

POSITION DESCRIPTION

Position Title:	Radiologist – Interventional Radiology/Diagnostic Radiology
Business Unit/Department:	Medical Imaging
Division:	Clinical Support & Specialist Clinics
Award/Agreement:	Medical Specialist (Victorian Public Health Sector) (AMA Victoria/ASMOF) (Single Interest Employers) Enterprise Agreement 2022 - 2026
Classification:	1 MISC 08
Reports To:	Clinical Director of Medical Imaging
Direct Reports:	None
Date Prepared/Updated:	17 January 2024

Position Purpose

The role of the Interventional Radiologist (IR) requires the successful candidate to be competent in a wide range of Interventional Radiological procedures offering the broad patient categories represented by Western Health. The successful applicant will constantly and vigorously pursue new ideas, education and re-education appropriate to a rapidly changing subspecialty. They will also work with and build the strong team-forward ethos of IR at Western Health. The IR Radiologist will be proactive rather than reactive in development of techniques and strategies in patient care commensurate with the current and predictable future needs of the patients by Western Health. The education will include active pursuit of European Board of Interventional Radiology is a clinical subspecialty.

The role of the Diagnostic Clinical Radiologist is to provide high quality Radiology services to the patients of Western Health services and external referrers. Supervision and training of Junior Medical Staff and support of Western Health Strategic Priorities will also be undertaken.

Business Unit Overview

Western Health Medical Imaging (WHMI) provides state of the art comprehensive Diagnostic and Interventional Radiology services to one of the most culturally dynamic and rapidly expanding growth corridors in Australia. WHMI currently performs approximately 189,000 Medical Imaging examinations per annum. WHMI is committed to excellence in clinical diagnosis and patient care. It draws on the medical expertise of a highly experienced and committed team of Consultant Radiologists and Medical Imaging professionals.

WHMI operates across 3 of the 4 Western Health campuses located at; Western Hospital Footscray, Sunshine Hospital and the Williamstown Hospital. WHMI Medical Imaging services include Computer Tomography (CT), Fluoroscopy, Magnetic Resonance Imaging (MRI), Nuclear Medicine, Mammography, Digital Subtraction Angiography, Interventional Radiology, Ultrasound and Digital X-ray.

WHMI is an accredited member of the Royal Australian and New Zealand College of Radiologists (RANZCR) and holds DIAS accreditation with the National Association of Testing Authorities (NATA).

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WHMI provides Clinical consultation and support to our internal and external referrers and is committed to quality and dependability.

Our comprehensive digital imaging service and dedication to putting the needs of our patients first make WHMI one of the leading and fastest growing Medical Imaging services in Victoria.

Key Responsibilities

- Assume responsibility for quality patient care ensuring that clinical procedures are performed in accordance with Western Health policy and procedure
- Participate in resolving problems in care and to ensure that the Unit/ Department Head is aware of relevant issues and problems
- Ensure continuity of care by communicating appropriately with other practitioners including community general practitioners
- Ensure awareness of clinical experience and proficiency of junior medical staff delegated to deliver care and provide supervision for and be accountable for the care delivered
- Provide consistent and appropriate leadership and supervision to Junior Medical Staff
- Ensure that the care of all patients is handed over or other suitable arrangements for follow up, including follow up of results is in place
- Lead by example in the delivery and promotion of high quality clinical care to all patients
- Participate in the development, implementation and revision of treatment protocols and clinical guidelines to promote and ensure best practice standards
- Actively contribute to Western Health's ongoing development through involvement in hospital wide activities and national and/or international organisations
- Participate in service planning as requested by the Unit/ Department Head and Clinical Service Directors including the development and setting of targets, resource requirements and improvement priorities for the service agreement
- Actively participate in departmental or organisational wide quality and credentialing processes, including clinical work review groups
- Participate in developing department and personal priority goals and objectives consistent with the mission, philosophy and strategic plan of the organisation
- Ensure that any dealings with the media are approved and in accordance with policy, procedure and privacy legislation
- Contribute to creating and maintaining a work climate which is conducive to positive morale and employee growth, development and retention
- Ensure own health and well-being and seek assistance if impairment in physical or mental health is impacting on job performance
- Work collaboratively and respectfully with multi-disciplinary team members to achieve desired outcomes for patients through effective communication and attendance and participation in unit and site clinical meetings
- Exchange and share information from participation in seminars and conferences with colleagues via in-services, presentations, education forums, team meetings, etc.
- Build networks and participate in benchmarking to seek and share information to assist in developing best practices
- Demonstrate a caring and empathetic approach towards patients at all times
- Participate and contribute to improvement of policies, procedures and protocols and identify areas of improvement in clinical practice.
- Participate in hospital provided professional development activities and keep up to date with relevant developments in clinical and hospital practice.
- Participate in clinical teaching and professional development of junior medical staff, medical students and students of all health professions and disciplines, including involving students in clinical care
- Maintain personal qualifications in accordance with continuing certification requirements of relevant medical college or other body
- Comply with Western Health financial systems, policies and processes
- Maintain a high and accurate level of clinical and financial recording and ensure involvement in medical document audits

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- Participate in departmental strategic and financial planning
- Participate in the development and monitoring of financial risk reduction and identify and implement strategies for cost control
- Identify business opportunities through available funding streams and develop and prepare business cases to optimise funding opportunities and business development
- Operate in accordance with Western Health Human Resource policy and practise in all matters relating to recruitment and employment
- Ensure the ability to receive and return organisational relevant information and communication through phone, and/or voicemail and email within time limits set by the organisation
- Acquire and maintain sufficient relevant computer/technology skills and utilise these to participate in services and communication offered by Western Health
- Undertake other duties and instructions as provided by the Director of Medical Imaging

In addition to the key responsibilities specific to your role, you are required to deliver on the [Key Organisational Accountabilities](#) which are aligned with the Western Health strategic aims.

