

**Medical
Officer
Opportunities
2023**



**South West
Hospital and Health Service**

Stars are always brighter in the South West



**Queensland
Government**

ACKNOWLEDGMENT

South West Hospital and Health Service wishes to acknowledge the Traditional Owners and Custodians of the land and waterways of the Countries across the South West area of Queensland.

We wish to pay our respects to Elders past, present and to all Aboriginal and Torres Strait Islander Peoples and thank them for their wisdom and guidance as we continue to work together to improve health outcomes for all.



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Working and Living in South West Hospital and Health Service will provide your Medical Career with...

Career Opportunities as a Rural Generalist utilising your Advanced Skills

Opportunity to work in unique health environments with a focus on Indigenous health, farmer health, primary health, acute care, paediatric and palliative care, and prevention of chronic conditions

Be part of a team that makes a difference in rural communities and improves health outcomes

Explore new environments and learn new hobbies. Something for the whole family.



Great Remuneration Packages





Peer Support Network

Accommodation

Locality and Inaccessibility Allowances

Federal Government Financial Incentives

WHO ARE WE?

-  Hospitals
-  Multipurpose Health Services
-  Community Clinics
-  Aged Care Facilities
-  Medical Practices



CONTACT US

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WHO ARE WE?

With approximately 13 per cent of our residents identifying as First Nations people, South West Hospital and Health Service (HHS) recognises that whilst advances have been made, further steps are still necessary to ensure true and genuine reconciliation and health equity for First Nations people both within the South West, and across Queensland and the nation.

By working together with our local First Nations community and stakeholders, we intend to deliver real outcomes and long-term change based on genuine partnerships that value the benefits of co-design, co-delivery and co-implementation.

Our communities depend on and value the highly professional and comprehensive health services we provide. You will be welcomed as part of these thriving and richly diverse communities that offer support as well as many sporting and extracurricular activities and events. Get involved and at the same time improve health outcomes for these rural and remote communities.

You will be supported by our well known and highly acclaimed Flying Surgical Service (FSS), Flying Paediatrician, and Flying Obstetric & Gynaecological Services (FOG) that provide services across our health service and to neighbouring HHS's.

'Shoulder to shoulder' we will develop your talent and commitment to assist our communities to achieve health and healthy lifestyles in a safe and sustainable way.

Our communities are resilient but geographically dispersed and exposed to the challenges and diseases that are unique to rural and remote areas.

We can guarantee you rich and unique experiences that will stimulate you and provide job satisfaction. We believe in the importance of developing our doctors, supporting you, and ensuring you have an engaging and fulfilling career.

We are a strong multidisciplinary team and would love you to join us with your talent and commitment to rural health in this exciting and rewarding environment.



OUR FACILITIES



The South West Hospital and Health Service includes three Hub sites at Charleville (West), Roma (East) and St George (South). They each have a fully operational Hospital providing emergency and general medical and nursing services, outpatients and surgical services and birthing services. In addition, they offer pharmacy, radiography, pathology, physiotherapy, social work, occupational therapy, podiatry, speech therapy, oral health, mental health, child and family health, alcohol tobacco and other drugs, Indigenous health, women's health, and community health.

Within each Hub site there are Spoke sites that are smaller one or two doctor towns, each with a Multipurpose Health Service (MPHS) and General Practice.

MPHS's provide emergency care, community health services and long-term care. Multi-purpose health services are located at Augathella, Cunnamulla, Quilpie, Dirranbandi, Mungindi, Injune, Mitchell, and Surat. The communities of Bollon, Morven and Wallumbilla are serviced by Community Clinics which provide nurse-led health and medical outreach services.

High and low-level residential aged care nursing beds are provided at the two aged care facilities – Waroona Nursing Home located in Charleville and Westhaven Nursing home in Roma.

The Community and Allied Health team travel across the region delivering a suite of services including, alcohol and drug services, cardiac care, child development, continence advice, dental, diabetes education, dietetics, mental health, podiatry, occupational therapy, optometry, physiotherapy, social work, and speech pathology.

The Flying Specialist Service (FSS) is based in Roma and provides services to South West HHS, Darling Downs HHS and Central West HHS. The FSS team consist of a Surgeon, Obstetrician & Gynaecologist, and an Anaesthetist. This service provides both outpatient clinics and surgical services.

STRUCTURE

(Mixture Of Full Time And Part Time Medical Officers)

Roma Hub

MPHS -> Mitchell, Surat & Injune

1 x Director of Medical Services

1 x Part Time Director of Clinical Training

8 x Senior Medical Officers/Rural Generalists/General Practitioners

4 x Principal House Officers (including overnight PHO)

1 x Intern (Rotational)

Charleville Hub

MPHS -> Augathella, Quilpie & Cunnamulla

1 x Director of Medical Services

5 x Senior Medical Officers /Rural Generalists/General Practitioners

2 x Principal House Officers

1 x Intern (Rotational)

St George Hub

MPHS -> Mungindi, Dirranbandi

1 x Director of Medical Services

4 x Senior Medical Officers /Rural Generalists/General Practitioners

2 x Principal House Officers

1 x Intern (Rotational)

SERVICES

Provided In South West Hospital & Health Service

Retrievals are provided by Retrieval Services Queensland.

