



## Statewide Clinical Support Services (SCSS)

### ROLE DESCRIPTION

<b>Role Title:</b>	Senior Radiology Registrar
<b>Classification Code:</b>	MDP2
<b>LHN/ HN/ SAAS/ DHW:</b>	Central Adelaide Local Health Network (CALHN)Statewide Clinical Support Services (SCSS)
<b>Hospital/ Service/ Cluster:</b>	South Australian Medical Imaging (SAMI)
<b>Division:</b>	Various Sites within SAMI
<b>Department/ Section/ Unit/ Ward:</b>	Radiology
<b>Role reports to:</b>	SAMI site Campus Clinical Head
<b>Role Created/Reviewed Date:</b>	June 2020, Reviewed and Updated March 2024
<b>Criminal and Relevant History Screening:</b>	<input type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Working With Children's Check (WWCC) (DHS) <input checked="" type="checkbox"/> Vulnerable (NPC) <input type="checkbox"/> General Probity (NPC)
<b>Immunisation Risk Category Requirements:</b>	<input checked="" type="checkbox"/> Category A (direct contact with blood or body substances) <input type="checkbox"/> Category B (indirect contact with blood or body substances) <input type="checkbox"/> Category C (minimal patient contact)

### ROLE CONTEXT

#### Primary Objective(s) of role:

- > Public Health Services within South Australia are organised into ten Local Health Networks (LHNs). These include Southern Adelaide, Northern Adelaide, Central Adelaide, Women's and Children's and Six Regional Health Networks. There are also several Statewide Clinical Support Services including SA Medical Imaging, SA Pathology, SA Pharmacy and BreastScreen SA.

SA Medical Imaging (SAMI) was created to provide a comprehensive and unified medical imaging service to the public health system in South Australia; to improve efficiency and provide a more cohesive, consistent, and accessible statewide service.

The consolidation of medical imaging services has achieved the following clinical and technical outcomes:

1. Streamlined imaging service delivery options
2. Reduction of unnecessary duplication of services
3. Sustained enhanced clinical contribution of services to support safe and effective patient outcomes
4. Maximised productivity and efficiency
5. Maximised opportunities for efficient resource utilisation and
6. Maximised opportunities to engage with primary care.

Within this context, the position of Radiology Registrar will include involvement in the South Australian Radiology Training (SART) Network.

The Radiology Senior Registrar will rotate through a series of modalities within the medical imaging department designed to provide wide exposure, while contributing to the provision of clinical services to inpatients and outpatients.

Under the supervision of a Consultant Radiologist in the Department of Radiology, and the site Directors of Training, the Radiology Registrar will undertake routine diagnostic imaging, reporting and procedures within the Department, its annexes and other areas serviced by the Department.

The Radiology Registrar will contribute to the provision of high standard radiology services to patients referred to the Department, contribute to teaching/training at undergraduate level, participate in clinical meetings and multidisciplinary meetings, and participate in research. The Radiology Registrar is required to provide clinical services of the highest possible standard to patients both in terms of individual performance and by contributing to a multi-disciplinary approach to the delivery of patient care, teaching and research.

#### **Direct Reports:**

> Nil

#### **Key Relationships/ Interactions:**

##### Internal

- > The registrar will report to the supervising consultant, the Directors of Training, and the SAMI Campus Clinical Head. They will liaise with medical staff, radiographic staff, nursing staff, clerical staff, and any other appropriate person to provide an effective service.
  1. Responsible to the SAMI Campus Clinical Head for matters pertaining to service provision
  2. Responsible to the Director of Training for matters pertaining to training.
  3. In the case of private patients and daily clinical matters reports to the relevant supervising Consultant Radiologist.
  4. Responsible for supervision of medical students, Interns and Junior Medical Officers in consultation with Consultant staff.
  5. Liaises with other Divisions and Services within the Hospital, with other health providers in the community and hospital sector and with the broader community in the pursuit of comprehensive patient care.
  6. Professionally accountable to the Clinical Director, SAMI, through the Campus Clinical Head

