INFORMATION FOR CANDIDATES
RESEARCH FELLOW - PHYSIOTHERAPY

A JOINT APPOINTMENT WITH:

• THE PRINCESS ALEXANDRA HOSPITAL, METRO SOUTH HOSPITAL AND HEALTH SERVICE; AND
• FACULTY OF HEALTH AND BEHAVIOURAL SCIENCES, THE UNIVERSITY OF QUEENSLAND
WELCOME

On behalf of the Metro South Hospital and Health Service, Princess Alexandra Hospital and The University of Queensland we seek vibrant and exceptional people to consider the opportunity of becoming a Research Fellow - Physiotherapy

This position will be required to plan, undertake and publish clinically-based research activities relevant to physiotherapy.

The appointee will engage with and support staff at both institutions to facilitate completion of quality research and associated activities, supervise postgraduate students undertaking research, and contribute to relevant activities at both institutions.

This collaboration aims to strengthen the clinical and education interface, providing an opportunity to advance research in Physiotherapy.

Professor Louise Hickson

Head of School
School of Health and Rehabilitation Sciences
The University of Queensland

Mrs Cherie Hearn

Head of Department of Physiotherapy
The Princess Alexandra Hospital
Metro South Hospital and Health Service
The University of Queensland

The University of Queensland (UQ) contributes positively to society by engaging on the creation, preservation, transfer and application of knowledge. UQ helps shape the future by bringing together and developing leaders in their fields to inspire the next generation and to advance ideas that benefit the world. UQ strives for the personal and professional success of its students, staff and alumni. For more than a century, we have educated and worked with outstanding people to deliver knowledge leadership for the better world.

UQ ranks in the world’s top universities, as measured by several key independent ranking, including the Performance Ranking of Scientific Papers for World Universities (43), the US News Best Global Universities Rankings (52), QS World University Rankings (47), Academic Ranking of World Universities (55), ERA (5) and the Times Higher Education World University Rankings (65). UQ again topped the nation in the prestigious Nature Index and our Life Sciences subject field ranking in the Academic Ranking of World Universities was the highest in Australia at 20.

UQ has an outstanding reputation for the quality of its teachers, its educational programs and employment outcomes for its students. Our students remain at the heart of what we do. The UQ experience – the UQ Advantage – is distinguished by a research enriched curriculum, international collaborations, industry engagement and opportunities that nurture and develop future leaders. UQ has a strong focus on teaching excellence, winning more national teaching excellence awards than any other in the country and attracting the majority of Queensland’s highest academic achievers, as well as top interstate and overseas students.

Our 50,000-plus strong student community included more than 13,000 postgraduate scholars and more than 12,000 international students from 144 countries, adding to its proud 250,000-plus alumni. The University has about 7,000 academic and professional staff and a $1.8 billion annual operating budget. Its major campuses are at St Lucia, Gatton and Herston, in addition to teaching and research sites around Queensland and Brisbane city. The University has six Faculties and four University-level institutes. The Institutes funded by government and industry grants, philanthropy and commercialisation activities, have built scale and focus in research areas in neuroscience, biomolecular and biomedical sciences, sustainable minerals bioengineering and nanotechnology, as well as social science research.

UQ has an outstanding track-record in commercialisation of our innovation with major technologies employed across the globe and integral to gross product sales of $11 billion + (see http://uniquest.com.au/our-track-record).

UQ has a rapidly growing record of attracting philanthropic support for its activities and this will be a strategic focus going forward.

Faculty of Health and Behavioural Sciences

The Faculty of Health and Behavioural Sciences is a strong Faculty that has a coherent focus on health and well-being underpinned by a clear integrative theme related to preventative health and behaviour change. Furthermore, the Faculty provides the opportunity for the allied health sciences to have a strong voice and great visibility within the University.

The Faculty currently includes six schools and five research centres:

- School of Dentistry
- School of Health and Rehabilitation Sciences
- School of Human Movement and Nutrition Sciences
- School of Nursing, Midwifery and Social Work
- School of Pharmacy
School of Psychology
Centre for Youth Substance Abuse Research (CYSAR)
RECOVER Injury Research Centre
Queensland Alliance for Environmental Health Sciences (QAEHS)
Centre for the Business and Economics of Health
POCHE Centre for Indigenous Health.

Further information is available at www.habs.uq.edu.au.