Key Working Relationships

Internal:

- Other Senior Medical Staff
- Nursing and Allied Health Staff
- Patient Support and Administrative Staff
- Medical Workforce Unit Management
- Unit/ Department Heads
- Clinical Services Directors
- Divisional Directors
- Executive Director Medical Services

External:

- GP's
- Community Health Agencies
- Other Senior Medical Staff

Selection Criteria

Essential:

- A medical qualification (MBBS or equivalent) which is recognised for registration by the Australian Health Practitioner Regulation Agency (AHPRA)
- For the Interventional Radiologist, commitment pursuit of European Board of Interventional Radiology qualification, Fellowship training in Interventional Radiology and to be a member of Interventional Radiology Society of Australasia (IRSA)
- Tier B Interventional radiological qualifications
- For the Body Imaging Radiologist, Fellowship in Body Imaging, experience in all aspects of body imaging, including MRI, and comfortable doing Tier A procedures
- For the Paediatric Radiologist, Fellowship in Paediatrics Imaging (including MRI) and availability on Friday. Ability to read adult imaging is a strong advantage
- Registration by AHPRA as Clinical Radiologist with a current annual practicing certificate
- Credentials for the position – Fellowship of the Royal Australian and New Zealand College of Radiologists (FRANZCR) in Clinical Radiology, including maintenance of CPD and good standing as required by AHPRA for the maintenance of Specialist Registration
- Relevant clinical experience and clinical competence required for level of position
- Valid radiation licence
- Supervision and training of Junior Medical Staff and support of Western Health Strategic Priorities are mandatory
- Experience in the support and supervision of Junior Medical Staff
- Responsibility to report and perform other duties as directed by the Directors of Medical Imaging (Clinical and Operational)

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- Demonstrated ability to practice collaboratively as part of a multi-disciplinary health care team
- Effective organisational skills, with respect to time management and delegation
- Well-developed written and verbal communication skills
- Displays and expresses a high level of ethics in regards to patients, colleagues and the organisation
- Demonstrates skill and maturity in problem solving, negotiation and conflict resolution
- Demonstrates ability to make decisions and support rationale, clearly communicate decisions to relevant parties
- Maintains confidentiality of patient, institutional and employee information
- Commitment to professional development
- Analyses own performance in accordance with position expectations. Develops goals and implements a plan to meet those goals. Maintains and own knowledge and skills
- Participates in and contributes to committees, teams and projects in keeping with the organisation's strategic goals
- Seeks out and is receptive to feedback from co-workers at all levels for the purpose of growth in the role
- Diagnostic Radiologists will participate in the After-Hours and On-Call Diagnostic roster as required covering all but Interventional Radiology
- Interventional Radiologist will participate in the Interventional Radiology On-Call roster as required
- Eligibility to bill Medicare (MBS)

Desirable:

- Demonstrated research skills
- Knowledge of health issues in relation to Western Health's catchments
- Acknowledgement of Western Health strategic themes

Additional Requirements

All employees are required to:

- Obtain a police/criminal history check prior to employment
- Obtain a working with children check prior to employment (if requested)
- Obtain an Immunisation Health Clearance prior to employment
- Report to management any criminal charges or convictions you receive during the course of your employment.
- Comply with relevant Western Health clinical and administrative policies and guidelines.
- Comply with and accept responsibility for ensuring the implementation of health and safety policies and procedures.
- Fully co-operate with Western Health in any action necessary to maintain a working environment, which is safe, and without risk to health.
- Protect confidential information from unauthorised disclosure and not use, disclose or copy confidential information except for the purpose of and to the extent necessary to perform your employment duties at Western Health.
- Be aware of and comply with relevant legislation: Public Administration Act 2004, Victorian Charter of Human Rights and Responsibilities Act 2006, Work Health and Safety Act 2011, the Work Health and Safety Regulations 2011 (and 2012), the Victorian Occupational Health and Safety Act 2004, Fair Work Act 2009 (as amended), the Privacy Act 1988 and responsibilities under s141 Health Services Act with regard to the sharing of health information.
- Be aware of and comply with the Code of Conduct for Victorian Public Sector Employees and other Western Health employment guidelines.

General Information

- Redeployment to other services and sites within Western Health may be required.
- Employment terms and conditions are provided according to relevant award/agreement.
- Western Health is an equal opportunity employer and is committed to providing for its employees a work environment which is free of harassment or discrimination. The organisation promotes diversity and awareness in the workplace.

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- This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Western Health reserves the right to modify position descriptions as required. Employees will be consulted when this occurs.
- Western Health is a smoke free environment.

I confirm I have read the Position Description, understand its content and agree to work in accordance with the requirements of the position.

Employee's Name: _____

Employee's Signature: _____ Date: _____

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