Advancement: Senior medical officers to eminent (MO3) and pre-eminent (MO4) status

Statement

This document outlines the assessment process for eligible senior medical officers to participate in the advancement process to eminent (MO3) and pre-eminent (MO4) status.

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1 Advancement process

1.1 Eligibility

Senior Medical officers covered by the *Mater Medical Officer Agreement (2023)* are eligible to apply for advancement to eminent or pre-eminent status, if they:

- are registered as a specialist in Australia (excluding Specialist General Practitioner, level 13-17 and Specialist General Practitioner - Senior Status, level 18); and
- have been appointed to the classification of Staff Specialist - Senior Status (levels 27, known as MO2-3) for at least 12 months

Staff Specialists - eminent status (MO3) are eligible to apply for assessment for pre-eminent status (MO4) after a minimum of 36 months at MO3.

Eligible Specialists will receive written notification of the dates of the assessment round annually. MO3 and MO4 level positions cannot be established or advertised.

1.2 Assessment panel

For each assessment round an assessment panel will be determined and Chaired by the Chief Medical Officer. The panel will ordinarily include at least a General Manager, a Senior HR Business Partner, senior Specialist(s) in the relevant specialties and at least one member external to Mater. The assessment panel is responsible for:

- reviewing and moderating applications received in accordance with moderation rules agreed by the panel
- making recommendations to the Executive Director Health regarding the appointment of successful applicants to MO3 and MO4 level
- providing a report to the Executive Director detailing the panel's views for the Executive Director to make the final determination when a unanimous decision cannot be reached by the panel regarding an application

1.3 Privacy notice to applicants

Mater is collecting your personal information for the purposes of administering the advancement process to eminent (MO3) and pre-eminent (MO4) status.

The application requires you to consent to Mater and relevant parties using your personal information to determine suitability for entry and participation in the advancement process.

The relevant General Manager will be requested to execute an authority confirming there have not been substantiated unsatisfactory performance issues with regards to your engagement during the last seven years. A review of your personal information, including making contact with individuals and/or organisations associated with your application (whether identified within your application or not), to confirm your eligibility may be undertaken by Mater and/or another stakeholder party to review the application to determine suitability for entry and participation.

Please note, the panel will likely retain a broad range of stakeholder representatives who will have access to your personal information. An external probity advisor may be engaged to review applications.

Giving consent means your personal information will be disclosed to relevant parties to determine your suitability for entry and participation. Mater may disclose your personal information to professional and/or regulatory bodies to validate your qualifications and/or standing. Mater is obligated to manage your personal information in accordance with the Privacy Act 1988 (Cth) and the Mater Information Privacy Policy.

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1.4 Assessment round

Mater will open an assessment round annually in October. Eligible Senior Staff Specialists (SMO2-3) will receive written notification of the dates of the assessment round.

1.5 On-line application process

Applicants apply online using an electronic application form. Applicants should refer to the Attachments for assistance in completing an on-line application.

1.6 External applicants

Senior medical officers who have been recently appointed and have commenced at MO2-3 and who meet the eligibility criteria, may apply for eminent status after 12 months of service.

These applicants are required to provide documentary evidence regarding their performance with their other employers. This evidence is to include information about any substantiated unsatisfactory performance. Evidence can be provided in the form of a letter from the applicant's previous employer, confirming whether or not the applicant has had any substantiated unsatisfactory performance in the last seven years.

1.7 Assessment criteria

The assessment criteria is a points-based system used to determine whether an applicant meets the required level as determined by the panel for progression to eminent (MO3) or pre-eminent (MO4) status.

The self-assessment will consist of an applicant allocating points against a number of principles under the defined categories.

The panel will determine the minimum cut off score each round. The applicant must meet the minimum cut-off score for their application to receive consideration by the panel for eminent or pre-eminent status.

This cut-off score is not an indicator of the minimum score required for appointment to either MO3 or MO4.

Attachment Two contains the current assessment criteria.

1.8 Endorsement of applications

Following the closing date of applications, the relevant General Manager will confirm for each applicant that there has not been any substantiated unsatisfactory performance by the medical officer in the last seven years.

Applicants must receive the relevant General Managers endorsement for their application to be assessed by the panel.

If endorsement cannot be provided for an applicant, the MO3/MO4 secretariat will notify the applicant upon any matters being identified and refer the applicant to their General Manager for further discussion.

1.9 Notification of outcomes

All applicants will be notified in writing of the outcome of their application.

1.9.1 Successful applicants

Successful applicants will be provided with written confirmation of their new status, relevant wage rate and the effective date of payment as approved by the Executive Director.

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1.9.2 Unsuccessful applicants

An applicant may seek feedback by providing a request in writing to the Chief Medical Officer within 30 days of the date of their outcome letter.

Feedback will not be provided where an applicant has not met the minimum cut-off score for consideration by the panel.

Unsuccessful applicants may reapply in the next round if eligible.

1.10 Performance review

Eminent (MO3) and pre-eminent (MO4) status medical officers are required to maintain their commitment to participating in Mater's performance and development review processes.

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Version control

Version	Date	Comments
1.0	June 2024	New guideline

Attachment One: Tips for completing an application

- **Refer to all relevant roles and contributions you have made including those outside of Mater**
  - The panel will consider all relevant service against the criteria over the span of your career.
  - Use your CV to copy and paste details of your roles and achievements into the online application tool.
  - If you are unsure whether to use a particular achievement, consider allocating these items to Principle 9: Other exceptional achievements for review by the panel.