School of Health and Rehabilitation Sciences

The School of Health and Rehabilitation Sciences includes the professional disciplines of Audiology, Occupational Therapy, Physiotherapy, and Speech Pathology. Undergraduate programs are available in Occupational Therapy, Physiotherapy and Speech Pathology with graduate entry programs available in all disciplines. Students gain supervised professional experience as part of their academic program and graduates are ready for immediate entry to their profession on completion of their degree. Each of the undergraduate degree programs is of four years’ duration and includes both preclinical and clinical study offered in an integrated way. All of our programs place considerable emphasis on problem solving and diagnostic decision-making and students are guided in the processes of systematic and holistic assessment and the selection and effective implementation of management approaches. Each discipline prepares students to operate within the health, education and related systems and to contribute meaningfully to teams. There is an emphasis on interprofessional education and research in the School.

All disciplines within the School of Health and Rehabilitation Sciences are active in research and are making significant contributions to the advancement of knowledge in their professions. The School offers Higher Degree Research programs in all disciplines. Further details about the School and its activities may be assessed on the School’s website at www.shrs.uq.edu.au.

Metro South Hospital and Health Service

Metro South Hospital is the largest Hospital and Health Service in Queensland, with an estimated residential population of approximately one million people or 23 per cent of Queensland’s population.

Metro South Health is situated in the South-East corner of Queensland from the Brisbane River into the north to the Redland City in the east, and to the Scenic Rim Shire down to the border of New South Wales in the south-west.

It is the most culturally diverse area of Queensland with 28.5 per cent of the community born overseas and 16 per cent from non-English speaking countries. This health service does not include Mater Health Services.

Metro South Health clinical services include:

- Princess Alexandra Hospital
- Logan Hospital
- Beaudesert Hospital
- QEII Hospital
- Redland Hospital
Vision

To be renowned worldwide for excellence in health care, teaching and research.

Purpose

Metro South’s purpose is to deliver high quality health care through the most efficient and innovative use of available resources, using planning and evidence-based strategies.

Objectives

• Improving services for patients
• Implementing reform of the Queensland Health system in Metro South
• Focusing resources on frontline services
• Ensuring accountability and confidence in the health system.

Hospital profile

The Princess Alexandra Hospital (PAH) is a major teaching and referral centre and one of the largest hospitals in Australia. In line with government health strategies, PAH is focusing on high acuity patients under the care of the Medical, Surgical, Cancer, and Rehabilitation Divisions. PAH is committed to the delivery of high quality health care, teaching and research services. Recently PAH transitioned to become Australia’s first large scale digital hospital.

The Division of Clinical Support Services consists of Allied Health Services, Aboriginal & Torres Strait Islander Liaison, Pastoral Care and Volunteer Services. The primary function of the Division is to provide high quality clinical, teaching and research services that support the activities of the Divisions of Surgery, Medicine, Cancer and Rehabilitation. The Division has professional links with Metro South Addiction and Mental Health Services.

As a major tertiary referral centre, the Division consistently demonstrates innovative, collaborative and multidisciplinary achievements through its research, learning and development and information management committees and workforce development activities. The Division demonstrates a state-wide influence in activities such as data management and national
benchmarking forums. The Division is led by an Executive Director, who is a member of the PAH Clinical Council and Executive and reports directly to the Executive Director PAH-QEI1 Health Network.

Members of the Department of Physiotherapy work in a busy, challenging and constantly evolving environment. Department staff are responsible for providing high standard services across the continuum of care to client/patient groups both within the HHS as well as on a State wide basis. They are committed to providing contemporary, evidence based practice, and participate in research related activities, which are facilitated by a joint Research Appointment with the University of Queensland. The department possesses a collegiate culture of learning and development for staff and students.

Staff work in all areas in the Hospital and are organised into the following workgroups- Geriatric and Rehabilitation Unit, Acute Aged Care and Cancer Services, Neurosciences (including the Brain Injuries Rehabilitation Unit), Spinal Injuries (including the Staff Health and Fitness Centre), Critical Care, Cardiac Sciences and Respiratory, Musculoskeletal Inpatients (Orthopaedics), Musculoskeletal Outpatients (including aquatic physiotherapy), and the Specialised Spinal Physiotherapy Clinics and Multi Disciplinary Service. A twenty-four hour service is provided to inpatients, including a nightly remote call service and a weekend service.
PURPOSE OF POSITION

The aim of the position is to enhance the research capabilities of both institutions in the area of Physiotherapy. This will involve planning, undertaking and publishing clinically-based research activities under the direction of the Head of Physiotherapy, University of Queensland and the Director of Physiotherapy Services, Princess Alexandra Hospital.

