

Austin Health Position Description



Position Title: VMO – Diagnostic Radiologist with Breast Capability

Classification:	Medical Specialist
Business Unit/ Department:	Radiology
Work location:	Austin Health Heidelberg Repatriation
Agreement:	AMA Victoria - Victorian Public Health Sector Medical Specialists Enterprise Agreement 2022-2026
Employment Type:	Fractional
Hours per week:	10 hours per week
Reports to:	Medical Director, Radiology
Direct Reports:	Nil
Financial management:	Budget: N/A
Date:	March 2025

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](#).

Position Purpose

The purpose of this appointment is to support the provision of a high-quality Radiology service at Austin Health.

All Clinical Radiologists are expected to be able to provide routine specialist Radiology services and cover “on call” after hours.

This is a senior medical position and carries with it the professional responsibilities of teaching, training, administrative requirements, and audit/research.

The position reports to the Medical Director of Radiology.

About Radiology

Austin Radiology is a tertiary level teaching department, supporting the imaging needs of Austin Health, the Mercy Hospital for Women (Heidelberg), the broader community, and the statewide services of liver transplant, spinal cord injury, respiratory support, and child inpatient mental health services. Austin Health has three campuses, the Austin Campus, the Repatriation Campus, and the Royal Talbot Rehabilitation Centre – with imaging of all sites provided by the Department of Radiology.

The Department currently comprises 23 Staff Radiologists, 5 Visiting Radiologists and 24 Radiology Registrars/Fellows.

Austin Campus: The Department of Radiology is located on Levels 1 and 2 of the Lance Townsend Building. This campus includes 3 MRI scanners, 2 CT scanners, 3 angiography suites, including two bi-plane hybrid theatres, 5 Ultrasound units and fluoroscopy.

The Emergency Radiology and afterhours inpatient services are co-located within the Emergency Department and offers CT, US and Plain Radiography, and Cone Beam CT. The Emergency Department is one of the busiest Emergency Departments in the state.

The Heidelberg Repatriation Hospital Radiology Department predominantly provides outpatient imaging and low risk interventional services. The campus includes 2 CT scanners, Cone Beam CT, fluoroscopy, mammography and 5 Ultrasound rooms.

Purpose and Accountabilities

Role Specific:

Determining a practitioner’s scope of practice will help protect the practitioner from demands that might be outside their comfort zone and help identify areas where further expertise may be required. Initial goal setting upon engagement and annual performance reviews will facilitate clear delineation of individualised expectations, work and workload.

It is expected that the doctor will perform Core Scope Duties of a Radiologist.

Core Scope: Clinical Radiology Practice

Clinical Radiologists are involved in a range of activities, including:

1. Acting as an expert specialist consultant to the referring medical practitioner and patient
2. Diagnostic activities
3. Screening activities
4. Participation as an indispensable member in multidisciplinary team meetings
5. Radiation protection and safety i.e. ensuring that radiation effects on the human body are minimised both for patients and staff
6. Magnetic resonance safety to protect patients and staff
7. Maintenance of a safe work culture with all staff and follow safe work practices
8. Participation in Continuing Professional Development (CPD) to maintain current knowledge and to upskill as required.

Clinical Radiologists practice diagnostic radiology using a range of medical imaging techniques including, but not limited to radiographs (X-Rays), fluoroscopy and digital subtraction angiography (DSA), computed tomography (CT), magnetic resonance imaging (MRI) and ultrasound (US).

Clinical Radiologists provide care to patients using minimally invasive image-guided techniques for diagnosis, management, and treatment of disease. Clinical radiologists provide this care to patients via a range of image-guided procedures, such as biopsies, injections, drainage, and vascular access procedures.

Clinical attendance is determined by the Medical Director of Radiology, as per the Weekly Medical Roster. Clinical radiologists are expected to participate in their respective on call roster.

Other Duties Expected of a Clinical Radiologist:

- Assist in administrative duties, as directed by the Medical Director, including the development and review of policies and procedures for the provision of Radiology services, updating as needed to reflect best practice and evidence-based medicine.
- Participation in Quality improvement initiatives, as directed by the Medical Director, including:
 - Participation in the evaluation of Radiology Services from a quality and risk perspective
 - Participation in quality and incident reviews
 - Assistance in the implementation of appropriate quality and risk initiatives.
 - Assist in making a safe working environment by:
 - Reporting any incidents of unsafe work practices, sites, or equipment
 - Assist in the resolution of these raised issues.

- 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.

Regularly access Austin Health's email system and respond in a timely manner to correspondence

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 centred 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

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. X-ray radiology
2. Fluoroscopy and digital subtraction angiography (DSA),
3. Computerised tomography (CT)
4. Magnetic resonance imaging (MRI)
5. Ultrasound (US)
6. Mammography
7. Diagnostic Radiologists: Needle biopsies and drainage procedures of superficial and deep lesions in the body using image guidance.
8. Interventional Radiologists: Renal procedures including nephrostomies; Angiographic studies including selective and non-selective catheter studies; Hepatobiliary procedures using imaging guidance; Peripheral Vascular Angio-intervention; and Endoluminal Interventional procedures

This will be assumed if the Radiologist has a Fellowship of The Royal Australian and New Zealand College of Radiologists (FRANZCR) 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. Advanced Breast Imaging and Procedures
2. Coronary CT Angiography (Level A and Level B)
3. CT Colonography
4. Interventional Radiology including Advanced Peripheral Endovascular Therapy
5. Neurovascular Intervention

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, this should occur in consultation with the Head of Unit. Applications must go through the formal process of the New Technology Committee, with appropriate amendment of the Extended Scope of Practice, prior to commencement of service.

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 organisation's credentialing requirements.

Selection Criteria

Essential Knowledge and Skills:

- A commitment to Austin Health values
- Must have Advanced Breast Imaging Capability
- Be a registered Medical Practitioner in Australia with the Australian Health Practitioner Regulation Agency (AHPRA), with currency of practice
- Hold a Fellowship of the Royal Australian and New Zealand College of Radiology (RANZCR) or its equivalent
- Have demonstrated commitment to high quality patient care
- Have demonstrated commitment to teaching
- Have demonstrated ability to communicate at all levels
- Have demonstrated capability and interest in research
- Have demonstrated teamwork and collaboration
- Have demonstrated computer skills including use of email, internet, word processing and spreadsheets
- Have demonstrated understanding of, and commitment to Clinical Governance

- Subspecialty interest in Oncology and Breast Imaging is preferred.

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	