

Student in Medicine

Health Employment Directive No. 05/23

The Student in Medicine role is undertaken by eligible medical students, who work as part of a multidisciplinary team within a Queensland Hospital and Health Service.

The Student in Medicine employment framework was initially established through a Health Employment Directive in 2021 to assist with Queensland's COVID-19 response. Under the first Student in Medicine Health Employment Directive, the role was solely supporting the COVID-19 vaccination roll out but was later expanded to incorporate other pandemic response functions, including contact tracing, COVID-19 testing, Hospital in the Home, hotel quarantine and clinician support services.

Upon the cessation of the declared public health emergency for COVID-19 in Queensland, a new, enduring Health Employment Directive was established to facilitate the ongoing employment of Students in Medicine across Queensland Hospital and Health Services.

The current HED (No. 05/23) reflects the transition of the Student in Medicine role from a pandemic response model to a workforce enhancement model, presenting an opportunity to supplement and thus maximise the use of the clinical workforces.

A Student in Medicine will work under the personal supervision of a health professional, or other officer as designated by the clinical lead team.

Please read on to view frequently asked questions about the Student in Medicine role. If you require further information, or have a question that is not addressed, please contact the Medical Advisory and Prevocational Accreditation Unit at: MAPAU@health.qld.gov.au

Frequently asked questions

Who is eligible to work as a Student in Medicine?

To be eligible to work as a Student in Medicine, medical students must be in their penultimate or final year of study in a postgraduate medical program (e.g. 3rd or 4th year at University of Queensland or Griffith University; 4th or 5th year at Bond University) or in their third last, penultimate or final year of studies in an undergraduate medical program (e.g. 4th, 5th or 6th year at James Cook University).

Is it mandatory to work as a Student in Medicine?

It is not a mandatory requirement for medical students to apply to work as a Student in Medicine. The decision to apply is at the discretion of each student and dependent on their individual circumstances. However, students considering applying should speak to their medical school for advice on appropriate hours of work to ensure medical program expectations are not compromised.

What will my role as a Student in Medicine involve?

A Student in Medicine will perform clinician support service activities (in physical, virtual and Hospital in the Home clinical areas).

Specific duties for Students in Medicine are prescribed within the Health Employment Directive (No. 05/23) and include:

- general ward duties including scribe services (preparation, transcription, and assembly of medical record documentation) for review by the treating clinician
- assistance with patient streaming to optimise patient flow
- surgical assistance under the direction and supervision of the medical specialist for routine, non-complex surgical procedures (surgical assistance provided by a Student in Medicine is subject to all necessary patient consents obtained prior to the procedure)
- clerical duties to improve productivity and support clinical service

Penultimate and final year medical students may perform additional duties (in accordance with their level of education and competence and for the delivery of care in routine circumstances only), including:

- Undertake clinical patient care as assigned by the supervising medical officer, including:
 - patient monitoring and observations,
 - assessment of vital signs,
 - escalation of patients as required and according to protocol
 - perform electrocardiograms (ECG)

Final year medical students may perform further additional duties (in accordance with their level of education and competence and for the delivery of care in routine circumstances only), including:

- Perform routine medical services, under appropriate supervision, and following assessment of competency (according to local policy, or through recognition of prior learning through medical school curriculum)
 - perform phlebotomy to obtain blood specimens for testing
 - insertion of peripheral intravenous catheter (PIVC)
 - insertion of indwelling catheters

All tasks undertaken by a Student in Medicine will be under appropriate supervision.

Can I work as a Student in Medicine across multiple Hospital and Health Services?

The Student in Medicine role does not substitute medical students' clinical placement or other academic responsibilities. The prioritisation of medical school responsibilities for students undertaking a Student in Medicine role is reiterated within the Health Employment Directive under which they are employed.

As such, a Student in Medicine should be engaged to work within a **single** Hospital and Health Service to enable careful monitoring of employees to ensure the Student in Medicine work is performed outside of a student's academic commitments and fatigue risks are identified and appropriately managed.