- **Points cannot be claimed more than once for using the same example in numerous criteria.**
  - An exception to this is for Criteria 2.4 and 3.2. For example Principle 2.4, an applicant provided significant participation at executive level to establish a new professional organisation and (3.2) within that organisation they have executive level membership (i.e. president, secretary etc).

- **Do not use acronyms without initial reference to the full name.**
  - Spell out the full name of any organisations and reference the acronym in brackets if you wish to refer to it throughout your application.

- **Provide details against each score nominated.**
  - Applicants must enter details or brief description (including dates where relevant) supporting each score they have nominated.
  - Scores entered without supporting details will not be counted.

- **Observe requirements for minimum qualifying periods.**
  - Applicants must meet minimum commitment lengths as specified in the criteria to nominate a score for that item.

- **Partial points cannot be allocated if the achievement is currently not fully attained.**
  - A maximum score can only be awarded if details fully support the claim and all requirements are met.

- **Applicants are required to apply the weightings described in the application for continuous or cumulative commitment to a committee or organisation.**

- **Points must be entered to one decimal point in the online assessment. For example, 2 must be entered as 2.0 to be accepted.**

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Attachment Two: Assessment criteria

Category 1: Outstanding achievement and performance with advanced clinical/professional knowledge

1.	**Principle: Medically related post-graduate qualifications**	**Grading range**	**General:** **Note: 1.1 to 1.7** ▪ Nominate points for each individual qualification ▪ Do not count points twice if a higher qualification gained in the same studies ▪ No overall maximum for grading points
1.1	Award of a medically related graduate certificate from a Registered Training Authority (RTA) or recognised by the Australian Medical Council or a medical specialty college. (0.5 points per certificate)	(0.5)	Examples include: ▪ Education related degrees for teachers, educators, DCT and research related degrees e.g. Graduate Certificate in Education for Medical and Health Science ▪ Graduate Certificate for Management (Qld Health or similar) ▪ Graduate Certificate in Disaster Medicine ▪ Graduate Certificate in Opiate Treatment ▪ Graduate Certificate Echocardiography in Perioperative and Critical Care ▪ Family Planning Certificate Do not include: ▪ MBBS/MBBCh/MBchB or similar Bachelor of Medicine/Surgery ▪ Bachelor of Science ▪ Courses: EMST, APLS, ACLS, ATLS, CHRISP, ASSET, PBL Tutoring ▪ Courses: Part of subspecialty or credentialing ▪ AMC Certificate or ECFMG Certificate
1.2	Award of other medically related post graduate qualifications from a registered training authority – Masters. (1 point per qualification)	(0.5)	Examples include: ▪ Master of Public Health = 1 point ▪ Medically related MA – Masters of Arts = 1 point ▪ Masters of Disaster Medicine = 1 point ▪ MBA = 1 point

1.3	Award of a medically related post graduate qualification from a registered training authority – degree, diploma, or other. (1 point per qualification)	(1)	Examples include: ▪ Diploma of Obstetrics ▪ Diploma of Child Health ▪ Diploma in Medical Jurisprudence ▪ Diploma of Tropical Medicine Do not include: ▪ Qualifications of same studies which are later achieved at a higher level e.g. Dips Obs. is not counted if FRANZCOG later obtained
1.4	Award of a medically related graduate doctorate. (3 points per doctorate) e.g. PhD or MD (3), MPhil (2)	(2-3)	Examples include: ▪ PhD, MPhil ▪ Doctorate of Medicine - MD (Australia or comparable) for research or equivalent Do not include: ▪ MD where this post-nominal reflects a medical degree rather than a research higher degree ▪ MD licensing qualifications from overseas
1.5	Award of subspecialty qualifications upon completion of separate training program to primary specialist qualification (Registered with MBQ) (max 1 point)	(1)	Examples include: • Applicant with General Surgery qualifications, undertakes additional specified training in Urology and is registerable in both
1.6	Award of non-AMC recognised specialty qualification or other specialty qualifications (fellowship) (1 point per qualification)	(0.5)	1 point per qualification or as determined by the MO3/MO4 Assessment Panel **Note:** ▪ Must provide full details of qualifications/fellowship

Category 1: Outstanding achievement and performance with advanced clinical/professional knowledge

2.	Principle: Innovation and service development in health	Grading range	General: ▪ Unless otherwise specified, all criteria under this principle require at least a **1 year commitment**
2.1	The establishment and provision of innovative clinical services, at the initiative of the individual Services established: • 1 Facility = 0.25 pts • Multiple facilities = 0.5 pts • Statewide = 0.75 pts • National = 1pt **Note: Maximum score = 4**	(0.25 – 1)	Key words establishment of innovative services Examples include: ▪ Outreach ▪ Telemedicine ▪ Satellite services ▪ Innovative diagnostics laboratory service ▪ Videoconferencing Do not include: ▪ Pre-existing services/tasks within role
2.2	Development and roll-out of new clinical services, techniques or protocols outside of core duties or innovative to the health service or specialty **NOTE:** Not counted implementation of contemporary evidence based clinical practice within discipline or	(0.25 – 1)	Key words new and outside of core duties All achievements considered Examples include (but not limited to): • Establishment of new clinics – e.g. Day Surgery Clinic, Cardiac Clinic, Sleep Disorders etc

