



**Work *with* Us**

**Team Darling Downs Health**  
*Rural*

**Darling Downs** Health



**Queensland**  
Government

# Darling Downs Health

For more information contact:

Recruitment and Attraction

Workforce Division

PO Box 405, Toowoomba QLD 4350

e: [Recruitment\\_Toowoomba@health.qld.gov.au](mailto:Recruitment_Toowoomba@health.qld.gov.au)

Office hours: 8.30am to 4.30pm, Monday to Friday

5550.v2.05 | 10/2024

Published by the State of Queensland (Queensland Health), August 2022.



This document is licensed under a Creative Commons Attribution 3.0 Australia licence.

To view a copy of this licence, visit [creativecommons.org/licenses/by/3.0/au](https://creativecommons.org/licenses/by/3.0/au)

© State of Queensland (Queensland Health) 2022

You are free to copy, communicate and adapt the work, as long as you attribute the State of Queensland (Queensland Health).

Front cover photograph - Stargazing over Lake Broadwater, near Dalby, courtesy of Tourism and Events Queensland.



## Acknowledgement of Traditional Owners

*Darling Downs Health acknowledges the Australian Aboriginal and Torres Strait Islander peoples of this nation. We acknowledge the traditional custodians of the lands on which our organisation is located and where we conduct our business. We pay our respects to ancestors and Elders, past and present. Darling Downs Health is committed to honouring Australian Aboriginal and Torres Strait Islander peoples' unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to society.*



## Strength in Diversity

*Darling Downs Health is committed to providing a diverse, safe and inclusive workplace for our people and the community. We are not all the same and that is our greatest strength.*



# Contents

What is Darling Downs Health? .....	4–5
Meet our Board and Chief Executive .....	6–7
Rural hospital locations .....	8–9
Exciting community events .....	10–11
Meet our Executive team .....	12–13
Why midwife Maddie loves the Western Downs .....	14
Meet Goondiwindi's rural midwifery educator .....	15
Meet Zoe from Warwick Hospital .....	16
Staff innovation encouraged with great success! .....	17
Staff Wellness Program .....	17
Join Team Darling Downs Health .....	18
Our recruitment process .....	20





# Welcome

## to Darling Downs Health

*‘Caring for our communities – Healthier Together’*

Darling Downs Health provides exceptional patient centred care to 300,000 people in public hospitals across 30 facilities. We have a large geographical imprint of a 90,000 square kilometre radius with a large regional referral hospital, an extended inpatient mental health service, 3 medium sized regional hub hospitals, 11 rural hospitals, 4 multipurpose health services, a primary health care clinic, a community care unit, 2 general practices and 6 residential aged care facilities.

Our vision, *‘Caring for our communities – Healthier Together’* provides the framework for what we want to achieve and the choices we make in improving our community’s health and wellbeing.

Our values – *compassion, integrity, dignity, innovation and courage* – define how we provide care to meet the needs of our community which include health issues associated with ageing, obesity, chronic disease and low socioeconomic status.

Darling Downs Health has over 6,000 hardworking, innovative and compassionate staff employed in full-time, part-time and casual positions. We are one of the largest employers in the region!

At Darling Downs Health innovative ideas are strongly encouraged, career progression is supported by managers, annually hard-working employees are recognised, health and wellbeing is a focus and our staff thrive in a strong, value-based culture throughout our facilities.

*Are you ready to  
explore your career  
opportunities with  
Darling Downs Health?*

*Continue reading to meet our  
Board Chair, Executives, staff profiles  
and more reasons to join*

**#TEAMDARLINGDOWNS**





**Over  
210,000**

emergency  
department  
presentations



**Almost  
3,000**

babies born



**Over  
15,000**

women having  
breastscreens



**Over  
410,000**

outpatient  
occasions of  
service

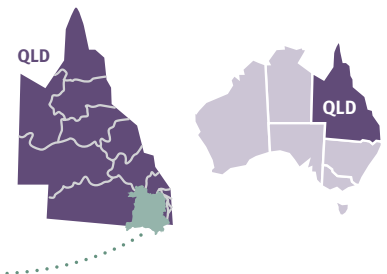


#### Clusters

- Toowoomba
- Western
- South Burnett
- Southern

#### Facilities

- Hospital
- Residential Aged Care facility
- Multi-purpose Health Service
- Queensland Health General Practice
- Mental health facility
- Community Care Unit
- Primary Health Care Clinic



