Torres and Cape
Hospital and Health Service

Job description

Job Reference Number	TC672984	**Closing Date**	Sunday, 31 January 2027
Job title	Medical Superintendent – Bamaga Hospital	**Location and work unit**	Medical Services, North, - Bamaga
Total Renumeration Package	**$416,880 - $619,765** **Plus, on call paid per occurrence, accommodation and utilities dependent on location*	**Classification**	MEDC1.1-MEDC1.5 (L13-L17) MEDFC2.1 (L18) MORG1.1-MORG2.3 (L18-L27)
Status	Permanent, Full time	**About your employer**	www.torres-cape.health.qld.gov.au
Contact Name	Dr Jennifer Wharton	**Contact Number**	0477 508 295

Torres and Cape Hospital and Health Service acknowledge Aboriginal peoples & Torres Strait Islander peoples as the Traditional Owners and Custodians of this country and recognise their connection to land, wind, water, and community. We pay our respects to Elders past, present & emerging.
Suitable Aboriginal and Torres Strait Islander applicants will be given priority consideration for this vacancy.

About the job

- Work within a remarkable 'corner' of Australia!
- Make a significant contribution to improving the health and wellbeing of the local communities within the Torres and Cape Hospital and Health Service and become a valued member of a dynamic rural health care team that provides quality and culturally appropriate medical services.

What are we looking for?

The ideal candidate will be someone who can show the following:

- Competence and capability in primary rural medical practice (particularly hospital-based practice and/or primary health) and in the relevant advanced skill(s) if appointed as a Rural Generalist or Provisional Fellow.
- Demonstrated skill in trauma management, general and emergency medicine.
- Ability to function in a multidisciplinary team and to provide leadership within the team.
- Experience in education and training of medical staff and/or medical students.
- High level of communication skills in clinical practice and corporate functions.
- Commitment to improving standards and quality of health care and patient safety within the hospital and community.
- Demonstrated ability to organise work and work without supervision.
- Demonstrated ability to maintain up to date knowledge and skills.
- Applicants with a genuine interest, experience or willingness to learn about remote and Indigenous health - TCHHS covers a large and diverse area with a population to match.
- We recognise the significant need for the leadership, cultural practices, and expertise of Aboriginal and Torres Strait Islander peoples. Lived experience as an Aboriginal or Torres Strait Islander person, or as a person with a strong connection to the community where the role is based is highly desirable.

Key responsibilities

This successful applicant will carry out the following responsibilities in accordance with the TCHHS values of courage, accountability, respect and engage:

Medical Superintendent Responsibilities

- This position reports both professionally and administratively to the Director Medical Services – Northern Sector (DMS).
- To manage hospital medical services in Bamaga.
- To hold regular one on one reviews of medical staff reporting to this position.
- To be the clinical lead for hospital medical services in the Bamaga Hospital.
- Liaise with the Medical Director of Primary Health Care North for the rostering of medical staff and all other matters of common concern.
- To work collaboratively with the DMS to build the service into an educational institution, to implement clinical governance systems and monitor appropriate research.
- Liaise with other senior health care professionals to develop and extend the services offered in Bamaga Hospital.
- Liaise with visiting medical specialists to maximise their contributions when they visit the sector and
- To have general medical skills to allow for you to be on the general medical roster for the Bamaga Hospital and Primary Health Care Centres.