	specialty • 1 Facility = 0.25 pts • Multiple facilities = 0.5 pts • Statewide = 0.75 pts • National = 1pt **Note: Maximum score = 4**		• Establishment of Retrieval Services • New surgical techniques • Treatment protocols • Rehabilitation Programs • Development of Screening Service • Establishment of Multidisciplinary services Do not include: ▪ Curriculum development for trainees – allocate to 7.7
2.3	Development of a new clinical practice guideline or significant personal involvement in the intellectual property contained in the guideline for multiple facilities/statewide or national implementation. **NOTE:** Not counted - feedback or critique of guidelines • 1 facility = 0.25 pts • Multiple facilities = 0.5 pts • Statewide = 0.75 pts • National = 1pt **Note: Maximum score = 4**	(0.25 – 1) i. 0.25 ii. 0.5 iii. 0.75 iv. 1	Examples include: ▪ Standards, guidelines, protocols, ▪ Clinical Pathway/Guideline for referrals ▪ Educational tools and criteria ▪ Position statements Do not include: ▪ "In Press" – unless explicitly accepted for publication ▪ Internal ward / unit guidelines (except for above example) ▪ Feedback or critique of guideline – must be involved in development of guideline
2.4	Significant Executive involvement in the development of a new professional organisation with statewide or national membership. **Details required: Must provide details of group output, membership numbers and frequency of meetings**	(0.5– 1.5)	Definition of new professional organisation: ▪ Learned society ▪ Major Collaborative or Group ▪ Characteristics of an organisation e.g. executive governance ▪ Special Interest Group (SIG) Must be executive involvement/position - Examples of executive position: ▪ President, Secretary, Chair, Executive Council/Committee

	Note: Must have characteristics of an organisation (i.e. corporate governance). Not included: working parties, committees or subgroups. Refer to user guide for further details i. State = 0.5 ii. National = 1 iii. International = 1.5 Additional weighting (x 1.5): The Panel may increase or decrease nominated points for new organisations based on impact factor **Note: Maximum score = 4**	i. 0.5 ii. 1 iii. 1.5	Do not include: ▪ Committees within established organisations ▪ Sub-groups within established organisations or committees ▪ Mater Networks (allocated to principles 3 or 4) Note: Continued role in executive position of newly established organisation can be claimed in Criteria 3.2 (this duplication is acceptable)
2.5	Leadership of a project which was adopted regional/statewide/national Example of leadership roles include: project manager, project sponsor, active involvement in steering committee i. 0.5 points - 2 or more facilities ii. 0.75 points - statewide iii. 1 points - national Do not include hospital, district or campus projects **Note: Maximum score = 4**	(0.5 – 1) i. 0.5 ii. 0.75 iii. 1	Ensure project has: ▪ Statewide or National implementation ▪ Leadership by yourself (Indicate if leadership is shared) Examples include: • Implementation of Statewide IT programs/systems • Development of Databases for clinical services (statewide or national) • Health Promotion Program Project • Fatigue Management Project • Patient Safety Project Do not include: ▪ Local, hospital or campus implemented projects *Note 1:* Multiple projects can be claimed up to maximum score of 4 points *Note 2:* Additional points may be allocated by the moderation panel for significant projects (benchmarked against other criteria)

2.6	Provision of clinical services for overseas humanitarian work or award of overseas fellowship full/honorary for provision of clinical knowledge for overseas health systems. Panel will assess activity and award appropriate benchmarked score **Note: Maximum score = 4**	Panel to score	**Ensure:** full details of activities are provided ▪ Nature of activity ▪ Specific length and duration of service ▪ Location ▪ Impact factor Examples include: ▪ Humanitarian work i.e. *Medecins Sans Frontieres*, Fred Hollow Foundation ▪ Visiting specialists to overseas hospitals, universities
2.7	Authorship or development of a significant clinical database for use in more than one facility: Panel will assess activity and award appropriate benchmarked score **Note: Maximum score = 4**	Panel to score	**Ensure:** full details of activities are provided ▪ Details of database ▪ Scope (or population) ▪ Location of implementation ▪ Impact factor

Category 2: Providing professional leadership and significant contribution to advancement of health system or profession

3.	**Exceptional role model/leader within a hospital; specialty; Mater.** **Leadership: within organisations which contributes to the prestige and standing of the medical profession:**	**Grading range**	**31**
3.1	Member of a specified Mater or Queensland Health health system policy/planning committee **Note: Maximum score = 6** **Commitment weighting** **If continuous or cumulative commitment to committee is:** • **5 to 9 years = points x 1.5** • **10 years or more = points x 2**	1	1 point each (multiple x commitment weighting if applicable) Core speciality groups, state steering committees, committees reporting directly to Health Executive Examples include: ▪ Infrastructure Steering Committee ▪ Digital Steering Committee ▪ Pandemic Steering Committee ▪ Enterprise Agreement Bargaining Group ▪ Model of Care Steering Committee ▪ eHealth Advisory Group ▪ Clinician Advisory Group ▪ COAG Committee ▪ Medical Advisory Committee Do not include: • Departmental or local unit /ward committees