## OUR VALUES



### Compassion

We engage with others and demonstrate empathy, care, kindness, support and understanding



### Integrity

We are open, honest, approachable, equitable and consistent in everything we do



### Dignity

We treat others with respect, display reasonableness and take pride in what we do



### Innovation

We embrace change and strive to know more, learn more and do better



### Courage

We respectfully question for clarity and have the strength and confidence to Speak Up

# Meet

## Our Board and Chief Executive



**Dr Dennis Campbell**  
*Toowoomba (Chair)*



**Dr Ross Hetherington**  
*Southern Downs*



**Ms Trish Leddington-Hill**  
*Western Downs*



**Ms Marie Pietsch**  
*Southern Downs*



**Professor Julie Cotter**  
*Toowoomba*



**Professor Maree Toombs**  
*Toowoomba*



**Dr Stephen Harrop**  
*Southern Downs*



**Mr Terrence Kehoe**  
*Toowoomba*



**Ms Marilyn Strohfeldt**  
*South Burnett*





This recruitment magazine is a great opportunity to showcase our exceptional patient-centred care, our connection to community and the people we care for.

Our people are our greatest asset and we know the importance of supporting their health and wellness, so they can continue to provide the best possible care for our communities. We support the holistic health of our people – from what we fuel our bodies with, to making exercise a priority, to looking after our mental health and tracking our progress.

We are one of the best performing health services in the state and I am proud of the dignity, innovation, compassion, integrity, and courage of our people. We're humble, we don't always seek recognition, and we provide outstanding patient-centred care.

We are *#teamdarlingdownshealth*.

### **Annette Scott**

*Darling Downs Health Chief Executive*



# OUR RURAL HEALTH SERVICES

Darling Downs Health is divided into three rural clusters: **Southern, Western and South Burnett**. Each of these rural clusters offer a friendly, close-knit community and country charm away from the hustle and bustle of the city.

## Aged Care Facilities

Across the 3 clusters, we have 6 residential aged care facilities and 4 multipurpose facilities. This is the largest number of aged care facilities across all Hospital and Health Services.

## Southern Cluster

The Southern Cluster consists of hospitals in the towns of **Stanthorpe, Warwick, Millmerran, Inglewood, Goondiwindi and Texas**. This region boasts a vibrant rural lifestyle with plenty of things to see and do. These include tasting award-winning wines, hiking through the huge granite boulders at Girraween National Park and driving along the stunning, vibrant sunflower route in bloom three months of the year.

## Western Cluster

The Western Cluster has hospitals in the towns of **Oakey, Dalby, Tara, Jandowae, Chinchilla, Miles, Wandoan and Taroom**. An easy escape from the fast-paced life, this country region has rich pioneering history and friendly local characters. Join in the fun at the biggest watermelon festival, the world famous Opera event at Jimbour, watch camel races, visit the local museum or enjoy the peaceful freshwater rivers and creeks.

## South Burnett Cluster

Hospitals in the towns of **Kingaroy, Nanango, Murgon, Cherbourg and Wondai** make up the South Burnett Cluster. This region is known for its lively country atmosphere with beautiful natural wonders as its backdrop. Boasting two of Queensland's largest inland waterways, fishing, camping and water sports enthusiasts will be impressed. This region is perfectly situated on the edge of the Great Dividing Range providing an easy two-hour drive to Brisbane and 90 minutes to the Sunshine Coast.

### FUN FACT #1:

**Nanango is the fourth oldest town in Queensland** and was the first town to be established in the South Burnett region.

### FUN FACT #2:

**The South Burnett and Western Clusters are close to the Bunya Mountains National Park.** This subtropical green rainforest is home to the world's largest forest of Bunya Pines. This National Park boasts over 40kms of walking tracks ranging from 500m to 6kms.

