

Metro North Hospital and Health Service *Putting people first*

STARS

SURGICAL, TREATMENT AND REHABILITATION SERVICE

“
BE PART OF THE STARS TEAM
”

WE ARE PASSIONATE ABOUT OUR COMMUNITY AND OUR
PATIENTS AND WE PUT OUR PEOPLE FIRST.

YOUR HEALTH.
Our purpose.



Queensland
Government

BE PART OF THE STARS TEAM

Thank you for your interest
in coming to work with us.

We are building a new team to deliver exceptional healthcare at the new purpose built Surgical, Treatment and Rehabilitation Service (STARS), a facility within Metro North Hospital and Health Service (MNHHS) which is one of Australia's biggest, best and nicest health services.

Metro North Hospital and Health Service

Metro North Hospital and Health Service (MNHHS) is an independent statutory body overseen by a Hospital and Health Board. It is the largest of 16 Hospital and Health Services in the Queensland Public Health system and services a population approaching 900,000 people.

Delivering outstanding health services is just one of the ways that we care for our community. Our Putting People First strategy is reflected in the way we undertake our work and live our values in action. We value and nurture our team members so that they can provide patient centred care across our diverse organisation.

Our focus on Value Based Healthcare means we expect our teams to deliver a quality outcome for our patients, both at the individual and community level. This passion fuels our collaborative culture of innovation and research.



OUR STRATEGIC FOCUS

The rapidly evolving healthcare landscape presents MNHHS with exciting opportunities to innovate and influence future healthcare.

MNHHS is a recognised leader in the provision and delivery of world class healthcare. Our standing and expertise in many specialities will allow us to leverage research, technologies and partnership opportunities to expand and drive healthcare forward.

This will position our HHS as the premier health service provider in the Southern Hemisphere through state-of-the-art delivery of a range of speciality and integrated health services.

MNHHS is committed to continuing to be a world leader in innovative clinical care, research and education. Our strategic focus areas include:

- Living healthy and well in our local communities
- Delivering person-centred, connected and integrated care
- Effective delivery of healthcare to address growing population health needs
- Responsive holistic healthcare that meets the specific needs of vulnerable groups including but not limited to:
 - older people including frail older people
 - children
 - young people
 - people with mental illness
 - people with alcohol and other drug dependence
 - people with disabilities
 - culturally diverse communities





RESPECT



TEAMWORK



COMPASSION



HIGH PERFORMANCE



INTEGRITY

OUR VALUES IN ACTION

Our values define who we are. They guide our actions and behaviour and they influence the way we work with each other and the way we deliver health care services to our patients and into our community.

Every day, we make decisions and choices that directly affect the way we experience each other and the way that our patients, their families/carers and our community experience us.

Our values give us confidence that we are all using the same principles to help make these decisions and deliver our services seamlessly right across MNHHS.

Our values are embedded in our recruitment, onboarding, performance support and our reward and recognition systems. From a patient perspective, our values are embedded in our service design and delivery processes together with the way we partner with our community and other health care specialists to ensure an optimal patient experience.



JOIN OUR STARS TEAM

STARS forms part of the Herston Health Precinct – one of Australia’s largest integrated precincts, home to a collaborative community of 13,000 people including clinicians and healthcare professionals, researchers and students.

STARS is a new greenfield specialist public health facility which is due to officially open in 2021. New and exciting opportunities exist for motivated health professionals to join STARS across a range of disciplines.



ABOUT STARS

STARS will deliver a range of new and expanded healthcare services to meet demand and increase patient access to specialist rehabilitation services, elective surgical and endoscopy procedural services.

STARS couples complex rehabilitation and specialist elective surgical services and procedures in a planned environment to provide patients with greater access to care in clinically recommended timeframes.

STARS will comprise 100 rehabilitation beds to provide care to patients with complex and specialist rehabilitation needs, and include special purpose therapy areas.

The delivery of surgical and endoscopic procedures will be supported by seven operating theatres, three endoscopy procedure rooms and one 28-bed inpatient ward.

Key health services to be delivered at STARS include:

- General Rehabilitation, Brain Injury Rehabilitation, and Specialist Rehabilitation Services, supported by comprehensive outpatient services;
- Geriatric and Evaluation Management unit (28 beds);
- Planned day only and short stay surgical and endoscopic procedures in a high throughput environment covering the following targeted specialty areas:
 - Urology
 - Ear nose and throat (ENT)
 - Orthopaedics
 - General Surgery
 - Ophthalmology
- Specialty outpatient and treatment areas;
- 26-bed ward for future growth;
- Associated onsite clinical and non-clinical support functions including, but not limited, to Rehabilitation Engineering, Medical Imaging, Pharmacy, Central Sterilising and Pathology.

HOW WE DO IT – STARS CORE STRENGTHS

The way we work together and deliver healthcare at STARS is underpinned by three fundamental principles. We will:

- **Deliver INDIVIDUALISED CARE to our patients:** individualised care will be at the heart of everything at STARS. Every patient will be provided with tailored clinical care. STARS will be a centre defined by humanity and care.
- **Be dedicated to SPECIALIST FOCUS:** Focus on specialist care will ensure a seamless patient journey and a commitment to delivering the best possible health outcomes for patients.
- **Embed TRANSLATIONAL RESEARCH in our approach to healthcare:** STARS will enrich collaboration between clinicians, researchers and students to work together with patients and put real time research into action. It is an inclusive and innovative approach that will create a legacy in healthcare, a better way of working that puts individualised care into everything we do.