#### **Challenges associated with Role:**

Major challenges currently associated with the role include:

- > Provision of high-quality medical imaging services in a timely manner, including after-hours service as rostered
- > Managing the requirements of the role in a busy clinical environment
- > Provision of clinical radiology services to a culturally and socially diverse patient population

## Key Result Areas and Responsibilities

Key Result Areas	Major Responsibilities
<b>Under the guidance of, and in consultation with, the Supervising Radiologist, contribute to the provision of high standards in clinical services to patients referred to the SAMI site by:</b>	<ul style="list-style-type: none"> <li>&gt; Assessing the appropriateness of requests for medical imaging or image guided procedures</li> <li>&gt; Planning the examination with relevant staff</li> <li>&gt; Overseeing the performance of the examination where relevant</li> <li>&gt; Pre-reading all examinations prior to reporting with the consultant Radiologist or reporting examinations under consultant direction and supervision</li> <li>&gt; Planning and performance of image guided procedures under Consultant direction and supervision</li> <li>&gt; Participating in consultation with other senior staff in the development of procedures and protocol manuals</li> <li>&gt; Ensuring the appropriate documentation of critical care in patient's medical records</li> </ul>
<b>Provide appropriate support, direction and training to trainee medical officers and medical students and ensure effective teaching/training programs are delivered by:</b>	<ul style="list-style-type: none"> <li>&gt; Contributing to medical teaching/training programs at undergraduate and postgraduate level</li> <li>&gt; Participating in Departmental and interdepartmental research studies</li> <li>&gt; Participating in multidisciplinary clinical meetings discussing Radiological procedures and examinations</li> <li>&gt; Participating in appropriate clinical conferences as designated by the Campus Clinical Head</li> <li>&gt; Providing appropriate direction and supervision to more junior registrars in medical imaging as required during daily duties</li> <li>&gt; Acting as role model and mentor for medical students and junior medical staff</li> <li>&gt; Participating in the education of junior staff, students and others as required</li> </ul>
<b>Contributing to continuous evaluation and improvement of radiology services by:</b>	<ul style="list-style-type: none"> <li>&gt; Supporting clinical improvement activities</li> <li>&gt; Evaluation of clinical processes and service outcomes, identifying possible areas for improvement</li> <li>&gt; Attending and participating in clinical and departmental meetings</li> <li>&gt; Participating in departmental peer review and audit activities</li> <li>&gt; Continuously reviewing existing practices and promoting change where required</li> <li>&gt; Participating in quality assurance programs</li> <li>&gt; Where relevant, participating in Royal Australian and New Zealand College of Radiologists (RANZCR) based programs directed towards maintaining the highest standards of professional care</li> <li>&gt; Participating in personal performance appraisal</li> </ul>
<b>Demonstrate a commitment to the provision of a multidisciplinary approach to clinical care by:</b>	<ul style="list-style-type: none"> <li>&gt; Working harmoniously with all members of the clinical team</li> <li>&gt; Being responsive to the expectations and needs of both clinical and non-clinical colleagues</li> </ul>
<b>Engender a consumer focus in service delivery by:</b>	<ul style="list-style-type: none"> <li>&gt; Ensuring consumers can exercise their rights and responsibilities</li> <li>&gt; Ensuring that patients and families are given adequate information upon which to base treatment decisions and follow up</li> <li>&gt; Being responsive to complaints from patients and their relatives</li> </ul>
<b>Participate in and contribute to the academic life of the Department at</b>	<ul style="list-style-type: none"> <li>&gt; Participating in the research projects and audits subject to the approval of the Campus Clinical Head or Director of Training</li> </ul>