### FUN FACT #3:

Despite being a town in the Sunshine State, in **the winter months Stanthorpe can experience the magic of snow.**

### FUN FACT #4:

**Jackie Howe, the legendary Australian sheep shearer was born near Warwick** and in 1892 set the world record for blade shearing 321 sheep in one day. His record has not been broken since.







### **FUN FACT #5:**

**Partnerships:** Southern Queensland Rural Health – A university Department of Rural Health; Rural Medical Pathway; and Queensland Rural Medical Education – Griffith University Clinical Training Centre.

### **FUN FACT #6:**

**Education:** Darling Downs has 19 private schools with 8 offering boarding options, plus one TAFE and University of Southern Queensland (USQ).

These rural towns provide open skies, vivid sunsets and a blanket of stars on clear nights. The rural hospitals in these towns provide staff with vast learning opportunities to grow your professional toolkit.

*Continue reading to see the exciting community events held in these rural towns!*



# EXCITING COMMUNITY EVENTS

## Summer

Take your family to one of Queensland's longest running events – **The Apple and Grape Harvest Festival in Stanthorpe**

Gather your friends for the **Chinchilla Melon Festival**



## Autumn

Join the crowds and listen to Aussie music legends at **Dalby's Big Skies Festival**

Learn about Australia's flying army history at the **Oakey museum**

Attend the **Adina Polocrosse World Cup in Warwick**

Attend the **South Burnett Food and Wine Festival**



## Winter

Embrace the cooler weather at Queensland's quirkiest festival; **Jumpers and Jazz**

Layer up in your winter warmers and head to the **Snowflakes Festival in Stanthorpe**

Enjoy multicultural food, art and entertainment at **Dalby's Delicious and DeLIGHTful Festival**

Attend **Tara's three-day Festival of Culture and Camel Races**

Push your fitness levels to the maximum at the **Hell of the West Triathlon in Goondiwindi**

**Opera at Jimbour** provides a weekend of unique opera and chamber music performances

## Spring

Stock up with fresh and locally grown produce from the **monthly local markets at Jandowae**

Stroll through the **largest rural markets in South-East Queensland** to purchase a variety of arts and crafts, new and used goods, plants, poultry and animals

Celebrate the lifestyle of living in the bush at the **Miles Back to the Bush festival**

Watch Australia's most famous rodeo, **Rose and Rodeo**, in **Warwick**

Enjoy the **Country Music Muster in Nanango** and settle in for the celebrations of this traditional style music festival





