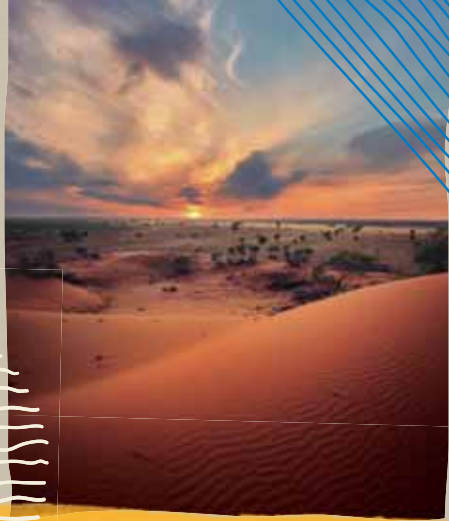




Central  
West  
Health

Leaders in far-reaching healthcare



# Medical Officer Opportunities



Queensland  
Government



# Acknowledgement

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





# Come Join Our Team

Our medical team is a truly collegial group who support each other through both our professional and personal lives. There is a strong ethos of collaboration and mutual learning which fosters significant professional development in a positive work environment.

Our doctors are employed under a single employer model which encourages practice at top of scope yet allows lifelong support of each other when needed. Our doctors spend their days at local hospitals, General Practices, providing outreach to our primary health centres.....and much, much more!

If you think this sounds like you, we would love to have you as part of our team of around 29 medical officers.

*The Central West is a great place to live and raise a family. Our communities are some of the friendliest and tight-knit in Australia. You quickly understand the place you hold in the social fabric of the town and the impact you can have in the health and wellbeing of an entire community.*

Our region offers all the benefits of working within some of the most remote communities in Queensland and yet access to family and friends is just a quick flight away! Our towns are well connected via reliable transport links and also pride themselves on having good schools, sporting, and community clubs. There is something for everyone.

I have lived in the Longreach community for almost 15 years. I worked for five years as the Director of Medical Services in Longreach, before stepping up to the role of providing professional leadership for the medical workforce across the entire health service in 2020. I do not feel living remotely has limited my career, I believe the opposite to be true, you get to practice true rural generalist medicine in remote communities.

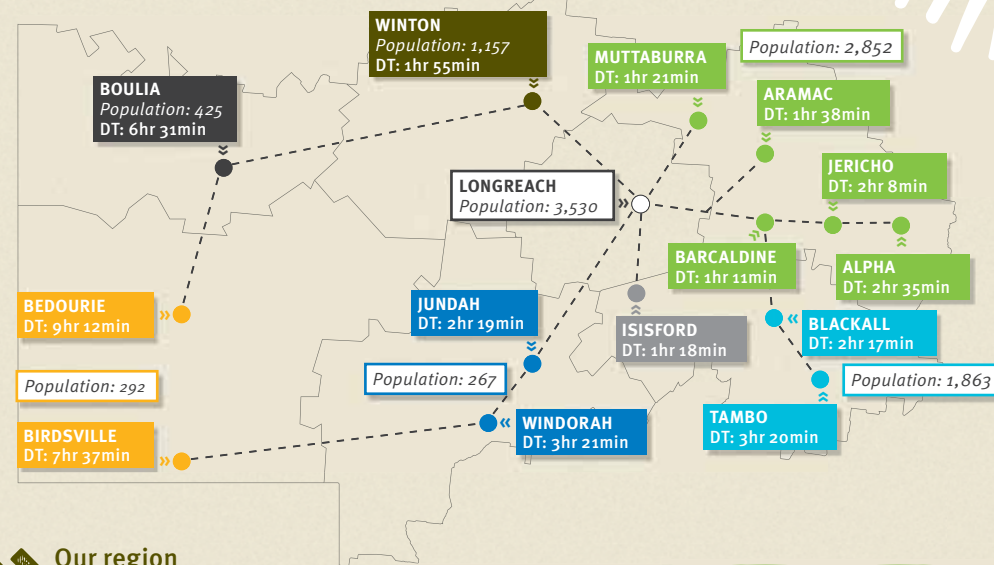
I encourage and welcome any practitioners with a passion for rural healthcare to reach out, whether it be for career guidance or to work as part of our amazing team here in the Central West.

**Dr David Walker**  
Executive Director  
Medical Services



## Our Place

Central West Hospital and Health Service (CWHHS) provides care and support services to those residing in and visiting some of Queensland's most remote communities.



