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SA Health Job Pack

Job Title	Consultant Radiologist
Job Number	664211
Applications Closing Date	24/08/2018
Region / Division	SA Health - Statewide Clinical Support Services
Health Service	SA Medical Imaging
Location	Various
Classification	MD2
Job Status	Part time, Ongoing
Indicative Total Remuneration*	\$313,449 - \$580,544

Criminal History Assessment

Applicants will be required to demonstrate that they have undergone an appropriate criminal and relevant history screening assessment/ criminal history check. Depending on the role, this may be a Department of Communities and Social Inclusion (DCSI) Criminal History Check and/or a South Australian Police (SAPOL) National Police Check (NPC). The following checks will be required for this role:

- ☒ Child Related Employment Screening - **DCSI**
- ☒ Vulnerable Person-Related Employment Screening - **NPC**
- ☐ Aged Care Sector Employment Screening - **NPC**
- ☐ General Employment Probity Check - **NPC**

Further information is available on the SA Health careers website at www.sahealth.sa.gov.au/careers - see Career Information, or by referring to the nominated contact person below.

Contact Details

Full name	Christopher Pozza
Phone number	82226791
Email address	chris.pozza@sa.gov.au

Guide to submitting an application

Thank you for considering applying for a position within SA Health. Recruitment and Selection processes across SA Health are based on best practice and a commitment to a selection based on merit. This means treating all applications in a fair and equitable manner that aims to choose the best person for the position.

A well presented, easy to read application will allow the panel to assess the information they need from your application. To give yourself the best opportunity to reach interview, the application should clearly and concisely demonstrate to the selection panel that you are suitably equipped to perform the role, and that you possess all of the stated minimum essential skills, abilities, knowledge, experience and educational qualifications (where required).

The online application form to apply for this position will ask for employment history, education, qualifications and referees however to understand the position and requirements we suggest you become familiar with the attached Job and Person Specification.

We request that you attach the following to your application -

- ✍ **A covering letter** of up to 2 pages introducing yourself to the selection panel and describing your skills, abilities, knowledge, qualifications and experience in relation to the position;
- ✍ **A current Curriculum vitae/Resume** that includes your personal details, relevant employment history, education, training courses, qualifications and professional memberships.

* Refer to <http://www.sahealthcareers.com.au/information/> for further information regarding

- The Indicative Total Remuneration which is inclusive of Award salary, superannuation and other monetary benefits.
- Information for Applicants
- Criminal History Assessment requirements



ROLE DESCRIPTION

Role Title:	Consultant Radiologist
Classification Code:	MD02
LHN/ HN/ SAAS/ DHA:	Statewide Clinical Support Services
Hospital/ Service/ Cluster	TQEH
Division:	SA Medical Imaging
Department/Section / Unit/ Ward:	Radiology
Role reports to:	Campus Clinical Head – Radiology TQEH
Role Created/ Reviewed Date:	31-May-2018

ROLE CONTEXT

Primary Objective(s) of role:

- > Responsible for assisting in the provision of a complete range of medical imaging services, the development and promotion of teaching, research and education within the Radiology Department at The Queen Elizabeth Hospital (TQEH).

Direct Reports:

- > Radiology Registrars

Key Relationships/ Interactions:

Internal to SAMI

- > Responsible to the Campus Clinical Head of Radiology, TQEH.
- > Close liaison is expected with other medical, allied health (radiographer/sonographer), nursing and clerical staff to ensure the continued efficiency and effectiveness of the medical imaging service.
- >

External to SAMI

- > Liaison with TQEH clinicians and outside referrers to ensure maintenance of a high quality medical imaging service.
- >

Challenges associated with Role:

Major challenges currently associated with the role include:

- Ensuring a high standard medical imaging service is provided in a timely manner.
- Contributing to the efficient administration of the Radiology Department.
- Managing the balance between clinical demand and available provision of medical imaging services

Delegations:

>

Resilience:

SA Health employees persevere to achieve goals, stay calm under pressure and are open to feedback.

Performance Development

The incumbent will be required to participate in the organisation's Performance Review & Development Program which will include a regular review of the incumbent's performance against the responsibilities and key result areas associated with their position and a requirement to demonstrate appropriate behaviours which reflect a commitment to SA Health values and strategic directions.

General Requirements:

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Policies and Procedures and legislative requirements including but not limited too:

- > Work Health and Safety (WHS).
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > Keeping Them Safe Legislation (inclusive of Mandatory Notifier).
- > Disability Discrimination.
- > Code of Fair Information Practice.
- > Relevant Awards, Enterprise Agreements, Public Sector Act 2009, Health Care Act 2008, and the SA Health (Health Care Act) Human Resources Manual.
- > Relevant Australian Standards, including those set by the Royal Australian and New Zealand College of Radiologists (RANZCR)
- > Duty to maintain confidentiality.
- > Smoke Free Workplace.
- > To value and respect the needs and contributions of SA Health Aboriginal staff and clients, and commit to the development of Aboriginal cultural competence across all SA Health practice and service delivery.
- > Applying the principles of the South Australian Government's Risk Management Policy to work as appropriate.

