

Position Description

Internal Locum - Clinical Haematologist

Classification:	As per contract
Business unit/department:	Clinical Haematology
Work location:	Austin Hospital <input checked="" type="checkbox"/> Heidelberg Repatriation Hospital <input type="checkbox"/> Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input type="checkbox"/> (please specify)
Agreement:	AMA Victoria - Victorian Public Health Sector Medical Specialists Enterprise Agreement 2022-2026
Employment type:	Casual
Hours per week:	As required by the department
Reports to:	Director, Clinical Haematology
Direct reports:	None
Financial management:	Not applicable
Date:	August 2025

Position purpose

Consultant Clinical Haematologists are expected to provide high level Clinical Haematology services within their approved scope of clinical practice. As all Clinical Haematologists are expected to be able to provide routine clinical haematology services and cover “on call” after hours, a minimum level of expertise and set of skills is necessary. It is anticipated that this necessary minimum expertise and skillset will be provided by:

- holding Fellowship of the Royal Australasian College of Physicians (FRACP);
- holding certification of FRACP continuing professional development (CPD);
- and holding AHPRA specialist registration in the field of Haematology.

The purpose of the Internal Locum Clinical Haematologist position is to have appropriately qualified and credentialed clinical haematologists who are willing and able to perform locum roles, covering senior medical staff on leave, within the Department of Clinical Haematology.

An Internal Locum Clinical Haematologist who is moved into a locum role will have their contract varied in accordance with a position description matching the locum role.

An internal locum clinical haematologist is a senior medical position and carries with it the professional responsibilities of clinical leadership, teaching and training as well as administrative requirements.

About the Directorate/Division/Department

The Department of Clinical Haematology sits within Austin Health's Division of Medical and Cancer Services, and forms part of Austin Health's Olivia Newton John Cancer Wellness and Research Centre. Clinical Haematology provides services for a wide range of haematological conditions in the inpatient, specialist clinic, same-day treatment and home-based care settings. Apheresis and cellular therapies (including autologous and allogeneic stem cell transplantation) form part of the service. A 24-hour consultative service is also provided throughout Austin Health. Close collaboration occurs with Austin Pathology, particularly with the Department of Laboratory Haematology.

The Department has affiliations with other health services within the North Eastern Melbourne Integrated Cancer Service (NEMICS), as well as Mercy Hospital for Women and Grampians Health, and is a member of the Victorian Comprehensive Cancer Centre Alliance. The Department has a large clinical trial and clinical research program, and a close association with the Olivia Newton John Cancer Research Institute.



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Position responsibilities

Internal Locum Clinical Haematologists have no position responsibilities per se. However, as a guide, the following responsibilities are expected of the Department's Clinical Haematologists, whether they be locum or permanent.

General clinical and operational accountabilities

- Provide comprehensive management of allocated patients which may include
 - haematologic malignancies, including but not limited to acute leukaemias and lymphoproliferative disorders;
 - disorders of haemostasis and thrombosis;
 - other haematologic conditions including but not limited to iron deficiency, immune cytopenias, iron overload, haemoglobinopathies.
- Participate in appropriately themed clinics relating to the above, including post-clinic patient discussion meetings.
- Participate in ward service including on-call as required.
- Participate in the appropriate Multidisciplinary Meetings relating to these Themes.
- Participate in unit meetings and activities.
- Provide a consultative service to other departments as required.
- Supervise trainees and junior medical staff.
- To assist the Director of Clinical Haematology in administrative duties as required including the development and review of policies and procedures for the provision of services, updating as needed to reflect best practice and evidence-based medicine.
- To assist in the evaluation of the delivery of services and in implementing appropriate quality and risk management initiatives.
- Demonstrate a commitment to working as a team member with peer medical, junior medical, nursing and other clinical staff to provide efficient, safe and quality care across the continuum.
- Become familiar with the Department's modes of communication (email, Microsoft Teams) as they relate to patient care and departmental meetings.

Teaching, training and research:

- Contribute to the supervision, education and training of junior medical, nursing and other clinical staff, including participating in their performance appraisal and feedback processes.
- Participate in both undergraduate and postgraduate teaching activities.
- Commitment to facilitate, conduct and participate in clinical and/or basic research.
- Participate in the auditing and review of clinical practices to improve clinical outcomes.



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Credentialing and Scope of Clinical Practice

Core Scope of Clinical Practice – Procedures, therapies and competencies that a Fellow from the respective specialist medical college would be competent in practicing. This only applies to practice at Austin Health and its campuses/services.