Pathology services are based at Roma and Charleville. Radiology services are offered five-days a week and provide 24 hours on-call, with ultrasound services provided on weekdays. CT scanning is available at Roma Hospital.

Telehealth facilities are available to connect patients with specialist clinical services in Brisbane and other regional areas via video-conferencing.

Roma has regular Visiting Specialist Services including Ophthalmologist, Urologist, Orthopaedics, Cardiologist, Paediatrician, Geriatrician, Physician and Ear, Nose & Throat Specialist.

Charleville has regular Visiting Specialist Services including paediatrics.

St George Hospital has outreach specialists regularly visiting, including ophthalmologists, physicians, paediatricians, surgeons, gynaecologists and obstetricians, ear nose and throat specialists and ultra-sonographer.

South West will provide doctors with experience supervision while you are consolidating your skills. Vocational Training is supported for Principal House Officers and Provisional Fellows Senior Medical Officers through the following Training Organisations:

- ▶ Australian College of Rural and Remote Medicine (ACRRM) OR ACRRM Independent Pathway
- ▶ Royal Australian College of General Practitioners (RACGP)
- ▶ Remote Vocational Training Scheme (RVTS)
- ▶ Queensland Rural Generalist Pathway (QRGP)

Advanced Skills Training opportunities are available within South West HHS including Paediatrics and Population Health.

All Senior Medical Officers with an Advanced skill will be provided support and skill maintenance through Professional Development Leave (PDL).

TESTIMONIAL

From Dr Danielle Collins – Senior Medical Officer With Obstetrics Charleville

Working as a General Practitioner with an advanced skill in Obstetrics is a rewarding career in Charleville. I literally get to provide cradle to grave care, specifically looking after women from their first antenatal visit, antenatal care, intrapartum care to post-natal visits and liking after their babies as well. It can be stressful at times, but there is always a supportive team of other rural generalists, midwives and nurses around to keep me grounded and remind me to ‘use words’ when things get hairy!

My husband recently graduated from a paramedic degree and now he is working in Charleville as well, so our little family (we have a 2yr old Border Collie named Archie) is settled here and becoming part of the fabric.



TESTIMONIAL

From Dr Christopher Harcourt -Principle House Officer Charleville

I moved to Charleville in 2022 as an ACRRM Registrar and originally planned to complete 12 months of my training here. Rural work had not been my plan at all - having completed a year of ICU registrar training at the RBWH in 2021. Seeking a different challenge, I decided to apply for AGPT through ACRRM. My wife graciously agreed to move to the country as well! After having purchased a house in Brisbane not 12 months prior, we packed up our belongings and new puppy and moved to Charleville (sight unseen, mind you).

When we arrived my wife and I felt so welcomed by the community, the staff and patient's alike – everyone was so grateful to have more hands-on deck that we had quite a few invites for dinner within the first month!

In the first 12 months in Charleville, I helped deliver a child, assist in theatre, perform outreach clinics to neighbouring towns and established long term patient relationships through my work at the local GP clinic. Our first child was born in the Charleville Hospital at the end of 2022 - too much excitement!

We loved the lifestyle so much that we have decided to stay for another 12 months in Charleville, even though this wasn't a requirement for my training. The mix of challenges, friendships and opportunities afforded by training in Charleville are incredibly rewarding and I would recommend it if you're keen for rural experience.



TESTIMONIAL

From Dr Michael McLaughlin – Senior Medical Officer Roma

I trained as a Rural Generalist completing the QLD Rural Generalist pathway and my ACCRRM fellowship in 2019. At that time, I was working in North QLD. An SMO surgical position became available in Roma that same year.

I had just got married and my husband was commuting between Sydney and North QLD, so moving to Roma reduced his commute from 7 hours each way down to 4. We also were pursuing surrogacy at that time and had just completed an IVF transfer and were newly pregnant at the time I started at Roma Hospital.

Immediately I felt welcomed within the close-knit team and community. We had planned for this to be a 5 year position with transition to somewhere more permanent in the future. I felt my skills were respected and utilised, whilst still being supported as a new fellow both locally for generalist issues and with visiting specialists for surgical cases.

2020 saw the covid pandemic and our first Son born in the middle of a global pandemic, in that time we could not have been supported more both from the hospital, management and colleagues. This time saw us re-considering our plans and we ended up buying a small hobby farm 6km from town. Since then, 3 other SMO have also bought similar properties.

In the last 4 years I have had opportunities to travel around the South West clinically, act in leadership roles, supervise junior doctors, present local research and be supported in taking parental leave with our second son.