Special Conditions:

- > Appointment is subject to a satisfactory Background Screening and National Criminal History Check obtained through the Screening and Licensing Unit, Department for Communities and Social Inclusion to be renewed every 3 years thereafter from date of issue.
- > Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work appropriate to classification, skills and capabilities either on a permanent or temporary basis subject to relevant provisions of the *Public Sector Act 2009* for Public Sector employees or the *SA Health (Health Care Act) Human Resources Manual* for Health Care Act employees.
- > The incumbent may be required to participate in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.
- > Involvement on the on-call roster within SA Medical Imaging is expected including providing assistance to on-call Radiology registrars and ongoing consultation with clinicians. Interventional radiology may be included in the on-call duties.
- >

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
Ensure a high standard radiology service is provided in the Radiology Department	<ul style="list-style-type: none"> > Undertake the management and assume responsibility for patients within the Medical Imaging Service. > Provide a consultative service to referring clinicians regarding patient management. > Supervise junior medical staff and trainees in Medical Imaging, in the care of these patients. > Be available to medical colleagues for consultation regarding patient care. > Be available for urgent consultation and assistance and subsequent management of patients. > Develop and implement protocols in conjunction with other staff as appropriate. > Undertake further responsibilities where necessary, including out of hours, public holidays and weekend duties. > Provide high standards of practice and diagnostic accuracy. > Maintain and evaluate medical standards of service including the maintenance of professional standards and continuing education to maintain clinical expertise. > Maintain standards of performance and care in accordance with the expectations of professional bodies, regulatory authorities and the clients.
Ensure a high standard of clinical practice of all medical staff in the Radiology Department	<ul style="list-style-type: none"> > Provide appropriate Medical Imaging services to patients according to the clinical roster and across a wide range of modalities (including plain x-ray, fluoroscopy, ultrasound, CT, MR, breast imaging and interventional procedures). > Coordinate and provide follow up care of patients where appropriate. > Ensure that the service provision and activities of the Medical Imaging department are customer focussed and professionally and effectively conducted by contributing to the development of an integrated team approach and culture which is highly responsive to the needs of business partners and external clients. > Contribute to the after-hours on-call service. > Adhere to guidelines as provided in relevant SAMI documentation. > Attend and chair clinical and departmental meetings as required. > Participate in departmental peer review and audit activities. > Continuously review existing practices and promote change where required. > Participate in quality assurance programs undertaken by The Queen Elizabeth Hospital. > Participate in College-based programs directed towards maintaining the highest standards of professional care. > Ensure consumers are able to exercise their rights and responsibilities. > Ensure 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. > Work harmoniously with all members of the clinical team. > Lead, develop and foster a positive work culture which is based on SA Health's values and promotes customer service, learning and development, safety and welfare of employees, acknowledges

	<p>differences, and encourages creativity and innovation.</p> <ul style="list-style-type: none"> > Assist in the ongoing development of a postgraduate teaching program in Medical Imaging and provide in-service education. > Participate in the education and assessment of radiology trainees, other junior staff and students. > Participate in the undergraduate medical and nursing teaching programs. > Maintain and improve personal knowledge and skills. > Participate in activities which review and evaluate the quality of patient care including audit and peer review. > Participate in hospital committees and committees of health authorities and other organisations as required > Participate in the Department's research program.
Contribute to the efficient administration of the Radiology Department	<ul style="list-style-type: none"> > Coordinate, direct and control medical imaging in association with the Campus Clinical Head. . > Ensure the effective management of human, financial and physical assets within the unit through appropriate planning and allocation of resources to achieve agreed business and strategic plans. > Assist with budget preparation, monitoring and reporting and adherence to resources allocations. > Supervise and train medical staff in safety, efficiency and performance
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Insert key result area	<ul style="list-style-type: none"> > >
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Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- > Bachelor of Medicine; Bachelor of Surgery (MBBS) or equivalent.
- > Appropriate Specialist Qualifications in Radiology and registrable with the Medical Board of Australia as a Medical Practitioner with Specialist registration; or another qualification as defined in the SA Medical Officers Award.

Personal Abilities/Aptitudes/Skills:

- > Demonstrated high level of clinical skills in Medical Imaging.
- > Demonstrated ability to provide a range of client centred services.
- > Demonstrated excellent verbal and interpersonal communication skills.
- > Demonstrated ability to work in a multidisciplinary team environment and achieve agreed outcomes.
- > Ability to relate well to other medical practitioners, health professionals, patients, their relatives and the public.
- > Ability to prioritise work and meet agreed deadlines.
- > Ability to supervise staff.
- > Ability to deploy effective interpersonal skills, especially in conflict situations.
- > Demonstrated ability to maintain confidentiality.
- > Ability to adapt to workplace change.
- > Demonstrated teaching skills, ability to organise and deliver education programs for medical officers, trainee medical officers, nursing staff and undergraduate medical students.
- > The ability to undertake research.

