



Health

South Eastern Sydney Local Health District

POSITION DESCRIPTION

Reference Number :	431562		
Recruitment Type	General Recruitment		
Position Number :	102482		
Position Title :	Post Graduate Fellow in Radiation Oncology		
Cost Centre :	Cost Centre	Code	%
	Graham Drs & Assoc ROPP A/C No 2	190481	100
Organisation unit :	NSW Health Service - South Eastern Sydney Local Health District		
Location :	□		
Facility :	Site negotiable		
Advertised Award/Classification	Staff Specialist (state) Award/Public Hospital		
Registration/ Licence Requirements :	Medical Board of Australia MED		
Vaccination Category :	Category A		
Employment Screening Check			
National Criminal Record Check :	Yes		
Working With Children Background Check :	Yes		
Working With Aged Care Check :	No		
Responsible To :	Director of Clinical Services		
	Director/Unit Head (Radiation Oncology)		
Responsible For :	Supervises RMO / Registrars / Fellows		
	<p>The Radiation Oncologist will provide expert medical assessment and management of patients within the Radiation Oncology Department.</p> <p>The vision for South Eastern Sydney Local Health District (SESLHD) is '<i>exceptional people, healthier lives</i>'. SESLHD is committed to enabling our community to be healthy and well, and to providing the best possible compassionate care when people need it.</p> <p>Our staff strive to provide excellence in healthcare and uphold a high standard of care for all patients, families, carers and visitors to our facilities.</p>		

<p>Purpose Of Position :</p>	<p>At the core of our organisation is a set of values - Collaboration, Openness, Respect and Empowerment.</p> <p>SESLHD covers nine Local Government Areas from Sydney's Central Business District to the Royal National Park and has a culturally and linguistically diverse population of over 930,000 people, which includes highly urbanised areas of eastern Sydney, southern Sydney and industrialised areas around Port Botany.</p> <p>SESLHD covers urban and suburban communities and manages eight public hospitals and one public nursing home:</p> <ul style="list-style-type: none"> ● Calvary Healthcare Sydney (third schedule with Little Company of Mary Health Care) ● Prince of Wales Hospital ● Royal Hospital for Women ● St George Hospital ● Sutherland Hospital ● Sydney/Sydney Eye Hospital ● War Memorial Hospital (third schedule with Uniting Care) ● Gower Wilson Memorial ● Garrawarra Centre <p>SESLHD also operates 28 Child and Family Health Centres, 12 Community Health Centres and nine Oral Health Clinics; providing prevention, early intervention and community-based treatment, palliative care and rehabilitation services.</p> <p>Drug and Alcohol, Mental Health, Breast screening, HIV/AIDS, Public Health, Women's Health, Youth Health, Sexual Health, Imaging and Pathology services are provided at a number of facilities across SESLHD.</p> <p>The position will be primarily located at St George Hospital but may be varied as agreed with the Director of Clinical Services and as approved by MDAAC to other facilities in SESLHD.</p>
	<p>CLINICAL</p> <p>Provide an accountable and high standard of patient care in Radiation Oncology</p> <p>Be dedicated to a teamwork philosophy and be able to demonstrate ability to work as a team member within Radiation Oncology and the broader multidisciplinary team.</p> <p>Liaise effectively with peers and other staff.</p> <p>Ensure detailed patient treatment plans are in place to support the timely management of patients in radiation oncology.</p> <p>Ensure a high standard of clinical record documentation is maintained.</p> <p>This includes the completion of all clinical records (including medication charts and other orders) to reflect clinical decisions and optimise data collection and activity based funding coding.</p> <p>Provide a high standard consultant service in radiation oncology as required by other senior medical staff and the facility.</p>

Participate fully in the on call roster as required by the facility and in accordance with clinical privileges.

Participate actively in research activities in the Department.

Adapt clinical practice in accordance with contemporary evidence-based best practice and any clinical protocols as approved by the LHD from time to time.

Participate in the provision of health services within other District facilities if credentialed to do so.

Other duties as required, relevant to and consistent with the classification of the role.

LEADERSHIP

Model and encourage a culture of continuous learning and leadership, which values high levels of constructive feedback, and exposure to new experiences.

Promote a sense of purpose and build a shared sense of direction within the Radiation Oncology Department.

Encourage others to strive for ongoing sense of improvement.

Demonstrate professionalism to support a culture of accountability and integrity within the Radiation Oncology Department.