During the pandemic in which health care was an ever moving and uncertainly profession, Roma and the South West felt stable and supportive. It is a place where I have been able to pursue my interests both professionally and personal. I have been able to develop as a rural generalist and look forward to staying in the region for many more years to continue to do so.



REMUNERATION PACKAGES

SMOs/Rural Generalist Provisional Fellows/Rural Generalists

Remuneration Package*	L13		L25	
	Fortnightly amount	Yearly amount	Fortnightly amount	Yearly amount
Base Salary	\$6,266	\$163,465	\$8,654	\$225,777
Professional Development Allowance *	\$805	\$21,000	\$805	\$21,000
Motor Vehicle Allowance *	\$805	\$21,000	\$977	\$25,500
Attraction and Retention (35%) - Assigned Model	\$2,193	\$57,213	\$3,029	\$79,022
Rural and Remote (10%)	\$626	\$16,346	\$865	\$22,577
Inaccessibility Allowance (Charleville)**		\$41,400		\$41,400
Superannuation	\$845	\$22,517	\$1,167	\$31,101
TOTAL REMUNERATION	\$11,540	\$342,941	\$15,497	\$446,377
Plus				
On-Call	Paid per occurrence			
Recalls	Paid per occurrence			
Overtime	Paid per occurrence			
Shift Penalties	Paid per occurrence			
Locality Allowance	Paid per location			
Leave Loading	Up to 14% paid on leave			
Rent Free Accommodation	Yes - As per HHS policy			
Utilities	Yes – As per HHS policy			
Salary Sacrificing	\$17,000 grossed up taxable value			
Professional Development Leave	3.6 weeks per year			
Annual Leave	5 weeks per year			
Range of special leave types	Yes			
Indemnity	Yes			

REMUNERATION PACKAGES

Principal House Officer

Remuneration Package*	L13		L25	
	Fortnightly amount	Yearly amount	Fortnightly amount	Yearly amount
Base salary	\$4,540	\$118,444	\$4,982	\$129,975
Professional Development Allowance	\$144	\$3,762	\$144	\$3,762
Locality Allowance - Charleville – Full Rate	\$82	\$2,139	\$82	\$2,139
Inaccessibility Allowance **		\$41,400		\$41,400
Superannuation	\$541	\$14,116	\$596	\$15,547
BASE PACKAGE	\$5,307	\$179,861	\$5,804	\$192,823
PLUS				
On Call	Paid per occurrence			
Recalls	Paid per occurrence			
Overtime	Paid per occurrence			
Shift Penalties	Paid per occurrence			
Leave Loading	Up to 17.5% paid on leave			
Salary Sacrificing	\$17 000 grossed up taxable value			
Rent Free Accommodation	Yes – As per HHS Policy			
Subsidised Utilities	Yes – As per HHS Policy			
Annual Leave	5 weeks per year			
Professional Development Leave (PDL)	2.2 weeks per year			
Examination Leave	Yes			
Range of specialist leave types	Yes			
Indemnity	Yes			
Federal Government Incentives (health.qld.gov.au)	HELP debt reduction for rural doctors and nurse practitioners			

- Paid pro-rata fro engagement period or part time employee

KEY ATTRACTIONS

Roma Saleyards

These are the largest livestock selling facility in the southern hemisphere, seeing over 4000,000 cattle a year. Auctions happen twice a week and are amazing to see. Free tours are available on sale days.

Big Rig & Parklands - Roma

The Big Rig is a living memorial to the pioneers of Australia's oil and gas industry. The exhibition is the perfect way to learn the history of the town through entertainment, dazzling visual displays and good old fashioned, friendly hospitality. Visit during the day or see the night time show. There is also a parkland with BBQ's and pond.

Tourist Drives and 4WD adventures

In the region there are eight established tourist drives. There are many roads and National Parks in the region to explore. Fantastic place for 4WD enthusiasts

Carnarvon Gorge National Park

Towering sandstone cliffs, huge rock overhangs adorned with Aboriginal rock art, vibrantly coloured side gorges. The park has four sections with diverse landscapes and rich wildlife.

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Mitchell Artesian Spa

Situated in Mitchell's Aquatic Centre, the Great Artesian Spa contains two large pools of water from the Great Artesian Basin. The spa has been designed for easy access. A place to relax and lay back in the buoyant warm water.

Roma's Easter in the Country Festival

This is a five-day celebration of all things country. The festival offers a range of activities which showcase the country lifestyle.

Mitchell Camel and Pig Races

Held every year the weekend before the Birdsville Races. The town of Mitchell puts on a big show with stalls, entertainment, and racing.

Save the Bilby Fund – Charleville

Located at the National Parks Research Station. From April to October visitors can have an up close and personal experience with Australia's most famous endangered marsupial.

Cosmos Centre & Observatory – Charleville

Experience the outback night sky. Guides share their knowledge and observe stars and planets. Day and night time activities.



KEY CONTACTS

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South West
Hospital and Health Service

Building better health in the bush