Experience

- > Proven experience and competence in a broad range of Medical Imaging modalities including ultrasound, CT, MR, breast imaging and basic interventional techniques.

Knowledge

- > In depth knowledge and expertise in contemporary medical imaging practice.
- > Knowledge of administrative policies and practices of a public hospital.
- > Knowledge of public sector management aims, personnel management standards and employee conduct standards, in particular equal Opportunity and Occupational Health, Safety and Welfare policies and procedures
- > An understanding of risk and safety management systems, standards and responsibilities as they relate to a supervisory/ management role.

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- > Unrestricted Medicare Australia Provider Number

Personal Abilities/Aptitudes/Skills:

- >

Experience

- > Experience in multimodality imaging management in a clinical environment

Knowledge

- > Recognises the need for continuing education by participating in the activities of the profession.

Organisational Context

Organisational Overview:

Our mission at SA Health is to lead and deliver a comprehensive and sustainable health system that aims to ensure healthier, longer and better lives for all South Australians. We will achieve our objectives by strengthening primary health care, enhancing hospital care, reforming mental health care and improving the health of Aboriginal people.

SA Health is committed to a health system that produces positive health outcomes by focusing on health promotion, illness prevention and early intervention. We will work with other government agencies and the community to address the environmental, socioeconomic, biological and behavioural determinants of health, and to achieve equitable health outcomes for all South Australians

Our Legal Entities:

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Ageing and the Minister for Mental Health and Substance Abuse.

The legal entities include but are not limited to Department for Health and Ageing, Central Adelaide Local Health Network, Northern Adelaide Local Health Network, Southern Adelaide Local Health Network, Women's and Children's Health Network, Country Health SA Local Health Network and SA Ambulance Service.

SA Health Challenges:

The health system is facing the challenges of an ageing population, increased incidence of chronic disease, workforce shortages, and ageing infrastructure. The SA Health Care Plan has been developed to meet these challenges and ensure South Australian's have access to the best available health care in hospitals, health care centres and through GPs and other providers.

Health Network/ Division/ Department:

Statewide Clinical Support Services (SCSS) is a Business Unit within CALHN. The SCSS Group Executive Director is responsible for leadership and management of SAMI, SA Pharmacy and SA Pathology. The SCSS Group Executive Director is a member of Portfolio Executive, the peak decision making body within SA Health, consistent with the Local Health Network CEOs.

SA Medical Imaging (SAMI) has been created with the goal of:

- ☐ Providing a comprehensive and unified Medical Imaging service to the public health system in South Australia.
- ☐ Improving efficiency.
- ☐ Providing a more cohesive, consistent, and accessible state wide service.

SAMI became operational on 1 July 2012, and is working towards the above goals.

SAMI has responsibility for both in-sourced and out-sourced public Medical Imaging services across South Australia.

The on-going integration across SAMI is occurring at the same time as there is development of an Enterprise Medical Imaging System (ESMI). When fully deployed across the public sector, ESMI will include statewide PACS, Radiology Information System (RIS) and voice recognition (VR).

The Queen Elizabeth Hospital (TQEH) predominantly serves the western suburbs of Adelaide as part of the Central Adelaide Local Health Network (CALHN). There may be a change in the range of clinical services and imaging studies at TQEH as CALHN reviews its practises and sites of service delivery, with new Royal Adelaide Hospital due to open in 2016. This setting offers challenges, and also the opportunity for the successful applicant to shape and develop the Medical Imaging service in a changing Local Health Network whilst maintaining integration of services with SAMI objectives.

Values

SA Health Values

The values of SA Health are used to indicate the type of conduct required by our employees and the conduct that our customers can expect from our health service:

- > We are committed to the values of integrity, respect and accountability.
- > We value care, excellence, innovation, creativity, leadership and equity in health care provision and health outcomes.
- > We demonstrate our values in our interactions with others in SA Health, the community, and those for whom we care.

Code of Ethics

The *Code of Ethics for the South Australian Public Sector* provides an ethical framework for the public sector and applies to all public service employees:

- > Democratic Values - Helping the government, under the law to serve the people of South Australia.
- > Service, Respect and Courtesy - Serving the people of South Australia.
- > Honesty and Integrity- Acting at all times in such a way as to uphold the public trust.
- > Accountability- Holding ourselves accountable for everything we do.
- > Professional Conduct Standards- Exhibiting the highest standards of professional conduct.

The Code recognises that some public sector employees are also bound by codes of conduct relevant to their profession.

Approvals

Role Description Approval

I acknowledge that the role I currently occupy has the delegated authority to authorise this document.

Name:

Role Title:

Signature:

Date:

Role Acceptance

Incumbent Acceptance

I have read and understand the responsibilities associated with role, the role and organisational context and the values of SA Health as described within this document.

Name:

Signature:

Date: