

Austin Health Position Description



Position Title: Clinical Haematologist

Classification:	As per contract
Business Unit/ Department:	Clinical Haematology
Work location:	Austin Health <input checked="" type="checkbox"/> Heidelberg Repatriation <input type="checkbox"/> Royal Talbot <input type="checkbox"/> Other <input type="checkbox"/> (please specify)
Agreement:	AMA Victoria - Victorian Public Health Sector Medical Specialists Enterprise Agreement 2022- 2026
Employment Type:	Sessional
Hours per week:	3.5 to 17.5 hours (17.5 hours to be divided between successful applicants)
Reports to:	Director, Clinical Haematology
Direct Reports:	0
Financial management:	Budget: N/A
Date:	16 Oct 2024

About Austin Health

Austin Health is one of Victoria's largest health care providers. We deliver services for patients across four main sites in Melbourne, in locations across our community, in people's homes, and within regional hospitals across Victoria. We are an internationally recognised leader in clinical teaching, training, and research, with numerous university and research institute affiliations.

We employ approximately 9,500 staff and are known for our specialist work in cancer, infectious diseases, obesity, sleep medicine, intensive care medicine, neurology, endocrinology, mental health, and rehabilitation.

Our vision is to shape the future through exceptional care, discovery, and learning. This is supported by our values which define who we are, shape our culture and the behaviours of our people.

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.

About Clinical Haematology

Clinical Haematology forms part of the Olivia Newton John Cancer Wellness and Research Centre at Austin Health, and provides services for a wide range of benign and malignant haematological conditions in the inpatient, specialist clinics, day treatment and home settings. Close collaboration occurs with laboratory haematology. Apheresis, autologous and allogeneic stem cell transplantation form part of the service. A consultative service is also provided throughout Austin Health.

The unit has a close association with other health services within the North Eastern Melbourne Integrated Cancer Service (NEMICS), as well as Ballarat Base Hospital, and is an active participant in the Victorian Comprehensive Cancer Centre Alliance. The unit has a large clinical trial and clinical research program, and a close association with the Olivia Newton John Cancer Research Institute.

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.

In emergency cases a knowledge of certain areas of Clinical Haematology without necessarily recent experience may be required. This will usually have been gained in obtaining the FRACP or equivalent in Clinical Haematology.

This is a senior Medical Position and carries with it the professional responsibilities of clinical leadership, teaching and training as well as administrative requirements.

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 appropriate 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 Units as required.
- Supervise trainees and junior medical staff.
- To assist the Director 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.

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. Escalate concerns regarding safety, quality, and risk to the appropriate staff member, if unable to rectify yourself
- Comply with the principals of patient centered care.

- 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.

Credentiaing 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

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 Australasian College of Physicians or equivalent.
- Have appropriate training and experience applicable to the field of Clinical Haematology, including disorders of haemostasis and thrombosis.
- 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:

- A sound understanding of information technology including clinical systems.
- Credentialed in allogeneic stem cell transplantation

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

Austin Health is committed to diversity and inclusion in employment and is proud to encourage applications from people of different backgrounds, abilities, ages, genders, gender identities and/or sexual orientations.

Austin Health acknowledges the Traditional Owners of the lands we work on and pay our respects to Elders past and present.

We welcome applications from people with disability and aim to provide an inclusive and accessible workplace. If you need any help with the application process or would like to discuss your reasonable adjustments during interviews, please let us know.

We welcome applications from Aboriginal and Torres Strait Islander peoples. 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	