

Austin Health Position Description



Position Title: RADIATION THERAPIST (Grade 3)

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| Classification: | RAD THER TECH GR: (ON55 - ON58) |
| Business Unit/ Department: | Ballarat Austin Radiation Oncology Centre (BAROC) |
| Agreement: | Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021 - 2026 |
| Employment Type: | Full time |
| Hours per week: | 38 |
| Reports to: | Radiation Therapy Manager Deputy Radiation Therapy Manager - BAROC Clinical Lead Radiation Therapists |
| Direct Reports: | N/A |
| Financial management: | Budget: N/A |
| Date: | July 2024 |

About Austin Health

Austin Health is one of Victoria's largest health care providers. Comprising the Austin Hospital, Heidelberg Repatriation Hospital, Royal Talbot Rehabilitation, Hospital in the Home and community-based health services. Austin Health is an internationally recognised leader in clinical teaching, training and research, with numerous university and research institute affiliations.

Austin Health employs near 9,000 staff across its sites; including over 1,600 doctors and 3,000 nurses, and delivers a full range of leading-edge clinical services, including several state-wide services (liver transplant, spinal cord injury service, respiratory support service, child inpatient mental health service). In total, Austin Health provides over 900 beds, including mental health, aged-care and rehabilitation beds and a range of community and in the home services. The current annual operating budget is over \$960 million.

Austin Health delivers vital state-wide services to all Victorians, including to diverse multicultural and veteran communities. It also provides community and specialty services to the people of Melbourne's north-eastern corridor in a safety-focused, team-oriented and stimulating work environment. Austin Health's current vision is to change healthcare for the better through world-class research, education and exceptional patient care.

Our values define who we are, shape our culture and the behaviours, practices and mindset of our people. Our values are: Our actions show we care, we bring our best, together we achieve and we shape the future. www.austin.org.au/about-us

Austin Health is committed to providing an inclusive culture where all employees can contribute to the best of their ability and strive to develop further. Find more at <http://www.austin.org.au>

Position Purpose

Working under the direction of the Grade 4 Radiation Therapist, the Grade 3 RT is a clinical/technical leader responsible for the safe delivery of radiotherapy planning and treatment according to all protocols, policies and standards detailed by the centre. The Deputy Charge RT is required to work in a team or independently, requiring minimal supervision and be self-motivated in applying their technical expertise and experience within their work area. They should act as a role model and play an active role in the mentoring and development of staff and students in both treatment and planning.

The Grade 3 RT maintains and updates skills through active participation in project groups and professional development. Grade 3 RT's will maintain effective communication with all clients and care for the needs of these clients as they undergo the planning and treatment process. The Grade 3 RT is a vital part of a multidisciplinary team and is expected to participate in all care activities.

About Radiation Oncology

Austin Health is one of the largest cancer service providers in Victoria. A complete range of services is delivered to patients and their families, including, medical oncology, clinical haematology, radiation oncology, cancer genetics, palliative medicine, wellness and supportive care programs, an active volunteer program and specialist cancer surgery. These are all provided in an environment that integrates research, teaching and training.

Radiation Oncology Overview

Austin Health is one of four health service 'hubs' in Victoria which operate radiotherapy services. Austin Health operates two radiation oncology centres in Victoria under the State Governments hub and spoke model. The metro hub is based at the Olivia Newton-John Cancer Wellness & Research Centre (ONJ Centre) in Heidelberg and the Ballarat Austin Radiation Oncology Centre (BAROC) is housed in the Ballarat Regional Integrated Cancer Centre (BRICC). Services at both sites have in recent year's undergone major transitions into newly completed Cancer Centre's creating an exciting opportunity for integration into the broader Cancer Centre model of care including access to a range of unique wellness and supportive care programs. Both centres provide true multi-disciplinary care, a variety of nursing and allied health services, innovative and progressive approaches to treatment underpinned by the guiding principle of patient-centred care for all patients. Austin Health also provides remote consultations and a superficial skin treatment service at the Stawell Austin Radiation Oncology Service (SAROS).

Ballarat Austin Radiation Oncology Centre (BAROC)

The Ballarat Austin Radiation Oncology Centre (BAROC) is located within the Ballarat Regional Integrated Cancer Centre (BRICC), which is a part of the Ballarat Base Hospital, the largest regional hospital in the Grampians region. It is the principal referral hospital for the entire region, which extends from Bacchus Marsh to the South Australian border, an area of 48,000 square kilometres, comprising a population of more than 230,000 people. Ballarat Health Service (BHS) administers Medical Oncology and Haematology services and has significant links and conjoint appointments with Austin Health.