3.2	Member in the executive of a medical professional body: i. **Local**: **ii. State:** iii. **National**: iv. **International**: Examples: medical professional body ▪ Medical College ▪ Learned Society ▪ Medical Unions ▪ Hospital Medical Staff Association ▪ Doctors Reform Society E.g. AMA, AMAQ, SDQ, QPSU, RDAQ, FTMSAQ, Thoracic Society of ANZ, Colorectal Surgical Society of Australia, Royal College of Pathologists of Australasia **Details required:** ▪ Position title ▪ Duration in role ▪ Impact factor of organisation i.e. membership numbers **Notes to consider when self assessing:** ▪ Half points to be counted for secondary governance positions – refer user guide ▪ Chair/president positions of significant organisations may be awarded extra weighting x	i. 0.5 ii. 1 iii. 2 iv. 3	**State - National – international rules** ▪ Australasian Organisation equivalent to National points e.g. ANZCA, RANZCOG, RCPA = National/Australasian points ▪ If representation is a State position of a National Body = State points e.g. Qld State President of AMA = State points ▪ If representation is a National position of an International Body = National points **Counted: For full points - must in an executive position within primary organisation** Examples: Chair, Treasurer, CEO , Hon. Secretary, Chairman Board of Censors, Chairman of Council, President, Vice President, Council Member/Councilor or Board of Directors i. Local: 0.5 ii. State: 1 iii. National: 2 iv. International: 3 **Counted: For half points** Member of Governance Committee or Executive of a Committee/Subgroup within a medical professional body. E.g. Chair College Continuing Professional Development Committee for subspecialty Other Examples: ▪ Committees (must be Chair or executive member) ▪ Regional Committee or faculty ▪ Executive - representing subgroups within an organisation

	0.5 ▪ Multiple roles within the same organisation will be counted accumulatively for total years of commitment **Note: Maximum score = 6** **Commitment weighting: if continuous or cumulative commitment to committee is:** ▪ **5 years to 9 years = points x 1.5** ▪ **10 years or greater = points x 2**		i. Local: 0.25 ii. State: 0.5 iii. National: 1 iv. International: 1.5 **Notes to consider when self assessing:** ▪ Chair/president positions of significant organisations may be awarded extra weighting x 0.5 ▪ Multiple roles within the same organisation will be counted accumulatively for total years of commitment Do not include: ▪ Non executive positions for committees, special interest groups, Subcommittees ▪ Executive positions held whilst an undergraduate ▪ Membership of medically related governance committee – refer to criteria 5.8 ▪ International Trial Group Leader – refer to criteria 5.9
3.3	Editorial Board membership of a medically related Peer Reviewed Journal for 2 years or more which is indexed with Excerpta Medica, Mediline or C/NAHL e.g. MJA or BMJ i. **National – editorial board membership =** 0.5 points ii. **International – editorial board membership =**1 points iii. **National – Editor of journal** = 2 points iv. **International – Editor of journal =** 3	i. 0.5 ii. 1 iii. 2 iv. 3	**Ensure:** Allocate points for membership of editorial board Do not include: ▪ Reviewer of journals ▪ Reviewer of manuscripts, abstracts ▪ Membership of review panels

	points **Note: Maximum score = 6** **Commitment weighting: if continuous or cumulative commitment to committee is:** • **5 years to 9 years = points x 1.5** • **10 years or greater = points x 2** **Note: Does not include periodic reviews**		
Nominate one of the following: on Section 3.4 to 3.5			
3.4	Professor at a University in Australia or equivalent for 1 year or more (this acknowledges contribution to teaching and research activities).	3	**Ensure**: ▪ Nominate points in only one of the criteria from 3.4, 3.5. This should be for the highest position appointed in the academic community (over multiple years or universities) ▪ Points can be awarded for appointments previously obtained but not currently held e.g. Previously appointed Associate Professor at Monash University for 5 years 1998 - 2002 = 2 points
3.5	Associate Professor or Adjunct Associate Professor of a University in Australia or equivalent for 1 year or more (this acknowledges contribution to teaching and research activities).	2	

Category 2: Providing professional leadership and significant contribution to the advancement of health system or profession

4.	**Principle: Exceptional leadership in health quality improvement activities/clinical governance**	**Grading range**	**General:** ▪ Unless otherwise specified, all criteria under this principle require at least a **1 year commitment** *Note 1*: Committee membership as part of role not counted e.g. If terms of reference or implement standard require Director of Medical Services to chair Quality and Safety committee, no points allocated for chair of committee
4.1	Sustained participation in quality assurance; clinical governance or membership of a committee (outside own departmental committees/activities) relating to: ▪ Quality ▪ Safety ▪ Setting Clinical Standards ▪ Clinical Governance In the area of health for 2 years or greater ▪ Chair = 1 ▪ Membership = 0.5 **NOTE 1: Maximum score = 6** **NOTE 2: Committees relating to education and training - allocate to principle 8** **Commitment Weighting: if continuous or cumulative commitment to committee is:** • **5 years to 9 years = points x 1.5** • **10 years or greater = points x 2**	(0.5 - 1) i. 1 ii. 0.5	Must be a committee formally recognised in the clinical governance structure. Membership to committee must be **2 years or greater** Examples Include: ▪ Hospital Accreditation Committee ▪ Commissioned as member of a Root Cause Analysis Team to conduct Root Cause Analysis (RCA) review – more than 1 RCA ▪ Active participation in hospital wide Audit Programs e.g. Medication Safety; Pharmacy and Therapeutics ▪ Accreditation team for professional bodies other than medical colleges or AMC e.g. Thoracic Society of ANZ assessing accreditation of sleep laboratories ▪ Hospital Death Review Committee ▪ Hospital Critical Incident Review Committee ▪ Hospital Resuscitation Committee ▪ Hospital Patient Equipment and Product Evaluation and Review Committee ▪ Hospital Credentialing and Scope of Clinical Practice Committee ▪ Hospital Infection Control Committee (points collectively awarded for participation in same Committee type within area/district) ▪ Hospital Open Disclosure Committee

