

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Staff Specialist - Anatomical Pathology
Position Number:	514395
Classification:	Specialist Medical Practitioner Level I-II
Award/Agreement:	Medical Practitioners (Public Sector) Award
Group/Section:	Hospitals North/North West – Launceston General Hospital Pathology
Position Type:	Permanent, Full Time
Location:	North
Reports to:	Director of Pathology
Effective Date:	March 2019
Check Type:	Annulled
Check Frequency:	Pre-employment
Essential Requirements:	<p>Specialist or limited registration with the Medical Board of Australia in a relevant specialty</p> <p><i>*Registration/licences that are essential requirements of this role must remain current and valid at all times whilst employed in this role and the status of these may be checked at any time during employment. It is the employee's responsibility to ensure that registration/licences remain current and to advise the Employer if their circumstances change. This includes notifying the Employer if a registration/licence is revoked, cancelled or has its conditions altered.</i></p>
Desirable Requirements:	Experience in Cytopathology and Post Mortem procedures
Position Features:	Staff employed against this SoD as a Visiting Medical Practitioner will be employed in accordance with the <i>Tasmanian Visiting Medical Practitioners (Public Sector) Agreement</i> and remunerated accordingly

NB: The above details in relation to Location, Position Type and Work Pattern may differ when this position is advertised – please refer to these details within the actual advert. The remainder of the content of this Statement of Duties applies to all advertised positions.

Primary Purpose:

Provide Pathology Services of the highest possible standard to patients.

Duties:

1. Provide services in the specialty of Pathology (Anatomical Pathology, Cytopathology, and Post Mortems as required) including diagnosis, treatment and care for patients, both inpatient and outpatient, at the Launceston General Hospital (LGH) and where appropriate other hospitals in Tasmania.
2. Assist with the management of LGH patients in consultation with other clinical services.
3. Participate in undergraduate and postgraduate teaching programs.
4. Participate in such Hospital committees and administrative matters as required by the Chief Executive Officer or Director of Pathology.
5. Participate in continuous quality improvement activities.
6. Observe all hospital policies and procedures and statutory regulations.
7. Actively participate in and contribute to the organisation's Quality & Safety and Work Health & Safety processes, including in the development and implementation of safety systems, improvement initiatives, safeguarding practices for vulnerable people, and related training.
8. The incumbent can expect to be allocated duties, not specifically mentioned in this document, that are within the capacity, qualifications and experience normally expected from persons occupying positions at this classification level.

Key Accountabilities and Responsibilities:

Provide a high-quality service under the direction of the Director of Pathology to patients of LGH by:

- Providing appropriate clinical care to patients.
- Coordinating the follow up care of patients.
- Attending inpatients rounds and consulting clinics as scheduled.
- Ensuring effective communication with care providers, especially General Practitioners, to promote continuity of patient care.

Demonstrate a commitment to continuous service improvement by:

- Participating in the development of clinical guidelines and protocols.
- Attending and participating in clinical and departmental meetings.
- Participating in departmental peer review and audit activities.
- Continuously reviewing existing practices and promoting change where required.
- Participating in quality improvement programs undertaken by the Launceston General Hospital.
- Participating in College-based programs directed towards maintaining the highest standards of professional care.
- Participating in personal performance appraisal.

Demonstrate a commitment to personal and professional development by:

- Attending conferences to maintain and enhance knowledge.
- Participating in programs designed to provide personal growth and development.

Demonstrate a commitment to the provision of a multidisciplinary approach to clinical care by:

- Working harmoniously with all members of the clinical team.
- Being responsive to the expectations and needs of both clinical and non-clinical colleagues.

Engender a consumer focus in service delivery by:

- Ensuring consumers are able to exercise their rights and responsibilities.
- Ensuring that patients and families are given adequate information upon which to base treatment decisions and follow up.
- Being responsive to complaints from patients and their relatives.

Promote and contribute to the maintenance of a safe working environment by:

- Complying with Work Health and Safety (WH&S) and welfare policies and other written arrangements for WH&S and welfare at work.
- Participating in relevant WH&S and welfare programs. Complying with any reasonable instruction and following safe-work practices in relation to WH&S and welfare at work.
- Participating in training programs and on the job training programs for WH&S and welfare.
- Reporting all incidents, accidents and observed hazards to their supervisor or manager as soon as possible and assisting in the investigation process.
- Supporting the role of the health and safety representatives by keeping them informed of any issues relating to health, safety and welfare in the workplaces.
- Ensuring that you are not, by the consumption of alcohol or a drug, in such a state as to endanger your own health and safety at work or the health and safety of any other person.
- Participating in appraisals to evaluate WH&S performance.
- Championing a child safe culture that upholds the National Principles for Child Safe Organisations. The Department is committed to the safety, wellbeing, and empowerment of all children and young people, and expect all employees to actively participate in and contribute to our rights-based approach to care, including meeting all mandatory reporting obligations.
- Where applicable, exercising delegations in accordance with a range of Acts, Regulations, Awards, administrative authorities and functional arrangements as mandated by Statutory office holders including the Secretary and Head of State Service. The relevant Unit Manager can provide details to the occupant of delegations applicable to this position.
- Complying at all times with policy and protocol requirements, including those relating to mandatory education, training and assessment.

Pre-employment Conditions:

It is the Employee's responsibility to notify an Employer of any new criminal convictions during the course of their employment with the Department.

The Head of the State Service has determined that the person nominated for this job is to satisfy a pre-employment check before taking up the appointment, on promotion or transfer. The following checks are to be conducted:

1. Conviction checks in the following areas:
 - a. crimes of violence
 - b. sex related offences
 - c. serious drug offences
 - d. crimes involving dishonesty
2. Identification check
3. Disciplinary action in previous employment check.

Selection Criteria:

1. Demonstrated ability to provide inpatient and outpatient care within the specialty of Pathology.
2. Demonstrated ability to work with a multidisciplinary team of medical, nursing, and health professional staff.
3. Demonstrated capacity for undergraduate and post-graduate teaching.
4. Demonstrated ability to communicate effectively and maintain good interpersonal relationships in dealing with patients, their relatives and professional colleagues.
5. Knowledge of continuous quality improvement activities relevant to practice with the clinical discipline.
6. Understanding of and demonstrated commitment to ISO 15189 quality systems.
7. Evidence of ongoing participation and commitment to continuing medical education.
8. Successful completion of the Australasian, or equivalent overseas, training program in Pathology.

Working Environment:

The Department of Health is committed to improving the health and wellbeing of patients, clients and the Tasmanian community through a sustainable, high quality and safe health system. We value leading with purpose, being creative and innovative, acting with integrity, being accountable and being collegial.

The Department of Health is committed to improving the way we work with vulnerable people, in particular implementing strategies and actions to promote child safety and wellbeing, empower, and prevent harm to children and young people.

The Department upholds the *Australian Charter of Healthcare Rights* in our practice and is committed to the safeguarding and protection of the welfare and rights of all people, particularly those that may be at risk of abuse, neglect, or exploitation. We place emphasis on the provision of culturally safe, respectful, and inclusive care that is responsive to diverse needs.

The Department seeks to provide an environment that supports safe work practices, diversity and respect, including with employment opportunities and ongoing learning and development. We value the diverse backgrounds, skills and contributions of all employees and treat each other and members of the community with respect. We do not tolerate discrimination, harassment or bullying in the workplace. All employees must uphold the *State Service Principles* and *Code of Conduct* which are found in the *State Service Act 2000*. The Department supports the [Consumer and Community Engagement Principles](#).