

Austin Health Position Description



Position Title: Radiation Oncologist (BAROC)

Classification:	As per contract
Business Unit/ Department:	Radiation Oncologist - Ballarat Austin Radiation Oncology Centre (BAROC)
Work location:	Austin Health [<input type="checkbox"/>] Heidelberg Repatriation [<input type="checkbox"/>] Royal Talbot [<input type="checkbox"/>] Other [<input checked="" type="checkbox"/>] BAROC
Agreement:	AMA Victoria - Victorian Public Health Sector Medical Specialists Enterprise Agreement 2022-2026
Employment Type:	Full-Time
Hours per week:	40 hours per week
Reports to:	Director of Radiation Oncology
Direct Reports:	N/A
Financial management:	Budget: N/A
Date:	16 January 2025

About Austin Health

Austin Health is recognised for high-quality, person-centred care. We're renowned for our specialist work in cancer, transplantation, infectious diseases, obesity, sleep medicine, intensive care medicine, neurology, endocrinology, mental health and rehabilitation.

We're the largest Victorian provider of training for specialist physicians and surgeons, and internationally recognised as a centre of excellence in hospital-based research.

Our services are delivered to patients across four main sites in Melbourne, in locations across our community, in people's homes, and within regional hospitals across Victoria.

We aim to provide an inclusive culture where all staff can contribute to the best of their ability and strive to develop further. We recognise that our people are our greatest strength. We want them to thrive, be their best selves and feel engaged, safe and empowered. To achieve this, diversity and inclusion is essential to our culture and our values. You can view our current Diversity and Inclusion Plan [here](#).

Commitment to Gender Equality

Austin Health is committed to gender equality in the workplace. In developing our [Gender Equality Action Plan](#) we have been guided by the gender equality principles set out in the Gender Equality Act 2020 (Vic). We believe that everyone should live in a safe and equal society, have access to equal power, resources and opportunities and be treated with dignity, respect, and fairness.

Position Purpose

Consultant Radiation Oncologists are expected to provide high level Radiation Oncology services within their approved scope of clinical practice as part of the Radiation Oncology team at Austin Health. All Radiation Oncologists are expected to be able to provide routine specialist Radiation Oncology services and cover “on call” after hours, a minimum level of expertise and set of skills is necessary. This is a senior Medical Position and carries with it the professional responsibilities of clinical leadership, teaching and training as well as administrative requirements. This position reports to the Director of Radiation Oncology.

About Radiation Oncology

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). Further, superficial radiotherapy is provided at Stawell Health. Both centres provide true multi-disciplinary care inclusive of radiotherapists, radiation oncologists, physicists, radiographers, nursing, and allied health. Innovative and progressive approaches to treatment are underpinned by the guiding principle of patient centred care and wellness for all patients.

The Department of Radiation Oncology has been established as the State-wide MR Linac Service for Victorian patients. This new service includes an MR simulator and MR Linear Accelerator (MR-Linac) both of which are first in Victoria. In addition, the department is equipped with three linear accelerators with high energy electrons capacity, one superficial and orthovoltage treatment machine and HDR brachytherapy. The treatment service is supported by CT and MR simulator and Monaco planning system. Currently, it provides services to 1300 patients per year from the north-east region and 600 patients from country Victoria. At BAROC, there is a CT Simulator, two linear accelerators and funding for a superficial machine. There is a plan for capital replacement at BAROC in the next year. SAROS is a Superficial Service at Stawell Regional Health as part of the Radiation Oncology Network. The department provides a streamline service for veteran patients across the State of Victoria. The department has an active research unit supporting translational and clinical trials, and research higher degree students (including doctorate level RT candidates).

The Department of Radiation Oncology has a multidisciplinary team of 168 EFT. The Director provides clinical direction and leadership in partnership with the Radiation Therapy Manager, and Medical Physics Manager. The department is supported by the Divisional Manager, Integrated Cancer Services.

Purpose and Accountabilities

Role Specific:

- For IMRT, VMAT, brachytherapy and IGRT to participate in all collaborative areas of technical and quality treatment planning and delivery processes for all appropriate tumour sites.
- To participate in regular R&D and technical collaborative meetings with radiation therapists, medical radiation physicists and others as required.
- To participate in regular in-house multidisciplinary meetings, audit and protocol development.
- To contribute to specific tumour site R&D initiatives with appropriate local, national and international collaboration.
- Provide comprehensive management of inpatient and outpatients.
- Participate in Unit meetings and activities.
- Provide an on-call service as required.
- Provide a consultative service to other Units as required.
- Supervise trainees and junior medical staff.
- 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.

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.

1. Provide full scope of clinical radiation oncology care to outpatients and inpatients as required and/or directly supervising (ie in that clinic) the clinical workload and performance of radiation oncology registrars and fellows as appropriate
2. Be available to all appropriate medical surgical and oncology colleagues and other disciplines for inpatient and outpatient consultations
3. Performing the full range of other general radiation oncology duties (clinical assessment, tumour delineation, dosimetry review, on treatment review, and appropriate imaging review and patient follow-up) in a timely manner

This will be assumed if the Radiation Oncologist has a Fellowship of the Royal Australian and New Zealand College of Radiologists or equivalent and an ongoing continuous practice in this specialty.

Extended Scope of Clinical Practice – not relevant to this position

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.

All Employees:

- Comply with Austin Health [policies & procedures](#) as amended from time to time.
- Comply with the Code of Conduct and uphold our values, and diversity and inclusion commitments.
- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality & 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 centred care.
- Comply with requirements of National Safety & Quality Health Service Standards and other relevant regulatory requirements.
- Comply with Austin Health mandatory training and continuing professional development requirements.
- Work across multiple sites as per work requirements and/or directed by management.

People Management Roles:

- Maintain an understanding of individual responsibility for safety, quality & risk and actively contribute to organisational quality and safety initiatives
- Ensure incident management systems are applied and a response to local issues and performance improvement occurs
- Support staff under management to comply with policies, procedures and mandatory training and continuing professional development requirements

Selection Criteria

Essential Knowledge and skills:

- A commitment to Austin Health values.
- Must be a registered Medical Practitioner in Australia with the Australian Health Practitioner Regulation Agency (AHPRA).
- Current Fellowship of the Royal Australian and New Zealand College of Radiologists or equivalent.
- Have appropriate training and experience applicable to the field of Radiation Oncology
- Demonstrated commitment to high quality patient care.
- Demonstrated 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).
- Demonstrates engagement, teamwork and collaboration.
- Have demonstrated ability to communicate effectively at all levels.
- Have demonstrated understanding of, and commitment to Clinical Governance.

Desirable but not essential:

- Experience in a broad range of tumour streams, in particular gynae, head and neck, and stereotactic radiotherapy.

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

We welcome applications from Aboriginal and Torres Strait Islander people. For any support throughout the recruitment process or further information about working at Austin Health, please follow this link to Aboriginal Employment on our [website](#)

Document Review Agreement

Manager Signature	
Employee Signature	
Date	