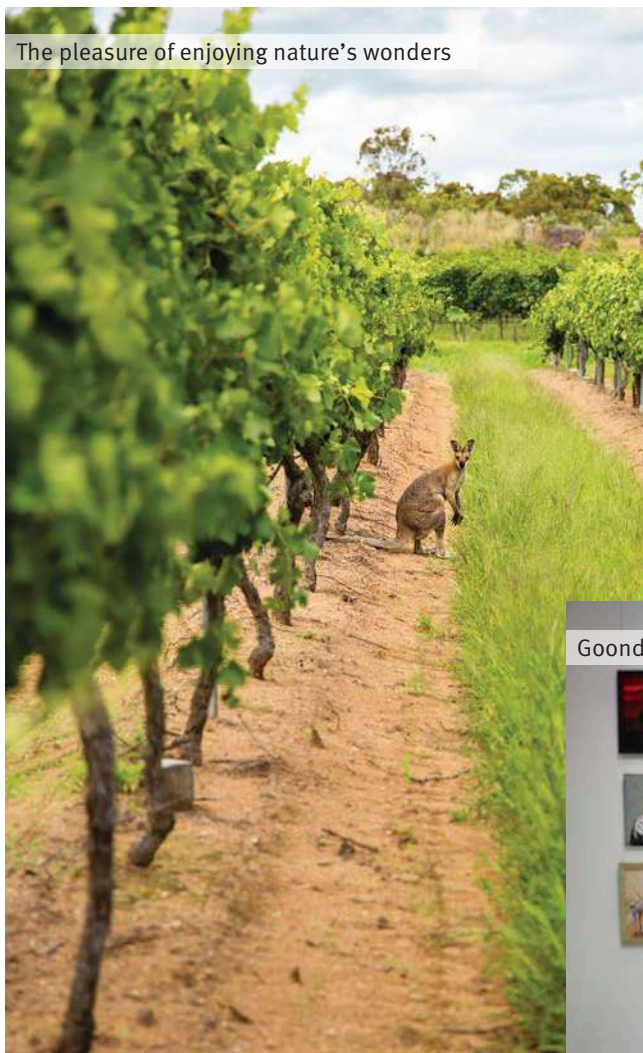
Opera at Jimbour



Many regional markets supply fresh produce



Capture a memory at local sunflower fields

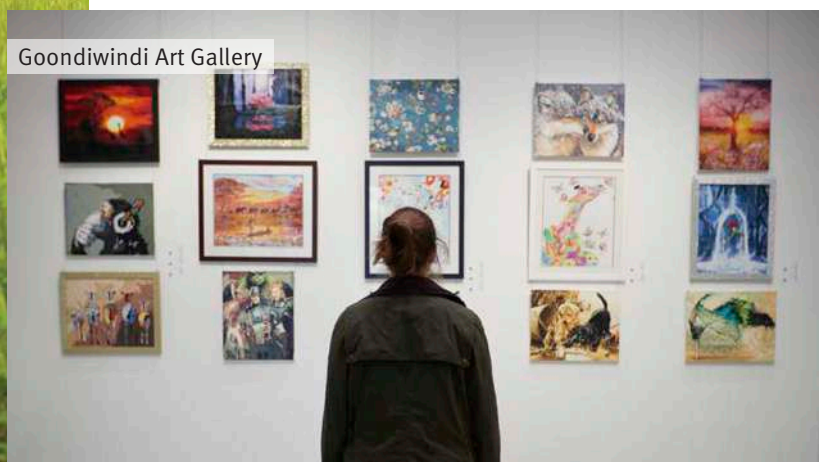


The pleasure of enjoying nature's wonders



Views for days at the Bunya Mountains

Goondiwindi Art Gallery







Greg Neilson



Dr Hwee Sin Chong



Dr Liam Flynn



Dr Christopher Cowling



Andrea Nagle

# Meet

## our Executive team

### Greg Neilson

#### Executive Director Mental Health

##### *In one sentence, describe your job:*

Overall accountability for the performance of Darling Downs Health Mental Health Alcohol and Other Drugs Services.

##### *Why did you choose a career in health?*

A career in health stemmed from my overall interest in people.

##### *What do you love about the Darling Downs region?*

This region offers the best of a universal city and country feel with genuine down to earth people who care about their communities.

### Dr Hwee Sin Chong

#### Executive Director Queensland Rural Medical Service

##### *In one sentence, describe your job:*

I am responsible for several medical specialty training pathways and provide advice to Queensland Health departments including medical industrial relations negotiations, in order to develop an appropriate medical workforce for the needs of rural and remote Queensland.

##### *Why did you choose a career in health?*

Healthcare is critical to everyone. It's a great privilege to help those around me while contributing to such a precious and necessary service.

##### *What do you love about the Darling Downs region?*

The people are so lovely, and our towns all have a unique charm, beauty and there are natural wonders to be found.

### Dr Liam Flynn

#### Executive Director Medical Services

##### *In one sentence, describe your job:*

My job is to be the professional lead for doctors in Darling Downs Health, including opportunities for service development, growing our medical workforce and providing support for doctors at all stages in their careers.

##### *Why did you choose a career in health?*

I chose a career in health as it is a great way to make a positive difference to both individuals and the community. Health is a broad field, and the capacity to contribute in many ways in many contexts means that there is always some way to help.

##### *What do you love about the Darling Downs region?*

I love the opportunities the Darling Downs provides, with the wide open spaces, ability to engage with nature and great facilities for families.

### Dr Christopher Cowling

#### Executive Director Rural

##### *In one sentence, describe your job:*

Supporting our wonderful Rural workforce to deliver high quality care closer to home.

##### *Why did you choose a career in health?*

I have always enjoyed the intersection of science and working with people. I was attracted to health because it allowed me to combine these two interests in a way that supports not only the health of the individual but the community, particularly rural and remote communities.