Our region covers about

**21%** of Queensland and encompasses

Local government areas and

**18**

Unique Communities

THAT'S

**1.6**

TIMES THE SIZE OF VICTORIA



**ONSITE  
PATHOLOGY  
LABORATORY**

**EMERGENCY  
AND INPATIENT  
CARE**

**MATERNITY  
AND CHILD  
HEALTH**

**SURGICAL  
SERVICES**

**DENTAL  
(CLINICAL AND  
OUTREACH)**

## **Our Health Service Profile**

Central West Hospital  
and Health Service  
delivers a comprehensive  
range of services:

**GENERAL  
PRACTICE  
SERVICE**

**VISITING  
SPECIALISTS**

**SPECIALISED  
TELEHEALTH  
PROGRAMS**

**PRIMARY  
CARE AND  
ALLIED  
HEALTH**

**MEDICAL  
IMAGING  
INCLUDING  
CT SCANNING**

## **Alpha Hospital and Multipurpose Health Service**

Alpha Hospital and  
Multipurpose Health  
Service provides the  
following services:

- *Accident and emergency*
- *Allied Health*
- *Flexible residential aged care unit*
- *Mental Health*
- *Specialists Services (via telehealth)*

### **Current Medical Team**

- *Alpha has a visiting medical service provided by Barcaldine Medical Officers.*







## Your Professional Development

Central West Hospital and Health Service provides doctors with experienced supervision while you consolidate your skills.

## Federal Government Incentives

Rural Health Workforce Initiatives and Programs  
<https://www.health.gov.au/topics/rural-health-workforce>

HELP for Rural Doctors and Nurse Practitioners  
<https://www.health.gov.au/our-work/help-for-rural-doctors-and-nurse-practitioners>

Vocational training is supported at Registrar or Provisional Fellow Senior Medical Officer (PFSMO) through:

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

For Fellows with advanced skills, we support you to maintain your credentials through generous Professional Development Leave (PDL).

## Single Employer Model

Central West Hospital and Health Service allows Medical Officers to have seamless employment with integrated training.




## Grant of Private Practice Arrangement

Central West Hospital and Health Service offers Provisional Fellow SMO's a Grant of Private Practice (GPP) Assigned or Retained under the MOCA 6 remuneration framework. GPP Retained enables Provisional Fellow SMO's to retain a portion of Private Practice earnings for activity performed during QH hours of work.

Our unique health funding and revenue environment has resulted in us being a popular choice amongst Provisional Fellow SMOs.





# Barcaldine Hospital and Multipurpose Health Service

Barcaldine Hospital and Multipurpose Health Service is an acute and residential aged care facility providing the following services:

- Accident and emergency
- Allied Health
- Flexible residential aged care unit
- Mental Health
- Specialists Services (via telehealth)

General practice services are delivered from Barcaldine Medical Practice.

## Current Medical Team

- 1 x Director of Medical Services
- 5x General Practitioner or Rural Generalists
- 2 x Principal House Officers or Registrars
- Barcaldine Medical Officers provide outreach clinics to Alpha, Aramac and Jericho.

## Advanced skills considered (not mandatory)

- Emergency Medicine
- Indigenous Health
- Internal Medicine
- Mental Health
- Paediatrics

### DR REBECCA IRWIN

“I moved to Barcaldine from NSW for the well supported remote Rural Generalist learning experience.

My young family and I are staying because we have already fallen in love with Barcaldine’s welcoming, safe and family friendly community.”



### DR PRISCILLA AW-YONG

“Working in the Central West has allowed me to see patients from the Primary Care setting, to looking after them in hospital, to managing end-of-life cares. This is all with the support of wonderful colleagues in the town and surrounding towns, as well as with an amazing nursing and allied health team.”

I have had the opportunities to do emergency medicine, palliative care, complex medical management, chronic diseases management and more.





# Blackall Hospital

Blackall Hospital is an acute care facility providing the following services:

- Accident and emergency
- Allied Health
- Mental Health
- Multipurpose observation and short stay
- Oral Health
- Specialists Services (via telehealth)

General practice services are delivered from the co-located Blackall General Practice.

## Current Medical Team

- 1 x Director of Medical Services
- 3 x General Practitioner or Rural Generalists
- 1 x Principal House Officer
- Blackall Medical Officers provide outreach clinics to Tambo.

## Advanced skills considered (not mandatory)

- Emergency Medicine
- Indigenous Health
- Internal Medicine
- Mental Health
- Paediatrics

## DR DR MIKALA DALES

"I chose Blackall because I wanted to work somewhere that I could use my advanced skill knowledge and emergency medicine training without sacrificing the variety that working rural provides. I love feeling connected to my patients and the welcoming environment at work and within the community makes it feel like home."

**Blackall really is the best mix of interesting general practice, quality emergency medicine and a social life to suit anyone."**







# Longreach Hospital

General Practice (Longreach Family Medical Practice) and Community Health services are located at Iningai Arcade.