1. Diagnose and treat haematological disorders including supervision of complex chemotherapy (including autologous stem cell transplant) and the management of chemotherapy related complication such as febrile neutropenia, mucositis or bleeding
2. Understand the principles and the interpretation of a wide range of laboratory procedures, based upon a sound knowledge of the basic sciences, the relevant aspects of biochemistry, genetics, immunology, pathology, pharmacology, and pathophysiology

This will be assumed if the Clinical Haematologist has a Fellowship of the Royal Australasian College of Physicians in Clinical Haematology or equivalent and an ongoing continuous practice in this specialty.

Extended Scope of Clinical Practice – Procedures, therapies and competencies that a Fellow from the respective specialist medical college would be competent in practicing after additional training, qualifications and experience as determined by the Director/Head of Unit.

The Director/Head of Unit is expected to apply guidelines from the respective specialist medical college and/or appropriate state, national and international bodies. Where guidelines are not explicitly available, the Director/Head of Unit must apply 'best-practice' principles to ensure safe clinical care.

1. Allograft – Bone Marrow Transplantation

For this position, having extended scope of clinical practice for “Allograft- Bone Marrow Transplantation” is desirable but not essential.

Emergency/Life threatening situation – In a medical emergency situation, any medical staff member who is credentialed at Austin Health is permitted to provide necessary patient care, as best able, and outside their defined scope of clinical practice in order to provide life-saving measures and/or to prevent serious harm.



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Selection criteria

Essential knowledge and skills:

- A commitment to Austin Health values.
- Appropriate training and experience applicable to the field of Clinical Haematology.
- Demonstrable commitment to high quality patient care.
- Demonstrable commitment to engagement, teamwork and collaboration.
- Demonstrable commitment and ongoing activity in research and/or clinical audit activities.
- Involvement in teaching and training of medical, technical and nursing staff, including at undergraduate and post-graduate level.
- Attendance and active involvement in relevant departmental, organisational and external meetings (i.e. College, Association and National/International bodies).
- Demonstrable ability to communicate effectively at all levels of seniority and with all craft groups.
- Demonstrable understanding of, and commitment to, Clinical Governance.

Desirable but not essential:

- Prior experience in health service leadership.
- A sound understanding of information technology including clinical systems.
- Participation in health service meetings related to safety and quality.
- Experience with developing policies and procedures for health services.
- Prior involvement in clinical trials.
- Prior involvement in translational research.
- Experience in advanced practice of Clinical Haematology, including (but not limited to):
 - Complex decision making in the care of patients with blood cancers.
 - Complex decision making in end-of-life care.
 - Engineered cellular therapies such as chimeric antigen receptor cell therapies.
 - Complex haemostasis and thrombosis practice.



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Professional qualifications and registration requirements

- Must be a registered Medical Practitioner in Australia with the Australian Health Practitioner Regulation Agency (AHPRA).
- Current Fellowship of the Royal Australasian College of Physicians or equivalent.

Quality, safety and risk – all roles

All Austin Health employees are required to:

- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality and risk policies and guidelines.
- Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with the principles of person-centered care.
- Comply with requirements of National Safety and Quality Health Service Standards and other relevant regulatory requirements.

Other conditions – all roles

All Austin Health employees are required to:

- Adhere to Austin Health's core values: *our actions show we care, we bring our best, together we achieve, and we shape the future.*
- Comply with the Austin Health's Code of Conduct policy, as well as all other policies and procedures (as amended from time to time).
- Comply with all Austin Health mandatory training and continuing professional development requirements.
- Provide proof of immunity to nominated vaccine preventable diseases in accordance with Austin Health's immunisation screening policy.
- Work across multiple sites as per work requirements and/or directed by management.



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General information

Cultural safety

Austin Health is committed to cultural safety and health equity for Aboriginal and/or Torres Strait Islander People. We recognise cultural safety as the positive recognition and celebration of cultures. It is more than just the absence of racism or discrimination, and more than cultural awareness and cultural sensitivity. It empowers people and enables them to contribute and feel safe to be themselves.

Equal Opportunity Employer

We celebrate, value, and include people of all backgrounds, genders, identities, cultures, bodies, and abilities. We welcome and support applications from talented people identifying as Aboriginal and/or Torres Strait Islander, people with disability, neurodiverse people, LGBTQIA+ and people of all ages and cultures.

Austin Health is a child safe environment

We are committed to the safety and wellbeing of children and young people. We want children to be safe, happy and empowered. Austin Health has zero tolerance for any form of child abuse and commits to protect children. We take allegations of abuse and neglect seriously and will make every effort to mitigate and respond to risk in line with hospital policy and procedures.



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