I am an international student on a temporary visa studying medicine at a Queensland medical school – am I eligible to work as a Student in Medicine?

International students studying medicine in an Australian Medical Council approved primary medical program may submit an Expression of Interest (EOI) for a Student in Medicine position. If appointed, their hours of work must not exceed their visa provisions for paid employment.

In 2022, The Australian Government Department of Home Affairs temporarily removed the student visa work restrictions to allow primary and secondary student visa holders to work over their normal limit of 40 hours per fortnight to address workforce shortages.

From 1 July 2023, work hour restrictions for student visa holders were re-introduced and capped at the increased rate of 48 hours per fortnight.

Individuals on a student visa may be in breach of their visa conditions if they fail to maintain their course enrolment, ensure satisfactory course attendance, or satisfactory course progress.

Further information can be found on the [Department of Home Affairs website](#).

What is the pay rate and employment conditions for a Student in Medicine?

Students in Medicine will be remunerated at a base rate equivalent to 80% of an Intern Level 1 as outlined in the Medical Officers (Queensland Health) Certified Agreement (No 6) 2022 ("MOCA6").

Except for the above clause, the Student in Medicine will be entitled to the same entitlements as an intern in the Medical Officers (Queensland Health) Award - State 2015 and MOCA6.

For the sake of clarity, all Human Resource policies that currently apply to employees covered by the Medical Officers (Queensland Health) Award - State 2015 will also apply to the Student in Medicine.

Students in Medicine will be employed on a casual arrangement only.

I am currently working as a Student in Medicine, do I need to apply again?

It is not necessary to submit an Expression of Interest if you are already working as a Student in Medicine.

Students in Medicine who were employed before the release of the current Health Employment Directive should discuss the revision to the Health Employment Directive with

their employer and agree to continue in their role in accordance with the revised approved practice duties.

I have previously submitted an Expression of Interest for a Student in Medicine role, do I need to apply again?

Previous Health Employment Directives (HEDs) for Student's in Medicine linked to the COVID-19 declared public health emergency have been repealed including:

- HED No. 04/21: Employment framework – Students in Medicine (Queensland Government Controlled COVID-19 Vaccination Services)
- HED No. 08/21: Employment framework – Student in Medicine (Queensland Government Controlled COVID-10 Vaccination, Tracing and Testing Services)
- HED No. 01/22: Employment framework – Student in Medicine (Queensland Government Controlled COVID-10 Vaccination, Contract Tracing, COVID-19 Testing, Hospital in the Home, Hotel Quarantine or Clinician Support Services)

Also now repealed is the first Health Employment Directive (HED No. 05/22) reflecting the transition of the employment framework from a pandemic response model to a workforce enhancement model, with substantial changes to the duties outlined within the employment framework.

Any medical student (not currently employed as a Student in Medicine) who previously expressed their interest in a Student in Medicine role under HED No. 04/21, No. 08/21, No. 01/22, or No. 05/22 should submit a new Expression of Interest form if they wish to continue to be considered for employment under the revised employment framework.

Where will I work and when can I expect to commence?

Students in Medicine will work within a Queensland Hospital and Health Service providing clerical and other support to clinical teams.

Your team within a Hospital and Health Service will comprise of a broad range of professionals at varying stages of their careers. These integrated teams deliver a high-quality service in an agile environment that is responsive to emerging situations.

Students in Medicine can expect to work with junior and senior medical practitioners, nursing, and allied health professionals, administrative, security and operational staff.

Students should nominate a preferred Hospital and Health Service on their Expression of Interest form based on their place of residence and location of study.

Information about Hospital and Health Services can be found at:

<https://www.health.qld.gov.au/system-governance/health-system/hhs/about>

Representatives from Hospital and Health Services coordinate the assessment of Expressions of Interest for which their service was nominated and will be responsible for employment decisions, and any subsequent training, onboarding, and work area allocation for suitable individuals.