			▪ Hospital Medical Records Committee ▪ Hospital Radiation Safety Committee ▪ Hospital Drug Committee or High Cost Drugs Committee ▪ Hospital Surgical Case Review Committee ▪ Hospital Workplace Health and Safety Committee ▪ Hospital Transfusion Committee ▪ Hospital Clinical Indicator Committee ▪ Hospital Mortality and Morbidity ▪ College Specialty/Subspecialty Advisory Committee ▪ Clinical Governance Committee ▪ Evaluation and Indicator Committees for Clinical Services ▪ Statewide Speciality Quality Council e.g. Qld Paediatrics Quality Council ▪ Medical Board of Queensland – Registration Advisory Committee Do Not Include: ▪ Committees relating to education or training – allocate in principle 8 ▪ Any Departmental/Unit Committees e.g. M and M Attendance for Department of Internal Medicine, Departmental Audits
4.2	Membership of Medication Safety program (or similar) at statewide or national level for 2 years or greater i. Chair ii. Membership **Note: Maximum Score = 3** **<u>Commitment Weighting</u>:** **If continuous or cumulative commitment to committee is:** • **5 to 9 years = points x 1.5** • **10 years or more = points x 2**	(0.5 - 1) i. 1 ii. 0.5	Must be <u>Statewide or National</u> level not area or local program Membership to committee must be **2 years or greater** Examples Include: ▪ Medication Safety ▪ Medication Reform ▪ Falls Prevention ▪ Therapeutics Advisory Committee

4.3	Regular participation on a Health Research Ethics Committee for 2 years or greater **Note: Maximum Score = 3** **Commitment Weighting:** **If continuous or cumulative commitment to committee is:** • **5 to 9 years = points x 1.5** • **10 years or more = points x 2**	(1)	Membership to committee must be **2 years or greater** Include: Scientific sub-committee of HREC Examples of other research and ethics committees ▪ College Divisional Ethics and Research Working Party ▪ AMAQ
4.4	Sustained participation of a Mater, College or other medically related body: (exclusive of 4.5) a. Endorsed project b. Clinical Network c. Clinical Collaborative i. Membership = 0.5 ii. Chair = 1 **Note: Maximum Score = 3 pts** **Commitment weighting: if continuous or cumulative commitment to committee is:** • **5 years to 9 years = points x 1.5** • **10 years or greater = points x 2**	(0.5-1) i. 0.5 ii. 1	Examples include: ▪ Chair of Clinical Network ▪ Chair Specialty Collaborative e.g. Cardiac or Renal Collaborative ▪ Member Clinical Networks ▪ College Workforce Project ▪ College Peer Review Group ▪ Medical Assessment Planning Unit Collaborative (MAPU) ▪ Healthcare Improvement Collaborative ▪ Member Special Interest Group medically related association/organisation or college e.g. SIG for Cystic Fibrosis Thoracic Society of Australian and New Zealand ▪ Member College Training Network Do not include: ▪ "In-house" unit, departmental or local

4.5	Formally appointed Medical Advisor or Medical Consultant to: • Commonwealth/State Government departments or agencies • State/National/International health related organisations (e.g. Hospitals, National Heart Foundation) • Pharmaceutical or Health Technology Organisation • Military/Defence Organisations • Formal advisor to HQCC, Coroner or similar E.g. Consultant to NSW Health Department on Cardiac Services, Medical Advisor to WHO Standing Committee on Malaria **0.5 points per advisorship or consultancy** **Details required:** ▪ Position title ▪ Duration and frequency in role **Note: Maximum score = 6 pts** **No Commitment weighting applies**	0.5	Points allocation: 0.5 points per Organisation/Agency for advisorship or consultancy E.g. If advisor for MSAC for 2 sub-committees of same organisation or agency (count 0.5 only) Examples include: ▪ Consultant to NSW Health Department on Cardiac Services ▪ Medical Advisor to WHO Standing Committee on Malaria ▪ Consultancies to subcommittees of Commonwealth Projects ▪ Consultant to Defence Force ▪ Specific Consultancies to QH or other Jurisdictions (review, report, study) ▪ Consultancies to medical/pharmaceutical organisations ▪ Consultancies to medical indemnity providers ▪ Consultancies to medical assessment tribunal ▪ Chair/member Health Promotion Committee ▪ Advisor to compensation board e.g. QCOMP ▪ Advisor to Health Quality and Complaints Commissioner (HQCC) ▪ Advisor to Pharmaceutical Benefits Advisory Committee Note: NHS terminology-Lead Clinician = Medical Advisor

4.6	Chair or member of a Medical Advisory Committee of: • a significant State or National or International Health Organisation • Commonwealth/State Government departments or agencies • Hospital Medical Advisory Committee E.g. Cancer Fund, Pharmaceutical Benefits Advisory Committee, Medical Advisory Committee **0.5 points per committee Note:** **Maximum score = 3 pts** **Commitment weighting: if continuous or cumulative commitment to committee is:** • **5 years to 9 years = points x 1.5** • **10 years or greater = points x 2**	0.5	Examples include: ▪ Chair/Member Commonwealth Medical Services Advisory Committee ▪ Research Foundations ▪ Cancer Fund ▪ National Heart Foundation ▪ Asthma Foundation ▪ Diabetes Australia ▪ Cystic Fibrosis Queensland

Category 3: Outstanding contribution to clinical/professional research and education relevant to the business of the health service