Longreach Hospital is an acute care facility providing the following services:

- Accident and emergency
- Allied Health
- Maternity
- Mental Health
- Oral Health
- Pathology
- Specialist Services (visiting and via telehealth)
- Surgery
  - » Dental
  - » ENT
  - » Eyes
  - » Flying Surgeon
  - » Flying Obstetrics
  - » Gastroenterology
  - » Orthopaedic

## Current Medical Team

- 1 x Director of Medical Services
- 8.5 x General Practitioners or Rural Generalists
- 1 x Principal House Officer

## Advanced skills considered (not mandatory)

- Obstetrics
- Anaesthetics
- Emergency Medicine
- Paediatrics
- Internal medicine
- Mental Health
- Indigenous Health

## Other facilities located within the Longreach complex include:

- James Cook University
  - » Centre for Rural and Remote Health
  - » Student Accommodation Complex
- Maternity accommodation units

### DR SAMANTHA CAMPBELL »

“Being a medical student here showed me that Longreach was my kind of town. I spent the next few years learning the Advanced Skills I wanted in Anaesthetics and Emergency and returned to complete my ACCRRM GP time here.

**I hope to be here for the long term.”**



### DR TOM CURRIE »

**“My first experience of Longreach as a medical student was very positive. It was a team I wanted to join and Longreach provides a great lifestyle for my partner, our baby and I.**

I have the advanced skills I need in Anaesthetics and Obstetrics to enable me to meet the health care needs of the community.”

### DR KIRSTY SYMMONS

“I did one year of DRANZCOG Advanced obstetric training before I came out here and have enjoyed using those skills in the rural context. Being so remote means you have to be prepared to manage a wide range of pregnancy situations. I work very much as part of a team to provide antenatal care while liaising with tertiary teams including obstetric medicine, maternofoetal medicine and perinatal mental health. There have also been times when high-risk women have declined relocation to a larger centre for delivery.

**Working together as a team of midwives and doctors, many of the most complicated deliveries that I’ve managed have happened here in Longreach.”**





# Winton Hospital and Multipurpose Health Service

Winton Hospital and Multipurpose Health Service is an acute and residential aged care facility providing the following services:

- Accident and emergency
- Allied Health
- Flexible residential aged care unit
- Mental Health Specialists Services (via telehealth)

General practice services are delivered from Winton Medical Practice.

## Current Medical Team

- 1 x Director of Medical Services
- 2 x General Practitioner or Rural Generalists
- 1 x Principal House Officer

## Advanced skills considered (not mandatory)

- Emergency Medicine
- Indigenous Health
- Internal Medicine
- Mental Health
- Paediatrics



- DR RACHAEL YIN FOO -

“I love my job. I see my work in Winton as a continuum of chronic or general screening health care for patients through to emergency presentations and hospital care, and then returning to the community.

You get to see the whole picture. You see not just a condition or a presentation, but the effects of isolation, medication restrictions or resource availability, and you get to make decisions that help manage all of those situations.”





# Livability

Working with CWHHS is more than a job – it is an opportunity to be part of close-knit, safe, friendly, inclusive and resilient communities.

As a medical officer you will quickly understand that place you hold in the social fabric within our communities, and the impact you have on the health and well-being of our residents. Being a medical officer in CWHHS is as unique and dynamic as the region itself.



The outback offers a quiet and relaxed lifestyle, the perfect location to unwind and enjoy life's simple pleasures as you take in the starlit skies or unforgettable sunsets.

There is plenty to do outside of work hours. All of our communities offer a vibrant lifestyle, active sporting and club programs, cultural and spiritual activities with the tourist season lighting up your social life with an eclectic calendar of events - there is something for everyone! If you prefer the quieter life, camping is plentiful in either the wide-open spaces or under the fluttering leaves of a river gum by the water. National parks are ready for you to explore, only a couple of hours drive away to totally escape for the weekend. For the saltwater or urban life stylers, each of our communities have at least weekly flights to Brisbane and/or Townsville.

Schools in the west provide smaller student-to-teacher ratios and there is always a variety of work opportunities for partners of healthcare workers. For more insight visit FarOut! ([gofarout.com.au](http://gofarout.com.au))

Although some may say we are "way out west", all of our towns offer the services of groceries, butchers, bakers, clubs, cafes, restaurants, and other unique stores or attractions. We even do killer coffee!



Discover the charm of CWHHS, where vast open spaces and caring communities culminate in flexible work life balance, freedom for families and children and where each day you will make meaningful and genuine impacts for healthcare out here.