##### *What do you love about the Darling Downs region?*

The Darling Downs region has such diversity. Diversity of people, of environment, of geography and of opportunity. This combination creates a fantastic region in which to raise a family, and to enjoy living in a connected community with so many great cultural, sporting, agricultural and community events. The FarmFest Field Days and Toowoomba Carnival of Flowers are two of my favourites.

### Andrea Nagle

#### Executive Director Nursing & Midwifery Services

##### *In one sentence, describe your job:*

My role is the professional lead for nursing and midwifery for all of Darling Downs Health nurses and midwives. I also hold operational responsibility for our Public Health Unit and Community and Oral Health Service, including our Nurse Navigators.

##### *Why did you choose a career in health?*

I always knew my career would be in health, but I never imagined I'd be in the role I am now.

##### *What do you love about the Darling Downs region?*

I love how we have everything we need right here without the craziness of a big city. We have open spaces, and beautiful places to experience whenever you feel like exploring.

### Andrew Day

#### A/Executive Director Allied Health

##### *In one sentence, describe your job:*

The EDAH ensures the Allied Health workforce across the HHS is integrated with the health system and is well supported to provide high quality care for our patients, consumers, and communities.

##### *Why did you choose a career in health?*

A career in Health allows me to contribute to the lives of others and our wider community in a meaningful way.





Andrew Day



Jane Ranger



Dave Pugsley



Kylie Pippas



Louise Van Every



Rachel Phillips

### *What do you love about the Darling Downs region?*

The Darling Downs region appeals to me as an excellent location to live as part of a community and is a prime gateway to the beautiful New England area and has easy access to the coast, the city, and the country. The Darling Downs region is a wonderful area to raise a family without the bustle of a big city.

## **Jane Ranger**

### **Chief Finance Officer**

#### *In one sentence, describe your job:*

I am responsible for providing single-point accountability for the Finance Division including Finance Control, information access and Business Analysis and Development areas ensuring practical financial management of Darling Downs Health.

#### *Why did you choose a career in health?*

I have worked in many different industries, including banking, manufacturing, hospitality, transport and the building industry. Health is the most complex, changing and challenging but rewarding industry where my contribution, like everyone in our team, really counts.

#### *What do you love about the Darling Downs region?*

Living in the Darling Downs region, I have the country lifestyle I love.

## **Dave Pugsley**

### **A/Executive Director Infrastructure**

#### *In one sentence, describe your job:*

Accountable for the Health Services' infrastructure projects, ICT portfolio, asset management and maintenance priorities.

#### *Why did you choose a career in health?*

I am passionate about contributing to healthcare outcomes in Queensland communities. Health offers a diverse range of disciplines and working environments that provide opportunities to actively influence improvements in the lives of Queenslanders, whether working on the front line or through support role functions.

#### *What do you love about the Darling Downs region?*

The beautiful country, the people, the weather, the culture, the food and the country community.

## **Kylie Pippas**

### **Executive Director People and Culture**

#### *In one sentence, describe your job:*

I lead the People and Culture teams which provide supporting functions for our services including Workplace Relations, Health, Safety and Wellbeing, Recruitment and Attraction, Learning and Development and Culture and Capability.

#### *Why did you choose a career in health?*

A number of my immediate family work in healthcare. I wanted to use my profession (HR) to support the amazing work our healthcare workers do.

#### *What do you love about the Darling Downs region?*

The relaxed way of living – so different from where I have come from!

## **Louise Van Every**

### **A/Executive Director Transformation Analytics and Governance**

#### *In one sentence, describe your job:*

My role gets to lead and work with amazing people who are passionate about delivering excellent care to the Darling Downs community. I manage the Allied Health Professionals as well as a range of specific services including The Breast Screen Program, Allied Health Education and Training and Community Care Services.

#### *Why did you choose a career in health?*

I have always enjoyed knowing peoples stories and trying to find solutions to problems. A career in health ticked these boxes for me. The other great thing about working in health is that no day is ever the same so there is always something to learn.