5.	**Principle: Exceptional/innovative research in health** Significant personal contribution to research in health through:	**Grading range**	**General:** ▪ Unless otherwise specified, all criteria under this principle require at least a **1 year commitment** Note: 1. Total points to be counted towards Principle 5 = 15 points 2. Criteria 5.3 and 5.4– research achievements are exclusive of each other
5.1	Supervision of 6 or more successful medically related research masters candidates	1	Must be 6 or more successfully completed
5.2	Supervision of 3 or more successful medically related research doctorate candidates	2	Must be 3 or more successfully completed
5.3	Receipt of quality grants; Examples: $20,000 Safe Medication Project = 0.5 pt $250,000 Fatigue Mgmt System Grant = 1 pt **Note: Maximum Score = 2**	(0.5– 1)	Quality grants pertain to: ▪ Safety or quality improvement ▪ Staff management/improvements ▪ Grants $50,000 or more = 1 pt Ensure: ▪ Exclusive of 5.4 ▪ Include grant details and value

5.4	Recipient of a peer reviewed, medically related, funding grant of: i. $50,000 to $299,999 ii. $300,000 to 999,999 iii. $1,000,000 or more Examples of funding sources may include: NHMRC, Smart State Research Grant, Cancer Fund or Heart Foundation or similar. **Note: Maximum score = 6**	i. 1 ii. 2 iii. 3	Ensure: ▪ Exclusive of 5.3 ▪ Must be peer reviewed ▪ Medically related ▪ Nominate specific funding and source in detail column Do not include: ▪ Clinical services funds
5.5	Investigator in multi-centre trials and/or studies (clinical, health system or epidemiological) i. 1 to 5 Trials ii. greater than 5 Trials	(0.5– 1) i. 0.5 ii. 1	Ensure: ▪ Must be multi-centre trials/studies ▪ Nominate number of trials and brief name
5.6	Principal investigator on Phase I, II or III national or international medically related research trials. i. 1 to 5 Trials ii. greater than 5 Trials	(1 – 2) i. 1 ii. 2	Ensure: ▪ Must be Phase I, II, or III trials ▪ Nominate number of trials and brief name ▪ Principal Investigator at site or overall trial eligible
5.7	Participation in Governance of medically related research: ▪ Membership of duly constituted Research Granting Body Committee (e.g. Grant Review or Interview committees) ▪ Reviewer of Medically Related Research Grants **Note: Maximum score = 2 points**	(1)	Ensure: Details included ▪ Position title ▪ Duration and frequency in role
5.8	Leadership of an International Trial Group (1 point) **Note: Maximum score = 1 point**	1	Ensure: Details included ▪ Position title ▪ Duration and frequency in role
Total Points to be counted towards Principle 5 = maximum of 15 points			

Category 3: Outstanding contribution to clinical/professional research and education relevant to the business of the health service

6.	**Principle: Exceptional/innovative contributions in publications (journals or textbooks) to health research, training or education**	**Grading range**	
6.1	Peer reviewed publications in medically related journals i. 1 to 5 ii. 6 to 20 iii. 20-50 iv. 50-100 v. Greater than 100	 i. 1 ii. 2 iii. 4 iv. 6 v. 8	Note: ▪ published or explicitly accepted for publication medically related journals ▪ Include list of publications (i.e. name, journal, date) ▪ Save time: Cut and paste list into application from CV Examples to include for peer reviewed journals: ▪ medically related journals ▪ periodicals ▪ clearly medical publications ▪ book reviews Do not count: ▪ guidelines ▪ protocols ▪ newsletters ▪ quiz books ▪ letters to the editor ▪ "in press" unless accepted explicitly for publication ▪ abstracts

6.2	Having been a principal author of chapters published medical textbook/s i. 1 to 2 textbooks ii. 4 to 5 textbooks iii. Greater than 5 textbooks	i. 2 ii. 4 iii. 6	Note: ▪ Include list of textbooks (i.e. name, textbook, publisher, date) ▪ Same chapter subject in sequential addition of 1 textbook, counts as one textbook in total ▪ More than 1 chapter in same textbook, counts as 1 textbook in total ▪ Editor – textbook with multiple authorship equivalent to one textbook ▪ Save time: Cut and paste list into application from CV Do not count: ▪ "in press" unless accepted explicitly for publication ▪ Departmental Guidelines or Protocols ▪ Flyers ▪ Supplements

Category 3: Outstanding contribution to clinical/professional research and education relevant to the business of the health service

Principle: Exceptional lecturer/teacher within a hospital/specialty and/or exceptional contribution to clinical training/education			
7.	**Demonstrated, significant and ongoing commitment to medically related teaching**	**Grading range**	**General:** ▪ Unless otherwise specified, all criteria under this principle require at least a **1 year commitment**
7.1	**7.1 Tertiary training institution -** provision of university level teaching activities for 1 year or greater. Examples include: • clinical tutoring activities • lecturing • formal tutorials **Note: Maximum score = 0.5 points**	0.5	Examples Include: - lectures or tutorials for medical students - weekly RMO tutorials - Tertiary training institution e.g. University, Tertiary Hospital - Clinical coaching
7.2	**Pre-vocational training** – provision of tutorials/lectures or training programs to pre-vocational trainees on a regular and sustained basis for 1 year or greater. Grading range = 0.5 points **Note: Maximum score = 0.5 points**	0.5	Definition: Pre-vocational training for: ▪ interns, junior or senior house officers
7.3	**Medical colleges -** provision of college training activities: • college tutorials/lectures within an institution • training programs for fellows and trainees • supervision of trainees • candidate examination training Note: Scores are allocated on years of sustained commitment as follows. **Nominate years of commitment and provide a brief description of activities undertaken in the details column**	(1 – 2)	Ensure: ▪ No duplication between college and hospital achievements for 7.1 and 7.2 Examples include: ▪ Regular tutorials e.g. emergency intubation ▪ Principal organiser for a series of lectures or training program ▪ Training programs for fellows and trainees ▪ College Training Supervisor for specialist trainees ▪ Group tutorials for college exam candidates ▪ Informal bedside tutorial sessions ▪ Journal Clubs ▪ Provision of Continuing Education Program (CME), Maintenance of