<b>the Direction of the Campus Clinical Head by:</b>	
<b>Ensure a safe working environment at all times by:</b>	<ul style="list-style-type: none"> <li>&gt; Maintaining effective work practices</li> <li>&gt; Adopting procedures and practices which comply with the Work Health &amp; Safety Act (WHS).</li> <li>&gt; Making proper use of all safeguards, safety devices and personal protective equipment (as required in undertaking the duties of the position)</li> <li>&gt; Taking reasonable care to protect the health and safety of self and others</li> <li>&gt; Attending mandatory safety training programs</li> <li>&gt; Report all staff accidents, incidents and near misses</li> <li>&gt; Comply with reasonable instructions or procedures aimed at protecting the health and safety of themselves and other</li> <li>&gt; Carrying out responsibilities as detailed in occupational health, safety and injury management policies and procedures</li> <li>&gt; Maintaining knowledge of and adhering to the principles and standards of equal employment opportunity legislation which ensures all employees in the workplace are treated in a fair and equitable manner, free from discrimination, bullying and harassment.</li> </ul>
<b>Contribute to the efficient management of the financial and material resources of the Department by:</b>	<ul style="list-style-type: none"> <li>&gt; Using facilities, equipment and supplies in the most efficient manner</li> </ul>

## Knowledge, Skills and Experience

### ESSENTIAL MINIMUM REQUIREMENTS

#### **Educational/Vocational Qualifications:**

- > Bachelor of Medicine; Bachelor of Surgery (MBBS) or equivalent, registrable with the Medical Board of Australia as a Medical Practitioner with General Registration.
- > Currently already in the Royal Australian and New Zealand College of Radiologists Training program (or equivalent international radiology training program).
- > At commencement, the candidate will be within three years of completion of Radiology Training.
- > Must be eligible to be licensed to practise Radiology under the *South Australian Radiation Protection and Control Act 2021* or its successor
- > Excellent Supervisor reports commensurate to level of current accredited training

#### **Personal Abilities/Aptitudes/Skills:**

- > Demonstrated clinical excellence
- > Demonstrated commitment to continuing medical education
- > Demonstrated high level verbal and interpersonal communication skills
- > Demonstrated ability to accept and implement change
- > Demonstrated ability to work as a team member in a multidisciplinary team and individually
- > Demonstrated commitment to quality improvement
- > Genuine empathy for patients and their relatives/family

- > Ability to communicate confidently and appropriately with patients and their family/relatives
- > Ability to work under pressure without compromising patient care
- > Skill in problem solving and decision making at both the clinical and the individual level
- > Commitment to quality management philosophy

### **Experience:**

- > Must have completed (or will complete) at least 24 months of Accredited Radiology Training by commencement
- > Must have passed the RANZCR Clinical Radiology Phase 1 examination (or equivalent in an international radiology training program)
- > Participation in multidisciplinary clinical meetings
- > Experience with audits and research projects

### **Knowledge:**

- > A sound knowledge of Radiology service delivery
- > Understanding of quality improvement principles
- > Understanding of the rights and responsibilities of patients and their families
- > A broad knowledge of legislation relevant to the department including Equal Employment Opportunity (EEO) and Work Health and Safety (WHS)

## **DESIRABLE CHARACTERISTICS**

### **Educational/Vocational Qualifications:**

- > Excellent academic reports
- > Prior study or qualifications in the field of medical physics and/or anatomy

### **Personal Abilities/Aptitudes/Skills:**

- > Excellent interpersonal skills
- > Experience in team building
- > Analytical and statistical skills

### **Experience:**

- > Experience in teaching at an undergraduate level
- > Demonstrated research activity including publications
- > Participation in Education Programs
- > General or specialised experience in any areas of Radiology

### **Knowledge:**

- > Knowledge of health care in public and private sectors
- > Knowledge of Research Principles and Statistics