Monitor ethical practices, standards and systems and reinforce their use.

Actively listen to others and clarify own understanding.

CLINICAL GOVERNANCE, QUALITY IMPROVEMENT & PATIENT SAFETY

Participate in the management and governance of the Radiation Oncology Department.

Participate in Radiation Oncology Department morbidity and mortality meetings and in other quality improvement programs.

Interact effectively with all levels of Radiation Oncology staff to achieve maximum outcome and benefit to patients under care of the department.

Participate in appropriate committees working parties to enhance patient safety.

Comply with LHD and facility clinical governance policies and patient safety programs as relevant to the Specialty of Radiation Oncology and as varied by the District or facility from time to time.

Ensure effective clinical handover processes in accordance with facility and LHD guidelines.

Participate in peer review and other Continuing Medical Education activities consistent with Departmental, College and AHPRA requirements to maintain professional standards.

Ensure compliance with the Australian Commission on Safety and Quality in Healthcare standards as relevant to the speciality.

EDUCATION & TRAINING

Responsible for the supervision of all junior medical staff under the consultant's direction.

Delegate graded duties to junior medical staff according to their knowledge, skills and abilities.

Participate in teaching and training at all levels of undergraduate and postgraduate multidisciplinary education where required by the Head of Department/Service Director in accordance with HETI, LHD and College training requirements.

Participate in all training programs specified by the facility and/or LHD as requested.

PERFORMANCE MANAGEMENT

Key Accountabilities :

	<p>Participate in the LHD Performance Management and Development Program and undertake a written annual performance review.</p> <p>Demonstrate clinical competency within the clinical privileges granted by the Medical & Dental Appointments Advisory Committee.</p> <p>OTHER DUTIES</p> <p>Attend, participate and support administrative meetings as required by the Head of Radiation Oncology or Director Clinical Services.</p> <p>Abide by the NSW Health Code of Conduct as amended from time to time.</p> <p>Ensure familiarity with, and adherence to, all NSW Health, LHD and facility/service policies and procedures that are relevant to the performance of the duties specified in this Position Description.</p> <p>Comply with WH&S responsibilities including taking all reasonable care to ensure the safety of yourself and others in the workplace; reporting any unsafe conditions or equipment; attending educational programs regarding fire, safety and infection control</p>
	<p><i>Comply with and implement the NSW Health Work Health and Safety Better Practice Procedures by identifying, assessing, eliminating/controlling and monitoring hazards and risks within the workplace, to the extent of delegated authority for the role.</i></p>
Challenges/Problem Solving :	<p>Provision of clinical care consistent with the duties of a Fellow practicing in Head and Neck Radiation Oncology. Delivery of medical services within performance benchmarks, expenditure and revenue targets as relevant to the role.</p>
Communication :	<p>Head of Department. Other staff within the multidisciplinary team and department/service</p> <p>Patients, family and carers</p> <p>Other hospital and District departments</p> <p>Hospital Executive</p> <p>Relevant committees and working groups as required</p>
Decision Making :	<p>Consistent with the duties of a Consultant practicing in Radiation Oncology in accordance with approved Clinical Privileges and the Delegations of the LHD.</p>
Selection Criteria :	<p>Selection Criteria</p> <p>1.Registration or eligible for registration with Medical Board of Australia (AHPRA);</p> <p>2.Fellowship of the Royal Australian and New Zealand College of Radiologists (Faculty of Radiation Oncologists) and demonstrated subspecialty training in Radiation Oncology.</p> <p>3.Evidence of continuing medical education and self-monitoring/audit practices consistent with the scope of practice requirements of the position;</p> <p>4.Proven capacity and/or experience in the provision of effective high quality radiation oncology services, demonstrated through successful clinical practice in an environment appropriate to the requirements of the position including evidence of participation in quality improvement activities relevant to the specialty;</p> <p>5.Demonstrated commitment to teaching with experience in teaching both undergraduate and post graduate students and other staff of the hospital;</p>

	6. Demonstrate the skills and attitudes appropriate as a senior Medical/Dental Practitioner including modelling a high standard of professional behaviour to junior medical and dental staff;
	7. Demonstrated ability to work effectively and harmoniously with medical and other health services colleagues as part of a multi-disciplinary health care team and demonstrated ability to communicate effectively with patients, colleagues, and staff and to work as an effective member of the clinical team across multiple sites. Demonstrated commitment to provision of a high standard of clinical care in the public sector setting;
	8. Demonstrated experience in and commitment to research relevant to the role and needs of the Department.
Staffing :	N/A
Budget :	N/A
Financial Delegation:	N/A