#### *What do you love about the Darling Downs region?*

The connectiveness in the community and the beautiful natural environment and surrounds makes the Darling Downs a special place to live. There is always something to do or explore here.

## **Rachel Phillips**

### **Executive Director Toowoomba Hospital**

#### *In one sentence, describe your job:*

I oversee the management of services at Toowoomba Hospital.

#### *Why did you choose a career in health?*

Serving the community is a core value of mine.

#### *What do you love about the Darling Downs region?*

The beauty of the environment and the community spirit.

# *From the hustle and bustle of the Sunshine Coast to Dalby:*

## *Why Maddie the midwife loves the Western Downs*



### *When did you graduate as a midwife?*

I graduated last year, and I chose rural because my parents were teachers and they started out on a rural placement.

### *What do you like about the Dalby Hospital?*

The Dalby Hospital is such a lovely community. They do a lot of activities together and it's a close-knit family feel. A highlight for me has been the team. They are so supportive and lovely and I've learned so much in my time here. They are there whenever you need them or having a bad day.

### *What was your first birth like?*

My first birth was lovely. It was everything I wanted as my first experience. The mum was such a champion and I was so proud to see it.

### *Tell us one thing you have learnt during your time here?*

Never be afraid to ask questions.

Even though you are a graduate midwife, ask everything you can.

### *What advice do you have for people thinking about becoming a midwife?*

Do it! Take every opportunity you can and don't be afraid to jump in!

### *What do you do in your free time in Dalby?*

We have a weekly trivia night which is fun. We also go out to Urban Paddock which is a nice cafe here in Dalby. I also go on road trips to Kingaroy to spend time with other graduate midwives.

Dalby Hospital has an incredible local community. Dalby Hospital Community Palliative Care Unit recently received a generous donation of 50 handmade quilted knee rugs and six quilted carry bags from the Dalby Presbyterian community group.





# MEET

## Goondiwindi's rural midwifery educator

Twelve years ago, Kerryanne and her family moved to Goondiwindi from a remote town in New South Wales. Beginning her career as a registered nurse and midwife, Kerryanne progressed to Midwifery Unit Manager, and further advanced into the role of acting rural midwifery educator for the Southern Downs.

*Day to day, Kerryanne provides role specific education to midwives at the three birthing facilities for the region; Stanthorpe, Warwick and Goondiwindi. Kerryanne also manages a team of caseload midwives, child youth family health workers and an Indigenous health worker.*

Work can get very busy for the close-knit, hardworking team.

'No two days are ever the same for us at Goondiwindi Hospital,' Kerryanne said.

Goondiwindi Hospital thrives on its strong team culture, and all staff pitching in to help.

'We all work really well as a team and keep an eye out for each other,' Kerryanne said.

'Regardless of what your position title is, everyone is always helping and pitching in.'

The strong team culture also extends to higher management at the rural hospital.



'Goondiwindi Hospital management operates on an open-door policy,' Kerryanne said.

'It has created a wonderful place to work and build your career.'

Working in a rural hospital provides a variety of different medical cases on a day to day basis, and the result is a greater depth of experiences and knowledge. Kerryanne said working in this rural facility has enabled her to further expand her nursing toolkit and keeps her skills up to date.

*'One of the greatest things about working in a rural facility is the versatility of skills I get to use every day,' Kerryanne said.*

Goondiwindi has a population of more than 11,000 people and has an abundance of health and fitness activities, events and facilities.

'Our town is a very active and health focused community,' Kerryanne said.

'As there is no hassle in getting to work, I see people taking the opportunity to walk, ride or drive to work.'

For more information about Goondiwindi visit the online newsletter, [caregoondiwindi.com.au/getting-out-in-gundy](https://caregoondiwindi.com.au/getting-out-in-gundy)



# MEET ZOE

Zoe is our principal house officer at Warwick Hospital. Zoe works part-time between the hospital and the private practice at Condamine Medical Centre.

It was late in high school Zoe decided to follow the career path of medicine and become a doctor.

“I always loved science, but realised what I liked about it most was that it could be applied in real-life settings with meaningful outcomes, especially in the field of medicine.”

