

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Clinical Educator – Breast Imaging
Position Number:	529159
Classification:	Allied Health Professional Level 4
Award/Agreement:	Allied Health Professionals Public Sector Unions Wages Agreement
Group/Section:	Community Mental Health and Wellbeing – Population Screening and Cancer Prevention
Position Type:	Permanent, Full Time
Location:	South
Reports to:	Chief Radiographer
Effective Date:	April 2024
Check Type:	Annulled
Check Frequency:	Pre-employment
Essential Requirements:	<p>Registered with the Medical Radiation Practice Board of Australia.</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:	<p>Postgraduate qualifications in education and/or postgraduate qualifications relevant to medical imaging</p> <p>Have at least five years clinical experience as a related practitioner</p> <p>Certificate of Mammographic Practice (CMP)</p> <p>Breast ultrasound skills</p>

- Position Features:**
- Day work
 - May be required to work outside normal working hours
 - The incumbent is required to wear lead aprons and protective gear as appropriate
 - Intrastate travel may be required

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:

The Clinical Educator will supervise, provide training and support high quality imaging education programs for radiographers, mammographic technologists and sonographers within BreastScreen Tasmania and Tasmanian Diagnostic Breast Imaging Service, in collaboration with the Medical Radiation Practice Board of Australia (MRPBA) to ensure alignment with national standards and best practices.

In consultation with the Chief Radiographer identify, plan and implement a range of continuing professional development education, training and activities for radiographers, mammographic technologists and sonographers; develop and monitor mentoring programs for radiographers and sonographers re-entering the profession, and provide education and training to other allied health, nursing and medical staff as required.

Take leading role in the development, coordination, and promotion of continuous clinical quality improvement throughout BreastScreen Tasmania and the Diagnostic Breast Imaging service, incorporating a whole-of-service approach in line with organisational objectives, governance frameworks, and best practice standards. Provide specialist advice on a broad range of issues relating to quality and performance within the clinical setting. Provide oversight for and management of the Safety Reporting and Learning System (SRLS), identifying trends and key lessons to inform effective risk management and strategic planning processes.

Duties:

1. Responsible for the development, implementation and monitoring of education and continuing professional development programs for all mammographers, sonographers and other DBI and BST staff as required. Foster a culture of continuous learning and professional growth among all staff.
2. Design education programs incorporating best practice principles for the provision of safe and contemporary breast imaging and interventional procedures.
3. Collaborate effectively as a member of The Tasmanian Breast Care Centre's interdisciplinary leadership team.
4. Support organisational strategic priorities through active membership on relevant committees/groups as required.
5. Assist in the implementation and modification of new techniques, protocols and equipment, ensuring comprehensive staff training.
6. Maintain a clinical case load as agreed upon, ensuring ongoing professional competence and growth.

7. Manage the development, implementation and monitoring of the resumption of professional practice program for mammographers and sonographers re-entering the profession, including liaising with the appropriate licensing body to establish individual requirements.
8. Provide specialist quality and performance advice, including assisting in the development of relevant policies, procedures, processes, and reports.
9. Coordinate the development, implementation, and evaluation of quality and performance systems and processes to improve reporting and contribute to service planning and improvement. Develop training programs focused on quality improvement and patient safety.
10. 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.
11. 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:

The Clinical Educator works with a high level of autonomy, with broad direction provided by the Chief Radiographer, Population Screening and Cancer Prevention. The Clinical Educator is responsible for:

- Continuing education, and professional development of mammographers, sonographers and other staff working in DBI/BST, including those re-entering the profession.
- Providing professional leadership and direction, evaluating mammography and interventional radiography services within the clinical setting and making recommendations to clinical staff as required.
- Assisting in the implementation and evaluation of quality and performance strategies including liaison with internal and external stakeholders.
- Maintaining contemporary knowledge of safety and quality standards and accreditation requirements relative to the breast screening and interventional radiography service healthcare environment.
- Champion 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, exercise 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.
- Comply 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 commitment to lifelong learning, with extensive experience in designing, implementing, and evaluating comprehensive training and professional development programs. Ability to apply adult learning principles and innovative educational methodologies.
2. Extensive experience and demonstrated knowledge and skill relating to all areas of mammography and interventional breast radiography.
3. Demonstrated leadership skills, together with proven experience in supervising, supporting, and mentoring professional staff. Ability to foster a culture of professional growth and collaborative learning within clinical teams.
4. Demonstrated experience in and a proven commitment to quality improvement and research, including the ability to introduce new concepts and facilitate knowledge sharing to enhance clinical practices.
5. Sound knowledge of workplace safety and related codes of practice, with a demonstrated ability to apply these requirements in a clinical setting. Ability to identify, assess and mitigate risks effectively.
6. Highly developed interpersonal skills including communication, negotiation and conflict resolution skills, as well as a demonstrated capacity to liaise, negotiate and communicate effectively with a range of internal and external stakeholders, building strong professional relationships and networks.

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 | Tasmanian Department of Health](#)