Senior Medical Officer Responsibilities

- Provide clinical services to patients at all times subject to scope of clinical practice granted and according to Queensland Health policy, the Clinical Services Capability Framework and standards and protocols outlined in the Primary Clinical Care Manual.
- Provide evidence-based and quality clinical care of individual patients in all domains of medical practice
- Manage the administrative requirements of patient care including ensuring discharge summaries and medico-legal correspondence is completed with minimal delay.
- Ensure quality professional communication with individual patients, relatives, guardians and all relevant health professionals necessary for quality clinical care outcomes, including for the transfer of responsibility of clinical care.
- Make a commitment to patient safety and to improve clinical care through participation in clinical audits, clinical meetings, peer review and other safety and quality assurance programs, presentations and projects.
- Make a commitment to maintain clinical standards through participation in college or Queensland Health prescribed continuing professional development programs.
- Make a commitment to teaching, supervision and mentorship of other medical staff and students, including the completion of quality supervisory documentation.
- Contribute to the provision of population health services to the local community or communities served, including active participation in community health programs.
- Ensure continuum of care and case management of Chronic Disease clients through patient care plans and ensure all clients are registered on the relevant corporate information systems.

- Complete the medical administrative requirements to support access to Medicare for primary health care service delivery. This includes working to achieve and/or maintain Vocational Registration.
- To assist with training purposes and/or the delivery of health care within the local community the Medical Officer maybe required to undertake duties with other local health care providers.
- Note that this Senior Medical Officer position can be called upon to supervise the practice of health workers assisting them with the delivery of health and community programs and medical students placed within the health service.

Employee and Supervisor Responsibilities

- Fulfil the responsibilities of this role in accordance with QPS values as outlined below.
- Actively contribute to the provision of a safe and healthy workplace by following all relevant sections of the Work Health and Safety Act and Regulations (QLD) and associated codes of practice, other relevant state and federal legislation as well as TCHHS and Queensland Health workplace health and safety policies and procedures. The provision of a healthy and safe workplace within TCHHS is everyone's responsibility. (Employees in non-supervisory roles)
- Follow defined service quality standards, occupational health and safety policies and procedures relating to the work being undertaken to ensure high quality, safe, services and workplaces.
- Take reasonable care for your own health, safety and wellbeing and take reasonable care to ensure that your acts or omissions do not adversely affect the health, safety and wellbeing of others.
- Actively participate in a working environment supporting quality human resource management practices including employment equity, anti-discrimination, workplace health and safety and ethical behaviour.
- Employees who are appointed to the TCHHS are accountable for information security, management and appropriate use, in accordance with legislation, standards, policies and procedures.
- Actively contribute to projects that aim to address the health equity agenda and meet the intent of supporting the defined six actions that specifically meet the needs of Aboriginal peoples and Torres Strait Islander peoples within the National Safety and Quality Health Service Standards (NSQHS).
- Take care of your own health, safety, and wellbeing, and make sure that what you do (or don't do) doesn't negatively impact the health, safety, or wellbeing of others. Following rules on fairness, anti-discrimination, workplace safety, and ethical conduct. Employees at TCHHS are responsible for keeping information secure and using it properly, following all laws, rules, policies and guidelines. Keeping the workplace safe and healthy is everyone's responsibility.

Mandatory qualifications/professional registration/other requirements

The essential requirements are:

- **Medical Board of Australia:** Must hold and maintain registration as a Medical Practitioner with the Medial Board of Australia.
- **Qualifications:** Must hold and maintain Fellowship in General Practice (FACRRM or FRACGP). A Rural Generalist qualification is highly regarded (FACRRM, FARGP or FRACGP-RG).
- **Appointment as a Rural Generalist:** (Level 18 to Level 27) or Provisional Fellow (Level 13 to Level 14) will require qualifications awarded by either ACRRM or RACGP in one or more AST or ARST disciplines.
- **Credentialing and Scope of Clinical Practice:** Must achieve and maintain credentialing and scope of clinical practice in accordance with TCHHS policy to perform clinical requirements of the role.

