

# Austin Health Position Description



## Position Title: Radiation Oncologist (LOCUM)

Classification:	As per contract
Business Unit/ Department:	Radiation Oncology
Work location:	<b>Austin Health [x]</b> Heidelberg Repatriation [ ] Royal Talbot [ ] <b>Other [x] ONJ Building</b>
Agreement:	AMA Victoria - Victorian Public Health Sector Medical Specialists Enterprise Agreement 2022- 2026
Employment Type:	Fixed-Term Full-Time
Hours per week:	40hrs
Reports to:	Director, Radiation Oncology
Direct Reports:	N/A
Financial management:	Budget: N/A
Date:	October 2024

## 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 outlined below.

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 Radiation Oncology at the Olivia Newton-John Cancer Wellness & Research Centre (ONJ Centre) is committed to providing a service that embraces new technology, new techniques and new ways of treating each patient so that the best outcome can be achieved. The ONJ Centre and the Ballarat Austin Radiation Oncology Centre (BAROC) partner to provide radiotherapy services across the north eastern Melbourne and Grampians regions with a holistic approach to cancer and supportive care. Austin Health also provide remote consultations and a superficial skin treatment service at the newly opened Stawell Austin Radiation Oncology Service (SAROS).

The ONJ Centre has state of the art equipment and facilities including Siemens CT Simulator with Vision RT 4DCT, 3 Elekta Linacs, one Elekta Unity MRI linac, 6 DOF couches, ABC breath hold, Body Fix stabilisation and Brainlab Exactrac imaging. Mosaiq is used for the record and verify medical record and programs such as MIM Maestro and Mobius FX & 3D support our work. The brachytherapy service is supported by a Flexitron HDR treatment unit and Oncentra planning with MRI simulation and a new WoMED superficial machine has been installed.

We're a team of technologically driven health professionals. We deliver the best care available; efficiently and focused on the needs of each individual patient. Our team constantly working with our colleagues, researchers and consumers to improve patient outcomes through evidence-based processes and the early adoption of new and innovative technologies.

## 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.

### **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

**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** – 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 Head of Unit\* has been completed. This only applies to practice at Austin Health and its campuses.

\*The Head of Unit is expected to apply guidelines from the respective specialist medical college and appropriate state, national and international guidelines.

1. Brachytherapy

Brachytherapy requires expertise with an interventional and invasive skill set very different to EBRT. (External Beam Radiation Therapy). The brachytherapy practitioner will specifically actively comply with the following in order to ensure ongoing credentialing at Austin Health:

1. Active and regular MDM attendance inside/outside the NEMICS Region
2. Active and regular protocol updates and audit activity
3. Active and ongoing collaboration with other local brachtherapy providers in the public and private sector

MR

**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.

**Please note** – Recognising the dynamic and rapidly advancing nature of medical practice, if you believe a novel competence, practice or procedure should be included within your specialty's scope of clinical practice, please speak to your Head of Unit and refer to the 'Introduction of a New Technology / Clinical Practice' policy on the HUB (<http://eppic//Document/1193>).

**For general accreditation the following need to be satisfied**

- Demonstrated continuing professional development
- Regular attendance at audit
- Participation in one or more of the following
  - Teaching or research
  - Organising audit
  - Clinical governance
  - Other role within Austin Health but outside of the unit/specialty
  - College role

**For each area where special expertise** needs to be demonstrated

Some or all of the following criteria will be used to assess accreditation

- Specialist training or a specific fellowship
- Significant accumulated total experience in the field
- Recent experience (adequate number of cases per year in previous years)
- Satisfactory completion of an acceptable outside organisations credentialing 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:**

- Recent Gynaecological Radiation Oncology
- Gynaecological Brachytherapy Experience
- Research Experience

## 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

<b>Manager Signature</b>	
<b>Employee Signature</b>	
<b>Date</b>	