policy B70](https://www.health.qld.gov.au/__data/assets/pdf_file/0024/1108446/qh-pol-486.pdf).

**How to apply**

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

1. **A short statement (maximum 2 pages) -** Formulate your response to the dot points listed under “*How you will be Assessed”* within the context of the *“Key Accountabilities*”

**and**

1. **Your current CV or Resume, including referees**. You must seek approval prior to nominating a person as a referee. Referees should have 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 CV or Resume.

**Instructions on how to apply**

* Submit your application online at [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au) by the closing date.
* Please note that hand delivered applications will not be accepted.
* Only those persons eligible to work in Australia may be employed by Metro North Health. Prospective employees are required to provide proof of identity and documentary evidence of their right to work in Australia.
* Late applications cannot be submitted online. For a late application to be considered, please arrange approval and submission via the contact officer.

## 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](https://www.health.qld.gov.au/__data/assets/pdf_file/0009/150120/hed-0116.pdf))

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, 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. 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.