JOB DEMANDS CHECKLIST

Physical Demands	
	Frequency
Sitting - remaining in a seated position to perform tasks	Frequent
Standing - remaining standing without moving about to perform tasks	Frequent
Walking - Floor type: even / uneven / slippery, indoors / outdoors, slopes	Frequent
Running - Floor type: even / uneven / slippery, indoors / outdoors, slopes	Infrequent
Bend/Lean Forward from Waist - Forward bending from the waist to perform tasks	Occasional
Trunk Twisting - Turning from the waist while sitting or standing to perform tasks	Occasional
Kneeling - remaining in a kneeling posture to perform tasks	Occasional
Squatting / Crouching - Adopting a squatting or crouching posture to perform tasks	Infrequent
Leg / Foot Movement - Use of leg and / or foot to operate machinery	Infrequent
Climbing (stairs/ladders) - Ascend / descend stairs, ladders, steps	Occasional
Lifting / Carrying - Light lifting & carrying: 0 - 9 kg	Infrequent
Lifting / Carrying - Moderate lifting & carrying: 10 - 15 kg	Infrequent
Lifting / Carrying - Heavy lifting & carrying: 16kg & above	Infrequent
Reaching - Arms fully extended forward or raised above shoulder	Infrequent
Pushing / Pulling / Restraining - Using force to hold / restrain or move objects toward or away from the body	Infrequent
Head / Neck Postures - Holding head in a position other than neutral (facing forward)	Infrequent
Hand & Arm Movements - Repetitive movements of hands and arms	Infrequent
Grasping / Fine Manipulation - Gripping, holding, clasping with fingers or hands	Occasional
Work At Heights - Using ladders, footstools, scaffolding, or other objects to perform work	Not Applicable
Driving - Operating any motor powered vehicle	Infrequent
Sensory Demands	
	Frequency
Sight - Use of sight is an integral part of work performance e.g. Viewing of X-Rays, computer screens	Constant
Hearing - Use of hearing is an integral part of work performance e.g. Telephone enquiries	Constant
Smell - Use of smell is an integral part of work performance e.g. Working with chemicals	Occasional
Taste - Use of taste is an integral part of work performance e.g. Food preparation	Not Applicable
Touch - Use of touch is an integral part of work performance	Occasional
Psychosocial Demands	
	Frequency
Distressed People - e.g. Emergency or grief situations	Frequent
Aggressive & Uncooperative People - e.g. drug / alcohol, dementia, mental illness	Frequent
Unpredictable People - e.g. Dementia, mental illness, head injuries	Occasional
Restraining - involvement in physical containment of patients / clients	Occasional

Exposure to Distressing Situations - e.g. Child abuse, viewing dead / mutilated bodies	Occasional
Environmental Demands	
	Frequency
Dust - Exposure to atmospheric dust	Not Applicable
Gases - Working with explosive or flammable gases requiring precautionary measures	Not Applicable
Fumes - Exposure to noxious or toxic fumes	Not Applicable
Liquids - Working with corrosive, toxic or poisonous liquids or chemicals requiring PPE	Occasional
Hazardous substances - e.g. Dry chemicals, glues	Occasional
Noise - Environmental / background noise necessitates people raise their voice to be heard	Not Applicable
Inadequate Lighting - Risk of trips, falls or eyestrain	Not Applicable
Sunlight - Risk of sunburn exists from spending more than 10 minutes per day in sunlight	Not Applicable
Extreme Temperatures - Environmental temperatures are less than 15C or more than 35C	Not Applicable
Confined Spaces - areas where only one egress (escape route) exists	Not Applicable
Slippery or Uneven Surfaces - Greasy or wet floor surfaces, ramps, uneven ground	Not Applicable
Inadequate Housekeeping - Obstructions to walkways and work areas cause trips and falls	Not Applicable
Working At Heights - Ladders / stepladders / scaffolding are required to perform tasks	Not Applicable
Biological Hazards - e.g. exposure to body fluids, bacteria, infectious diseases	Occasional

As the incumbent of this position, I confirm I have read the Position Description and Job Demands Checklist, understand its content and agree to work in accordance with the requirements of the position.

Employee Name: _____

Employee Signature _____ Date: _____

Manager's Name: _____

Manager's Signature _____ Date: _____