# Principal House Officer or Registrar

RENUMERATION PACKAGE	L4		L9	
	Fortnightly amount \$*	Yearly amount \$	Fortnightly amount \$*	Yearly amount \$
Base Salary	4,967	90,141	5,759	150,240
Professional Development Allowance – Vocational Training Subsidy	169	4,402	169	4,402
Inaccessibility Allowance – Longreach**		41,400		41,400
Employer Superannuation Contribution	440	11,493	734	19,155
<b>BASE PACKAGE</b>	<b>\$5,576</b>	<b>\$186,878</b>	<b>\$6,662</b>	<b>\$215,197</b>
<b>Plus</b>				
^On-Call	\$795	\$20,732	\$1,325	\$24,555
Recalls	Paid per occurrence			
Overtime	Paid per occurrence			
Shift Penalties	Paid per occurrence			
Locality Allowance	Paid as per location			
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	2.2 weeks per year			
Examination Leave	As per award entitlement			
Range of special leave types	Yes. Considered on request			
Indemnity	Yes			
* Paid pro-rata for engagement period or part time employee <span style="float: right;">Wage rates as at 01/07/2024</span>				
** 50% paid after six- month completion period and then 25% paid in three monthly installments thereafter.				
^This is an estimation only due to on-call being paid as per occurrence.				

Medical Officers also have access to the Modified Monash Model 7 level of the General Practice Rural Incentives Program increasing annual remuneration by \$25,000 in year 1 to \$60,000 in year 5.

# Provisional Fellow Senior Medical Officer Or General Practitioner

RENUMERATION PACKAGE	L13		L17	
	Fortnightly amount \$*	Yearly amount \$	Fortnightly amount \$*	Yearly amount \$
Base Salary	6,980	182,106	7,854	204,910
Professional Development Allowance	827	21,500	827	21,500
Motor Vehicle Allowance	808	21,000	808	21,000
Attraction and Retention (35%)	2,443	63,737	2,749	71,719
Rural and Remote (10%)	698	18,211	785	20,491
Inaccessibility Allowance – Longreach**		41,400		41,400
Employer Superannuation Contribution	1,290	33,667	1,452	37,883
<b>BASE PACKAGE</b>	<b>\$13,046</b>	<b>\$381,621</b>	<b>\$14,475</b>	<b>\$418,903</b>
<b>Plus</b>				
^On-Call	\$1,605	\$41,884	\$1,806	\$47,129
Recalls	Paid per occurrence			
Overtime	Paid per occurrence			
Shift Penalties	Paid per occurrence			
Locality Allowance	Paid as per location			
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	3.6 weeks per year			
Range of special leave types	Yes. Considered on request			
Indemnity	Yes			
* Paid pro-rata for engagement period or part time employee <span style="float: right;">Wage rates as at 01/07/2024</span>				
** 50% paid after six- month completion period and then 25% paid in three monthly installments thereafter.				
^This is an estimation only due to on-call being paid as per occurrence.				

Medical Officers also have access to the Modified Monash Model 7 level of the General Practice Rural Incentives Program increasing annual remuneration by \$25,000 in year 1 to \$60,000 in year 5.



# Senior Medical Officer with Advanced Credentialed Practice (Rural Generalist)

RENUMERATION PACKAGE	L18		L27	
	Fortnightly amount \$*	Yearly amount \$	Fortnightly amount \$*	Yearly amount \$
Base Salary	8,062	210,332	10,222	266,677
Professional Development Allowance	827	21,500	827	21,500
Motor Vehicle Allowance	808	21,000	981	25,500
Attraction and Retention (40%)	3,225	84,133	4,089	100,611
Rural and Remote (10%)	806	21,033	1,022	25,153
Inaccessibility Allowance – Longreach**		41,400		41,400
Employer Superannuation contribution	1,542	40,226	1,955	50,036
<b>BASE PACKAGE</b>	<b>\$15,270</b>	<b>\$439,624</b>	<b>\$19,096</b>	<b>\$530,877</b>
<b>Plus</b>				
On-Call <sup>^</sup>	\$1,854	\$48,376	\$2,351	\$61,336
Recalls	Paid per occurrence			
Overtime	Paid per occurrence			
Shift Penalties	Paid per occurrence			
Locality Allowance	Paid as per location			
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 Accommodation	Yes- as per HHS Policy			
Annual Leave	5 weeks per year			
Professional Development Leave	3.6 weeks per year			
Range of special leave types	Yes. Considered on request.			
Indemnity	Yes			
* Paid pro-rata for engagement period or part time employee		Wage rates as at 01/07/2024		
** 50% paid after six- month completion period and then 25% paid in three monthly installments thereafter.				
<sup>^</sup> This is an estimation only due to on-call being paid as per occurrence.				

Medical Officers also have access to the Modified Monash Model 7 level of the General Practice Rural Incentives Program increasing annual remuneration by \$25,000 in year 1 to \$60,000 in year 5.







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