BAROC is equipped with two dual-energy Varian Trilogy linear accelerators. Embedded technology includes onboard imaging, respiratory gating, 6 degrees of freedom robotic couch and flattening filter- free delivery mode for the provision of SABR and SRS treatments. The department utilises IGRT, IMRT

and VMAT technologies for patient treatments. The radiation oncology treatment service is supported by 4D virtual simulation and the Elekta Monaco treatment planning system. The Varian ARIA oncology information solution links the radiation and medical services at BRICC to the broader BHS patient information system. BAROC also provides technical and clinical support for SAROS. The Centre has full network links to Melbourne to provide telemedicine to support all patient services on site.

Purpose and Accountabilities

Role Specific:

- Expected to exercise independent professional judgement in achieving optimal solutions to planning and treatment tasks, problem-solving and personal organisation (time management).
- Work within a team to ensure the safe and effective planning and delivery of radiotherapy.
- Follow established radiation safety practices.
- Responsible for the coordination and implementation of quality improvement programs and other centre activities under Grade 4 RT guidance.
- Required to be adaptive to change, fast to learn, and contribute to the development and implementation of new techniques and technologies which enhance the care provided to clients.
- Actively contributes to the development of new procedures, embraces new technology, and innovates to promote safe, efficient, and modern service delivery.
- Grade 3 RT will be rotated between treatment and planning as rostered (per Grade 5 RT) and may be requested to work overtime as required.
- Supports departmental portfolios including but not limited to New Technology, Education, Quality, Research and Clinical Systems.

All Employees:

- Comply with Austin Health policies & procedures, as amended from time to time, which can be located on the Austin SharePoint (OPPIC):
<https://austinhealth.sharepoint.com/sites/OPPIC>
- Report incidents or near misses that have or could have an impact on safety - participate in identification and prevention of risks
- Comply with the Code of Conduct

Selection Criteria

Essential Knowledge and skills:

Values and Personal Qualities

- A commitment to Austin Health values:
 - Our actions show we care
 - We bring our best
 - Together we achieve
 - We shape the future.
- Demonstrated high-level professional reliability, motivation, initiative and flexibility.

Qualification and Experience

- Qualified Radiation Therapist with current registration through AHPRA and a Victorian radiation use license.
- Excellent clinical skills and technical expertise demonstrating considerable experience in all areas of advanced planning & treatment delivery using Oncology Information systems and other clinical applications.

Communication and Teamwork

- Assist the Grade 4 RT in the organisation of the unit's workload and demonstrate appropriate decision-making skills deputising in the Grade 4 RT absence.
- Able to work independently and as part of a team, maintaining excellent open communication to promote a fair and positive environment.
- Demonstrated willingness to adapt to changing environment, flexible and self-motivated.

Patient Care and Professional Development

- Ability to establish and maintain a professional rapport with patients and staff to facilitate the provision high quality, safe and ethical patient care.
- Demonstrate a commitment to ongoing improvement of services through participation in project groups and, personal and professional improvement through participation in continuing professional development activities.

Leadership, Quality and Education

- Excellent leadership skills. Proven ability to effectively lead a team, establishing and maintaining positive professional rapport. Develops team members to achieve personal professional goals relevant to the individual and the team.
- Willingness to engage with all centre policies, procedures and documentation requirements.
- Contributes to the review of incidents and nonconformities including development of agreed changes to practice ensuring a safe work environment.
- Mentors colleagues in all radiation therapy procedures, including the orientation of new staff and supervision of students, interns and other learners.
- A demonstrated interest and eagerness to participate in research/quality improvement opportunities with a willingness to promote the department through the demonstration of these and other activities.
- Role model's clinical excellence

Desirable but not essential:

- Post Graduate Qualification (or working toward) in an area relevant to the profession.
- Experience in working at more than one centre locally, interstate or overseas.
- Experience in SRS/SBRT or similar high-tech modality.

General Information

Austin Health is a Child Safe Environment

Austin Health is committed to child safety. We want children to be safe, happy and empowered. We support and respect all children, as well as our staff and volunteers. Austin Health has zero tolerance of child abuse, and all allegations and safety concerns will be treated seriously in line with legal

obligations and our policies and procedures.

Equal Opportunity Employer

Applications from Aboriginal and Torres Strait Islanders are encouraged to apply. For more information about working at Austin Health, please follow this link to Austin Health's Aboriginal Employment website:

<http://www.austin.org.au/careers/Aboriginalemployment/>

Document Review Agreement

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| Manager Signature | |
| Employee Signature | |
| Date | |