The position will have involvement in the supervision of the University of Queensland physiotherapy honours, masters and PhD students who are undertaking research at the Princess Alexandra Hospital, as well as supporting research, quality assurance and evidence based practice activities being undertaken at the University of Queensland and Princess Alexandra Hospital.

The position will have a presence at both The University of Queensland’s St Lucia campus, and the Princess Alexandra Hospital campus, Physiotherapy Department in Woolloongabba.

EMPLOYMENT TYPE

Full-time fixed-term for 3 years.

CLASSIFICATION LEVEL

Research Academic Level B.

SALARY LEVEL (RANGE)

This is a full-time, fixed term appointment at Academic level B. The remuneration package will be in the range $92,142.74 p.a - $109,419.20 p.a., plus employer superannuation contributions of up to 17% (total package will be in the range $107,807.00 - $128,020.46 p.a.).

ORGANISATIONAL RELATIONSHIPS

This position reports to the Head of Physiotherapy at UQ, and to the Director of Physiotherapy, Princess Alexandra Hospital for all employment issues including leave. A secondary level of reporting duties will take place to the Professorial position, CFAHR to assist with general CFAHR operational issues.

An annual joint appraisal will be performed by the Queensland Health and The University of Queensland nominees.
ROLE AND RESPONSIBILITIES

The main duties and responsibilities include but are not limited to:

- Develop a rolling multi-year research plan based on agreed research priorities in the field of adult physiotherapy.
- Design, initiate internal and external funding applications, undertake and evaluate relevant research activities under the direction of the Health of Physiotherapy, The University of Queensland, the Director of Physiotherapy, Princess Alexandra Hospital (PAH), and in consultation with the Professorial position within the Centre for Functioning and Health Research (CFAHR).
- Develop strong working relationships with Physiotherapy department staff, including a requirement to have a physical presence in the PAH department weekly and to chair the department Research committee.
- Support research within the business planning process for the PAH physiotherapy department, including the provision of annual reports of research activity in the department.
- Disseminate results of research through presentations and publications in high quality outlets.
- Provide advice and support to other Queensland Health Departmental staff undertaking research, evidence based practice and quality activities, as required.
- Develop, manage and monitor the associated human, equipment and financial resources to support the research plan.
- Supervise or assist in the supervision of students on The University of Queensland undertaking honours, masters of PhD projects that involve the utilisation of patients and facilities of the Princess Alexandra Hospital.
- Contribute to relevant reaching within Physiotherapy at The University of Queensland and PAH.
- Develop strong links with other hospital staff, staff from the Centre for Functioning and Health Research, other Research staff on PAH campus, and UQ University staff to ensure that a coordinated interdisciplinary focus is achieved and facilitate joint research involving staff from both institutions.
- Utilise and ensure compliance with University and Hospital ethical policies and procedures and relevant contemporary human resource practice and principles including workplace health and safety, equal employment opportunity and anti-discrimination requirements.

Primary delegations and accountabilities

- Ensure that the quality and quantity of research activities and publications meet agreed objectives, timelines and standards.
- Produce annual written reports of progress against agreed objectives, timelines and standards to UQ, PAH and CFAHR.
- Supervise honours, masters and PhD students and research assistants.
SELECTION CRITERIA

You will be assessed on your ability to demonstrate the following key attributes. Within the context of the ‘Role and Responsibilities’ described above, the ideal applicant will be someone who can demonstrate the following:

**Essential**

- Applicants should hold a PhD in Physiotherapy or be nearing completion of a PhD. This must be relevant to the physiotherapy services provided at the Princess Alexandra Hospital.
- The applicant should be eligible for registration with the Australian Health Practitioner Regulation Agency.
- Proven ability to develop, organise, undertake and publish research with demonstrated awareness of current international research trends and techniques in a relevant field of adult physiotherapy.
- Demonstrated ability to support and supervise staff and/or postgraduate students undertaking research.
- Proven ability to provide leadership and establish effective working relationships with staff, senior management and other relevant bodies.
- Demonstrated effective interpersonal, negotiation and consultative skills and formal written and oral communication skills.
- Sound knowledge of ethical requirements, relevant policies and procedures and contemporary human resource management issues, with particular reference to workplace health and safety, equal employment opportunity and anti-discrimination.
- Evidence of a record of research engagement, including national recognition, successful grant applications as an investigator, publications in high quality outlets and conference presentations.
- Demonstrated ability to work flexibly with high levels of initiative and autonomy.
- Ability to work collaboratively with colleagues.