- **Aged Care Check:** Possession of a Police Certificate is mandatory for this role. If a current Police Certificate is not held by the applicant, they must obtain one before they commence employment with TCHHS.
- **Licence to Operate Vehicle:** The employee may be required to operate a patient retrieval vehicle (4WD) which requires a 'C'-Class Manual Drivers Licence.
- **Travel:** The employee may be required to travel throughout the TCHHS district including in four-wheel drive vehicles and/or light aircraft (fixed and rotary wing).
- **Vaccination Requirements (Vaccine Preventable Diseases):** It is a mandatory 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.
- **Supporting Documents:** Applicants must provide copies of any qualification, registration and/or licence documents that are requested by the hiring manager.
- **First response duties (clinical):** The employee may be required to provide pre-hospital emergency first response in their scope of practice to the community using the health-based ambulance or first-response vehicle.
- **Shift Work/On Call:** employees will be required to work all shifts in accordance with the unit roster, which will include participation in an on-call roster in general practice/emergency and/or Obstetrics and/or Anaesthetics in line with their scope of clinical practice

How to apply

Please submit the following for the panel to assess your suitability:

Your work history, **(max 3 pages)** including employment history, the qualifications you hold and the contact details for at least two referees (Referees should have a thorough knowledge of your capabilities, work performance and conduct within the previous two years).
Tell us your story, **(max 2-pages)** give us details about your skills, experience, and knowledge. Use this job description to tell us why you are the most suitable person for this position.

We are committed to building an inclusive and diverse workforce that reflects the community we serve and treating all applicants equitably. This starts with recruitment including making reasonable adjustments to support applicants at all stages of the process. If you would like support to prepare an application or if you would like to submit a video/voice recording in place of a written application, please make arrangements via the contact officer or email TCHHS-DEI@health.qld.gov.au

Submit your application online via Queensland Health Careers or hand delivered by agreement with the contact officer.

- You must be eligible to work in Australia to be employed by Queensland Health. Prospective employees are required to provide proof of identity and documentary evidence of their right to work in Australia.
- Please review the additional supporting documentation in the folder "information for applicants".
- Late applications cannot be submitted online. For a late application to be considered, please arrange approval and submission via the contact officer.

Annexure A

Senior Medical Officers/Rural Generalist Provisional Fellows/Rural Generalists

Approximate Remuneration Package – as at 01/07/2026

Medical Officers Certified Agreement (No.7) (MOCA7)

Remuneration Package *	L13		L27	
	Fortnightly Amount	Yearly Amount	Fortnightly Amount	Yearly Amount
Base Salary	$7,405	$193,191	$10,844	$285,912
Professional Development Allowance - $21,500 p.a	$852	$22,145	$852	$22,145
Motor Vehicle Allowance - L13=$23,395 p.a./ L27=$28,408 p.a.	$900	$23,395	$1,093	$28,408
Attraction and Retention - Senior Medical Officer (35%) - MORG 40%	$2,592	$67,617	$5,422	$141,456
Regional and Rural Attraction (15%) – Torres and Cape based	$1,111	$28,979	$1,627	$42,437
Inaccessibility Allowance ** Category 1	0	$48,300	0	$48,300
Superannuation (own nominated) **– approximate** *** (12.75% base salary)	$1,275	$33,253	$2,074	$54,107
REMUNERATION (including Superannuation)	$14,134	$416,880	$21,912	$619,765

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 17.5% paid on leave
Salary Sacrificing	$17,000 grossed up taxable value
Rent Free Accommodation	Yes - As per TCHHS Policy
Subsidised Utilities	Yes - As per TCHHS Policy
Annual Leave	5 weeks per year
Professional Development Leave	3.6 weeks per year
Range of special leave types	Yes
Indemnity	Yes
Federal Government Incentives	Workforce Incentive Program | Australian Government Department of Health and Aged Care

* Paid pro-rata for engagement period or part time employee
** Inaccessibility Allowance Categories:
Bamaga (Cat 1) = $48,300 p.a. | Thursday Is (Cat 2) = $41,400 p.a. | Weipa (Cat 2) = $41,400 p.a. | Cooktown (Cat 3) = $34,500 p.a.
** Inaccessibility Allowance: 50% paid after 6-months completion period and then 25% paid after each 3-months completion thereafter
*** Employee should seek independent financial advice regarding their Superannuation
# Refer to MOCA7 – Item 11.24