A date of commencement may be negotiated with your employing Hospital and Health Service once an employment offer has been made.

Will I need to be available on weekends?

Students in Medicine will be employed on a casual basis and may be required to work weekends and after hours, subject to availability and negotiation with the Hospital and Health Service.

Queensland Health recognises that weekend work may be preferable for Students in Medicine to limit disruption to medical program commitments.

How many hours can I work?

Hours of operation will vary across service locations and will be according to local need.

Your hours of work are negotiable, however students must ensure that their time is managed in order to avoid fatigue, maintain medical program expectations and attend to all other responsibilities, including visa responsibilities for overseas students.

University medical programs expect attendance of all clinical timetabled sessions. Some rotations have more flexibility than others for casual employment.

Your role as a Student in Medicine is valued, however your primary commitment is to your medical degree.

Medical students undertaking a Student in Medicine role are encouraged to speak with their medical school for advice on appropriate hours of work, to ensure medical program expectations are not compromised

As a Queensland Health employee, you will be entitled to access the Employee Assistance Service (EAS) to support your health and wellbeing, or you may also access established support via your university if you are more comfortable.

EAS Provider details for each hospital and health service are available on the [Queensland Health intranet](#).

Is there specific training or orientation requirements for the Student in Medicine role?

Students in Medicine will be required to undertake mandatory training requirements to comply with local policy requirements, which may be specific to the employment site.

Your employing Hospital and Health Service will facilitate access to this training and will conduct local orientation to the health service along with your specific work area.

Within 14 days of commencement all Students in Medicine must complete the following training modules:

- Work health and safety
- Occupational violence prevention fundamentals
- Code of Conduct

What professional indemnity arrangements are in place for Students in Medicine?

As employees (public officers) of Queensland Health, the [Queensland Government Indemnity Guideline](#) applies to Students in Medicine.

What elements of my role can I perform autonomously?

Students in Medicine undertake all duties under appropriate supervision.

A designated supervisor will be identified for each shift worked. If you are unsure of your supervisor, or one has not been designated for your shift, liaise with the Team Leader before commencing your shift.

Can my employment as a Student in Medicine be utilised as credit for clinical placement hours?

No. The role undertaken through your employment as a Student in Medicine is distinct from the university curriculum; there is no relationship to or credit towards clinical placement hours for your university program.

It is expected that academic clinical placement requirements are prioritised ahead of work as a Student in Medicine by both medical students and their employing Hospital and Health Service.

Are there opportunities to work as a Student in Medicine outside of Queensland Health?

No.

Students in Medicine may not be engaged in a manner contrary to the Health Employment Directive (No. 05/23) without the approval of the Director-General, Queensland Health.

The Health Employment Directive identifies that Students in Medicine must be engaged to work exclusively within the public health sector in Hospital and Health Service and articulates the prescribed duties within these services.

Am I required to receive the COVID-19 vaccine to be eligible to work as a Student in Medicine?

The repeal of COVID-19 mandatory vaccination for Queensland Health employees was effective as of 25 September 2023, followed by a four-week implementation phase which ceased on 20 October 2023.

The repeal of the COVID-19 vaccine mandate applies to all Queensland Health, Queensland Ambulance Service and Hospital and Health Service employees (permanent, temporary, and casual) and all organisations and individuals acting as its agents (including Visiting Medical Officers and other partners, contractors, consultants, students, and volunteers).

Queensland Health employees are recommended to follow the [ATAGI COVID-19 advice](#) regarding COVID-19 boosters.

If you are unwell, it's important that you stay home. Health workers who test positive for COVID-19 should not attend work for five days after the onset of symptoms or a positive test and only return to work when they are well.

Other Mandatory Vaccination requirements for health service employees still apply and are outlined on the Queensland Government website [Mandatory vaccines | Careers \(health.qld.gov.au\)](https://www.health.qld.gov.au/mandatory-vaccines-careers)