	i. 2 to 4 years commitment = 1 ii. 5 to 9 years commitment = 1.5 iii. 10 years or greater commitment = 2 **Note: Maximum score = 2**	i. 1 ii. 1.5 iii. 2	Professional Standards (MOPS) or other Professional Development education ▪ Regular speaker at college lecture series ▪ Preceptor for trainees ▪ Provision of exam practice sessions
7.4	**Conference/workshops**: At a state, national or international conference on at least 2 occasions during span of career. Points Allocation: **Oral or poster presentations** a.State (min. 30 delegates) = 0.25 points b.National/Australasian = 0.5 points c.International = 1 points **Invited plenary speaker/facilitator of a workshop** i. State (min. 30 delegates) = 0.5 points ii. National/Australasian = 0.75 points iii. International = 1.25 points **Chair or convenor of scientific meeting or conference** i. State (min. 30 delegates) = 0.5 points ii. National/Australasian = 1 points iii. International = 2 points **Note: Minimum score = 1** **Maximum score = 6**	(1 - 6)	Ensure: ▪ List of presentations include - name, conference, venue, date (estimate if necessary) ▪ Save time: Cut and paste list into application from CV National – international rules ▪ Australasian organisation conference held in Australia or Australasian = National ▪ Australasian organisation conference held elsewhere of Australasia = International ▪ International organisation conference held in Australia = International ▪ New Zealand = National/Australasian (refer to previous Conference leave approval policy. NZ considered national and not requiring Ministerial approval) ▪ Asia/Pacific = International Examples include: ▪ Medical college meetings ▪ National or international health organisations ▪ Panel member at conferences ▪ Allocate points per posters/presentation – multiple points apply for presentations with different content at same conference Do Not Include: ▪ Lecturer or Presenter for EMST, APLS, ACLS, ATLS, CHRISP, ASSET, PBL or other similar courses ▪ Local conferences or workshops ▪ Hospital symposia

7.5	**Key note addresses:** **Leading plenary paper, presented by yourself, as subject matter expert with national or international reputation.** At a national or international medical conference at the invitation of the organizing body a. National/Australasian (min 50 delegates) = 1 points b. International = 2 points **Invited speaker – allocate to 7.3** **Note: Keynote address/oration on at least 2 occasions during span of career** **Minimum score = 2** **Maximum score = 6**	(2 - 6)	Ensure: ▪ List of keynote addresses include - name, conference, venue, date (estimate if necessary) ▪ Save time: Cut and paste list into application from CV National – international rules ▪ Australasian organisation conference held in Australia or Australasian = National ▪ Australasian organisation conference held elsewhere = International ▪ International organisation conference held in Australia = International ▪ New Zealand = National/Australasian (refer to previous Conference leave approval policy. NZ considered national and not requiring Ministerial approval) ▪ Asia/Pacific = International Do not include: ▪ Speaker at college training program course ▪ Local conferences or workshops
7.6	**International medical graduate training:** provision of IMG training for 1 year or greater, including preparation for AMC or fellowship examinations. Grading range = 0.5 points **Note: Maximum score = 0.5 points**	0.5	Ensure: ▪ Include brief details and dates ▪ Provision of training for greater than 1 year Examples include: ▪ Preparation for AMC or fellowship examinations ▪ Participation in Qld wide videoconference AMC lecture series ▪ Participation in ongoing training of IMGs ▪ College supervision of IMG trainees ▪ Peer review supervisor

7.7	**Development of a new published curriculum or a recognised training program (at course or program level).** Implementation at: i. Facility = 0.5 pts ii. Multiple facilities (Districts) or statewide = 0.75 pts iii. National = 1pt **Note: Maximum score = 2**	i. 0.5 ii. 1.75 iii. 1	Examples include: (but not limited to) ▪ Develop curriculum for medical students, pre-vocational trainees, college trainees or other health professionals ▪ Develop procedural skills training programs Details required: ▪ Contribution to intellectual property ▪ Impact factor/distribution
7.8	**Provision of lectures or presentations at recognised vocational training courses or workshops on a regular and sustained basis:** Examples include: EMST, APLS, ACLS, ATLS, CCrISP, ASSET, CRuSE, PBL, PHTLS, Emergo Training or similar courses Note: Course or training event must occupy more than 1 day duration. i. 1 to 2 courses/workshops per year = 0.5 points ii. 3 to 5 courses/workshops per year= 1 points iii. 6 or more courses/workshops per year = 2 points **Commitment weighting: if continuous or cumulative commitment to course/workshop is:** • **5 years to 9 years = points x 1.5** • **10 years or greater = points x 2** **Note: Maximum score = 4**	i.0.5 ii. 1 iii. 2	Note: Course or training event must occupy more than 1 day duration. Examples include: (but not limited to) ▪ EMST, APLS, ACLS, ATLS, CCrISP, ASSET, CRuSE, PBL, PHTLS, Emergo Training or similar courses Details required: ▪ Name of course/training event ▪ Participation level (period of contribution)
7.9	**Provision of education and training to other health professionals or the community on a regular and sustained basis:** Examples include: in-service training for nursing or allied health professionals; lectures or presenter at local conferences/workshops		Examples include: (but not limited to) ▪ In-service training for health professionals (e.g. nursing, allied health, other medical officers) ▪ Lecturer or presenter local conferences, workshops, consumer organisations, Skills Development Centre ▪ Lecturer Family Medicine Programme

	i. 2 to 4 years commitment = 0.5 points ii. 5 to 9 years commitment = 1 point iii. 10 years or greater commitment = 2 points **Note: Maximum score = 2**	i. 0.5 ii. 1 iii. 2	Details required: ▪ Name of course/training event ▪ Participation level (period of contribution)