**Desirable**

- Experience in liaising and collaborating with external agencies/researchers to develop co-operative research initiatives.
HOW TO APPLY

Confidential enquiries should be made to:

Professor Sandra Brauer, Head of Physiotherapy
The University of Queensland
Phone: +61 7 3365 2317
Email: s.brauer@uq.edu.au

To submit an application for this role please provide the following information:

1. **A covering letter.**
2. **Written response to selection criteria** addressing your ability to meet the requirements on previous page and within the context of the ‘role and responsibilities’.
3. **Your current CV or resume**, including two referees that can attest to your performance and conduct in the workplace. Referees should have a thorough knowledge of your capabilities, work performance and conduct within the previous two years, and it is preferable to include your current, immediate or past supervisor.

Please note, applications close at 5.00pm on 4 weeks from opening date.

Employment opportunities are not limited by race, ethnicity, religion, disability, age, sexuality, gender or other protected attributes. Applications are encouraged from Aboriginal and Torres Strait Islander peoples. For further information please contact our Indigenous Employment Coordinator at: atsi_recruitment@uq.edu.au
ADDITIONAL INFORMATION FOR APPLICANTS

- Comply with and utilise procedures, policies, regulations and standards which impact upon the position, including contemporary human resource behaviour and practices, Code of Conduct, workplace health and safety, equal employment opportunity and anti-discrimination, hand hygiene policies for example.

- Comply with the University’s Code of Conduct (see the University’s web site at https://ppl.app.uq.edu.au/content/1.50.01-code-conduct)

- Adopt sustainable practices in all work activities and comply with associated legislation and related sustainability responsibilities and procedures developed by the University (see the University’s web site at http://www.uq.edu.au/sustainability/responsibilities)

- Comply with requirements of Queensland occupational health and safety (OH&S) legislation and related OH&S responsibilities and procedures developed by the University or School (see the University’s web site at http://www.uq.edu.au/ohs/index.html?page=133956)


- Comply with the Metro South Hospital and Health Service Credentialing and Scope Of Clinical Practice Policy. http://paweb.sth.health.qld.gov.au/sqrm/credentials.asp

Health professional roles involving delivery of health services to children and young people

- All relevant health professionals (including registered nurses and medical officers) 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, Queensland Department of Communities.

- All relevant health professionals are also responsible for the maintenance of their level of capability in the provision of health care and their reporting obligations in this regard.

Safety and Quality

- Relevant to the position, participate in the ongoing education, implementation, monitoring and evaluation of safety and quality initiatives relevant to The National Safety and Quality Health Services Standards and the Australian Council on Healthcare Standards (ACHS) Evaluation and Quality Improvement Program (EQuIP).

- Contribute actively to the development of continuous clinical audit processes.
Pre-employment Screening

Pre-employment screening, including criminal history and discipline history checks, may be undertaken on persons recommended for employment. The recommended applicant will be required to disclose any serious disciplinary action taken against them in public sector employment. In addition, any factors which could prevent the recommended applicant complying with the requirements of the role are to be declared.

Roles providing health, counselling and support services mainly to children will require a Blue Card, unless otherwise exempt.

Hepatitis B Vaccination

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 Guideline Vaccination of Health Care Workers Version 2 December 2012.

Vaccine Preventable Diseases (VPD)

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, tuberculosis.
ABOUT BRISBANE

Brisbane is the capital city of Queensland. It is Australia’s third largest city and fastest-growing capital with a population of more than 2.2 million, offering a safe, friendly, multicultural environment.

The inner city is characterised by the Brisbane River, parklands, convention facilities, museums, art galleries, a casino, malls, shopping districts and a host of cosmopolitan restaurants and cafés.

The golden beaches and fun parks of the Gold Coast are just an hour’s drive south. The beautiful Sunshine Coast beaches are a short drive to the north, along with National Parks, rainforests and attractions such as Australia Zoo.

USEFUL LINKS