“Being so young I definitely underestimated the challenges this career would bring, so I am very grateful to all my supervisors and teammates that have supported and mentored me along the way.”

Zoe’s favourite part about her role is being able to follow a patient and their families through their entire healthcare journey.

“I see patients in GP-land for chronic disease management, address their more acute needs in hospital and even provide an anaesthetic for them during minor procedures or childbirth.”

As an animal lover, Zoe said Steve Irwin inspired her.

“I admired Steve’s passion for his cause, and how genuine he was. Regardless of his fame, he always focused on giving back to animal welfare and conservation.”

“I want to match this in my medical career - regardless of what my medical achievements may be, I want to always focus on achieving the best outcomes for my patients and community.”







Karen Johnson and Lorraine McMurtrie

## *Staff innovation encouraged with great success!*

Innovation is a core value for Darling Downs Health. All staff are encouraged to share their 'bright ideas' for a new innovation, a creative concept, or how we could improve patient care and better deliver our services.

In June 2019, the Advanced Yarning App won the eAward of the Year as well as the Collaborate and Connect category. The app was developed by Goondiwindi Hospital's Director of Nursing Lorraine McMurtrie, in conjunction with reference groups, Indigenous Health workers and the hospital's Indigenous Advisory Working Group.

The Advanced Yarning App is designed for Aboriginal and Torres Strait Islander people to encourage open conversations about their end of life wishes and palliative care.

It is innovations like this that have come directly from our workforce that see improvements made to the way we deliver healthcare across the region. We couldn't be prouder of the innovative ideas from our Darling Downs Health team.

## Darling Downs Health Wellness Program

The Darling Downs Health Wellness program encourages staff to make healthy lifestyle choices. The program provides staff with a broad range of information regarding physical, emotional and financial wellbeing. The staff internet page is filled with links to different diet options, physical activities ideas, creating healthy habits, mindfulness and meditation. As a Darling Downs Health employee, you will receive a discount to different gyms and health centres depending on your location.



# JOIN Team Darling Downs Health

APPLY NOW



We are one of the largest employers in the Darling Downs with a team of more than **6,000 people across 90,000 square kilometres**. Our workforce is made up not only of clinicians – doctors, nurses, midwives, allied health; but also, of administration staff, maintenance and engineering, cleaners, gardeners and cooks. Everyone in our health service plays an important part and we're dedicated to making a difference.

**Team Darling Downs Health provides a supportive, secure workplace to build your career.** You are supported through online training to increase your understanding of the expectations of Darling Downs Health, provided with top remuneration packages to match your experience, generous leave loading and shift work penalty rates. Darling Downs Health is committed to supporting and promoting the wellness of our employees and offer a Staff Wellness program that provides holistic wellbeing strategies to make informed healthy lifestyle choices.

Darling Downs Health is an inclusive organisation and encourage applicants representing all genders, ethnicities, ages, language, sexual orientations and people with disability, family responsibilities, to apply to work for us.

## Our recruitment process

Visit [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au) for all our latest recruitment opportunities.

If we love what you submit to us, you may be offered a formal interview.

You will need to provide documents and references for our checking. We will also need to undertake pre-employment requirements.



## The Right Fit

**If there are no current positions advertised in your chosen field, you can still apply to work for Darling Downs Health by scanning the QR Code.**



*For more information about working for us*

Visit [www.darlingdowns.health.qld.gov.au/careers](http://www.darlingdowns.health.qld.gov.au/careers)



# FOLLOW US on social media



When you apply for a job, we get to learn all about you – your experience, education and skills. So, it's only fair that you get to know more about us!

We're active on a number of social media platforms including LinkedIn, Facebook and Instagram. Follow us to stay up to date with our latest career opportunities, hospital news, project updates and staff achievements.



*We'd love to connect with you.*

Follow our social pages to see how our dedicated staff are making a difference in their communities across the Darling Downs.

To read more about what's happening across the health service, visit [www.darlingdowns.health.qld.gov.au/about-us/our-stories](http://www.darlingdowns.health.qld.gov.au/about-us/our-stories)



**Darling Downs** Health



**Queensland**  
Government