

# Pre-Fellow Positions Guide

## Overview

The Queensland Rural Generalist Pathway provides advice and support to medical officers as they progress their rural generalist medicine career. The team recognises that employment positions available to QRGF trainees prior to Fellowship are varied according to local medical workforce needs.

This document outlines the components of employment which may differ between Principal House Officer (PHO) and Senior Medical Officer (Provisional Fellow) (SMOPF) positions including:

## Credentialing / Scope of Clinical Practice (SoCP)

Generally, PHOs are not granted SoCP; they practise under the SoCP of their supervisor. SMOPFs are granted SoCP in accordance with the credentialing governance processes of the employing Hospital and Health Service (HHS).

## Supervision

PHOs practise under the supervision of their credentialed Senior Medical Officer supervisor. SMOPFs are credentialed for independent practise in their AST discipline and are supervised for their general practice duties. It is recognised that support and supervision will still be provided to SMOPFs in their AST discipline, particularly for the first few months following appointment. Some credentialing committees may specify a period of supervision be undertaken.

Please review the [Hospital and Health Service Credentialing Guide](#) for specific supervision information.

## Advanced Skills

PHOs must have an appropriately credentialed Senior Medical Officer supervisor with the same advanced skill to practise within their advanced skill discipline. The supervisor needs to be available to assist if required but may not be onsite. Trainees are not required to have an advanced skill to be appointed to a PHO role.

SMOPFs are credentialed to practise in their advanced skill as per their SoCP.

## Rostering

Rosters should provide for PHOs to have access to an appropriately credentialed Senior Medical Officer. Trainees should discuss rostering and supervision arrangements with their employing HHS.

SMOPFs are rostered independently in accordance with their SoCP and may provide supervision for junior medical officers.

## Salary

Salary levels for PHOs range from PHO Level 4 - 7 (PHO1 to PHO4) and SMOPFs from Level 13 - 14 (C1-1 to C1-2). View the [Medical Officers' \(Queensland Health\) Certified Agreement \(No.5\) 2018](#) for wage rates.

### Allowances

PHOs can access:

- Professional Development Leave of 1.6 weeks/year plus 0.6 weeks/year for rural and remote locations
- Professional Development Allowance of \$2,255/year
- Vocational Training Subsidy of \$3762/year
- Inaccessibility Allowance (if applicable)

SMOPFs can access:

- Professional Development Leave of 3.6 weeks/year
- Professional Development Allowance of \$20,000/year
- Motor Vehicle Allowance of \$21,000/year
- Inaccessibility Allowance (if applicable)

### Related documents

[Rural Generalist Trainee Medical Officer Positions Guide](#)

[Hospital and Health Service Credentialing Guide](#)

[Grants and Subsidies Guide](#)

[Advice Regarding Employment in Unsupervised Positions](#)

[Medical Officers' \(Queensland Health\) Certified Agreement \(No.5\) 2018](#)

### Support

QRGP Trainees are encouraged to liaise with their local medical workforce department regarding specific role requirements and employment conditions. For additional support, please contact your Rural Generalist Training Advisor or the QRGP team on 1800 680 291 or [rural\\_generalist@health.qld.gov.au](mailto:rural_generalist@health.qld.gov.au).