RESEARCH FOCUS

MNHHS has formed an education and research partnership with The University of Queensland to embed education and research with clinical care at STARS to achieve improved outcomes for patients. This partnership builds on the close ties of the two organisations.



The STARS Education and Research Alliance (SERA) will see clinicians, researchers and students working together as a multidisciplinary team to provide real time solutions and tailored care to enhance patient outcomes.

A broad range of clinical placements for UQ students in nursing, occupational therapy, physiotherapy, speech pathology, audiology, nutrition and dietetics, clinical psychology, social work and rehabilitation medicine will be available.

Through SERA, UQ students will experience a high standard of quality clinical exposure to complex rehabilitation services.

There will also be a number of conjoint research positions for staff in the disciplines of nursing and allied health, in particular physiotherapy, occupational therapy, speech pathology and social work.

MNHHS and UQ will work closely to explore opportunities in other areas, including surgical and procedural services.



RESEARCH–EDUCATION–CLINICAL CARE ALLIANCE



THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA

CREATE CHANGE



OUR DIGITAL FACILITY

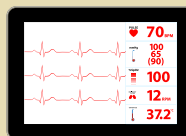
Digital health is driving the future of healthcare and STARS is leading the way in MNHHS.

MNHHS's first greenfield digital hospital, STARS, will open with an integrated electronic medical record (ieMR) system which will include technology to integrate devices to streamline workflows and patient care.

Our people will have the capacity to use ieMR data to enable real time innovation and world-class research capability, including the potential for machine learning and artificial intelligence to assist clinicians with decision support.

148

VITAL SIGNS
MONITORS



37 PYXIS

AUTOMATED
MEDICATION
DISPENSING
MACHINES



182

PATIENT
ENGAGEMENT
SYSTEM
MONITORS



2570

NURSE CALL
BUTTONS



THE STARS TEAM

STARS will be home to a team of approximately 900 clinical and non-clinical health professionals.

Opportunities exist at STARS in:

- Medical
- Nursing
- Allied Health
- Clinical Support Services, including Patient Support Services.

Some of our team will transition from existing MNHHS services to the new facility to deliver care at STARS.

Recruitment for positions at STARS will be staggered to match the care we will provide to patients as we ramp up our services from 2021.

Through our newly designed Models of Care, staff at STARS will play an important role in the way specialist public health services will be delivered for Queenslanders.

At STARS a culture to ensure that we deliver a quality and safe patient experience is our priority.

APPROX. **900**
 **JOBS** 
CLINICAL | NON
CLINICAL



BENEFITS OF WORKING WITH US

If you're thinking of working with us at STARS our commitment to you is:

A REWARDING EXPERIENCE

- Located in in South East Queensland – one of the nicest places to live in Australia – Brisbane is one of the most liveable cities in the world.
- We're taking a "values based approach" to delivering healthcare – using our values to guide every step of the patient journey.
- We're building a culture of safety and respect with active programs in place to ensure alignment to our Values in Action.
- We celebrate our achievements and reward our team members when they do brilliant work.
- Our orientation / on boarding program is second to none and will get you up and running in your new role.

AN AMAZING ENVIRONMENT

- You'll be working with and learning from colleagues who are highly skilled and experienced.
- We'll provide you with comprehensive performance support including regular feedback, opportunities for professional development and help with your role when you need it through quality conversations with your manager.
- We have a Study and Research Assistance Policy in place which enables team members to get help (timewise and financially) with furthering their tertiary studies, professional development through conferences and other events, and with their research activities. This is in addition to a performance support system that gives you regular feedback on your work and support where you need it.
- We value Work / Life balance and have policies in place to support it.
- We take a strong interest in the health and wellbeing of our team members. We also value "fun" in the workplace. Our Health and Wellbeing program provides access to a number of great health and fitness opportunities.
- We work collaboratively with Unions and respect all team members regardless of union membership.
- In the context of this environment, you'll be able to find your own career trajectory while remaining a valued and respected member of the STARS team.
- We provide generous superannuation, leave loading and salary packaging options.



A PURSUIT OF EXCELLENCE

- We have a strong culture of research and evidence based healthcare improvement.
- We pursue innovation in patient centred healthcare and support team members who come up with better ideas and better ways of delivering that healthcare.
- We have a comprehensive reward and recognition strategy in place for people who achieve excellence in healthcare delivery or corporate / support services delivery.

EQUITY AND DIVERSITY

We are an equal opportunity employer which values diversity in our workforce.

We encourage people with a disability and people of Aboriginal and Torres Strait Islander backgrounds to apply for opportunities.

EMPLOYMENT SECURITY

Most roles in Metro North are permanent (unless advertised otherwise). This means that the role is subject to the Queensland Government's Employment Security policy.

The Queensland Government has implemented this employment security policy for government agencies as part of its commitment to ensuring fairness for its workforce.





APPLYING TO JOIN OUR STARS TEAM

We use a merit based approach to support our recruitment decisions. This simply means finding the right person for the job based on their skills, knowledge, experience, qualifications and alignment to our values.

If you're applying for a role with us you can expect to be involved in relevant practical skills assessments and values assessment specific to the role you have applied for.

Visit <https://metronorth.health.qld.gov.au/stars/> for more information about STARS.

To view STARS vacancies visit www.smartjobs.qld.gov.au and type STARS into the search bar.

Job search

Keyword

Please use * for wildcard searches.

Visit our website for more information at <https://metronorth.health.qld.gov.au/stars/>



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Disclaimer: Photos of staff and subjects used throughout this document are for illustrative purposes only and do not reflect existing STARS staff.

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