Category 3: Outstanding contribution to clinical/professional research and education relevant to the business of the health service

Principle: Exceptional lecturer/teacher within a hospital/specialty and/or exceptional contribution to clinical training/education			
8.	**Demonstrated, significant and ongoing commitment to organisation and quality assurance of medically related training activities:**	**Grading range**	**General:** Unless otherwise specified, all criteria under this principle require at least a 1 year commitment
8.1	Membership of medical college, AMC or postgraduate medical council accreditation or standards teams i. Chair = 1 point ii. Member = 0.5 points **Weighing:** **Total occasions participated are greater than 10 = score x 2 weighting** **Note: Maximum score = 2**	(0.5- 1)	Examples include: • College assessors or interviewer for overseas specialist/trainees for more than 3 occasions • IMG/OTD – Area of need assessment > 2 • PMCQ accreditation team • College accreditation team • Selection panel for specialty (area/state level only) Ensure: To include dates and membership status in details column
8.2	**Membership of a quality or standards committee relating to training or education.** Examples include: Post Graduate Medical Council, College Standards Committee for Continued Education ▪ Chair = 1 ▪ Membership = 0.5 **Note 1: Maximum score = 3** **Commitment weighting: if continuous or cumulative commitment to committee is:** • **5 years to 9 years = points x 1.5** • **10 years or greater = points x 2**	(0.5- 1)	Examples include: ▪ Medical College Standards Committee for Continued Education ▪ Post Graduate Medical Council Committee (do not duplicate with above) Do not include: ▪ Health department committees – allocated these to 8.3

8.3	Membership of university committee/s Examples include: curriculum committees, examination committees and school committees **Note: Maximum score = 1**	0.5	Examples include: ▪ Medical Library Committee ▪ UQ MBBS Interview/Admissions Committee ▪ Faculty Board ▪ Examination or Curriculum Committee
8.4	Co-ordination of a recognised training program for 2 years or more i. Hospital/Facility/District = 1 ii. State = 1.5 iii. National = 2 **Note: Maximum score = 4 points** **Commitment weighting: if continuous or cumulative commitment to committee is:** • **5 years to 9 years = points x 1.5** • **10 years or greater = points x 2**	(1 – 2) i. 1 ii. 1.5 iii. 2	Examples include: ▪ Coordinate Advance Surgical Training in South East Region
8.5	Chief examiner or chair of a panel of national examiners or board of censors/education for specialist college	4	Examples include: ▪ Censor in Chief – RACS ▪ Chair Court of Examiners - ACEM
8.6	Membership of a panel of national examiners or board of censors/education for a specialist medical college for 2 years or greater	1	Ensure: ▪ Membership is 2 years or greater ▪ List dates of commitment
8.7	AMC examiner for 2 years or greater	0.5	Ensure: ▪ Membership is 2 years or greater ▪ List dates of commitment
8.8	Surveyor for a ACHS, NATA or similar accreditation entity for 2 years or greater **1 point per entity** **Note: Maximum score = 3 point** **Commitment weighting: if continuous or cumulative commitment to committee is:** • **5 years to 9 years = points x 1.5** • **10 years or greater = points x 2**	(0.5- 1)	Ensure: ▪ Membership is 2 years or greater ▪ List dates of commitment Examples: • ACHS • NATO • ISO

Category 4: Other exceptional achievements in health

9.	**Principle: Other exceptional achievements in health** The panel may consider other exceptional achievements of benefit to the health system and/or medical profession at their discretion. Note: • Demonstrated achievements allocated points elsewhere in this application must not be counted again in this principle • List all details of the exceptional achievement (including dates) • Don't limit yourself to the examples given below

Examples include:

Distinguished service honours and formal recognition of outstanding service or professional excellence

- Centenary Award
- Community Service – Health Related (International)
- District Service Award
- Life Membership – Surf Lifesaving
- Queensland Health Medallions/Certificates for Distinguished Service or Australian Day Awards
- Humanitarian Overseas Service Medal
- Defence Force Service Medal
- Public Service Medal
- International/National College: Research / Teaching Excellence / Administration Award etc
- AMA Medal or other awards for Distinguished Service / Outstanding Achievement
- Queenslander of the Year
- Order of St John
- OAM – Medal of the Order of Australia (for services to medicine or the health system)
- AM – Member in the Order of Australia (for services to medicine or the health system)
- AO – Officer in the Order of Australia (for services to medicine or the health system)
- AC - Companion in the Order of Australia (for services to medicine or the health system)
- Australian of the Year
- Clinical Excellence Award

Other exceptional innovative achievements – recognition by Queensland Health, jurisdiction, medical colleges, AMA etc

- Research – Recognition of achievements (Including Society Research Award)
- Patents
- Extensive involvement of world class major clinical services
- Major broad recognisable and influential initiatives/achievements in medicine/health care system

Other medically relevant achievements

- Chief Medical Officer special events: major sporting events, COAG, Papal visit etc
- Investigator of the year

Do not include:

- Member of organising committee for conference, scientific meeting
- Academic prizes in undergraduate or postgraduate training