### Special Conditions:

- > It is mandatory that no person, whether or not already working in SA Health, may be appointed to a position in SA Health unless they have provided the a satisfactory current Criminal and Relevant History Screening, as required by the *SA Health Criminal and Relevant History Screening Policy Directive*.
- > For appointment in a Prescribed Position under the *Child Safety (Prohibited Persons) Act (2016)*, a current Working with Children Check (WWCC) is required from the Department for Human Services Screening Unit. For other positions, a satisfactory National Police Certificate (NPC) assessment is required.
- > For 'Prescribed Positions' under the *Child Safety (Prohibited Persons) Act (2016)*, the individual's WWCCs must be renewed every 5 years from the date of issue; and for 'Approved Aged Care Provider Positions' every 3 years from date of issue as required by the *Accountability Principles 2014* issued pursuant to the *Aged Care Act 1997 (Cth)*.
- > Appointment is subject to immunisation risk category requirements. There may be ongoing immunisation requirements that must be met.
- > 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.
- > Utilise the Enterprise System for Medical Imaging (ESMI) to reporting medical imaging studies from other SAMI sites.
- > The incumbent will be required to:
  - Work outside of normal hours including weekends as rostered
  - Participate in the site's Medical Imaging on-call roster
  - Be available to work in all imaging areas
  - Provide copies of Australian Health Practitioner Regulation Agency (AHPRA) I Medical Board of Australia registration and South Australian Environmental Protection Agency (EPA) radiation licence certificates in a timely fashion on an annual basis.
- > Incumbents may be appointed to an unaccredited radiology registrar position at the time of their initial appointment for a short term.
- > Incumbents appointed to an accredited radiology registrar position must remain in the RANZCR clinical radiology training program for the duration of their appointment.

### General Requirements:

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

- > *Work Health and Safety Act 2012 (SA)* and when relevant WHS Defined Officers must meet due diligence requirements.
- > *Return to Work Act 2014 (SA)*, facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.
- > Meet immunisation requirements as outlined by the *Immunisation for Health Care Workers in South Australia Policy Directive*.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > *Children and Young People (Safety) Act 2017 (SA)* 'Notification of Abuse or Neglect'.
- > Disability Discrimination.
- > *Independent Commissioner Against Corruption Act 2012 (SA)*.
- > *Information Privacy Principles Instruction*.
- > 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.

- > 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.

The SA Health workforce contributes to the safety and quality of patient care by adhering to the South Australian Charter of Health Care Rights, understanding the intent of the National Safety and Quality Health Service Standards and participating in quality improvement activities as necessary.

#### **Performance Development:**

The incumbent will be required to participate in the organisation's Performance Review and 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.

#### **Handling of Official Information:**

By virtue of their duties, SA Health employees frequently access, otherwise deal with, and/or are aware of, information that needs to be treated as confidential.

SA Health employees will not access or attempt to access official information, including confidential patient information other than in connection with the performance by them of their duties and/or as authorised.

SA Health employees will not misuse information gained in their official capacity.

SA Health employees will maintain the integrity and security of official or confidential information for which they are responsible. Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.

#### **White Ribbon:**

SA Health has a position of zero tolerance towards men's violence against women in the workplace and the broader community. In accordance with this, the incumbent must at all times act in a manner that is non-threatening, courteous, and respectful and will comply with any instructions, policies, procedures or guidelines issued by SA Health regarding acceptable workplace behaviour.

#### **Resilience:**

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



## 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 Wellbeing. The Department for Health and Wellbeing is an administrative unit under the Public Sector Act 2009.

The legal entities include but are not limited to the Central Adelaide Local Health Network Inc., Northern Adelaide Local Health Network Inc., Southern Adelaide Local Health Network Inc., Women's and Children's Health Network Inc., Barossa Hills Fleurieu Local Health Network Inc., Eyre and far North Local Health Network Inc., Flinders and Upper North Local Health Network Inc., Limestone Coast Local Health Network Inc., Riverland Mallee Coorong Local Health Network Inc., Yorke and Northern Local Health Network Inc. and SA Ambulance Service Inc.

### 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.

### Central Adelaide Local Health Network:

CALHN is one of five Local Health Networks (LHNs) in South Australia established in July 2011. CALHN is responsible for the following health services:

- > Royal Adelaide Hospital (RAH)
- > The Queen Elizabeth Hospital (TQEH)
- > Hampstead Rehabilitation Centre (HRC)
- > St Margaret's Rehabilitation Hospital (SMRH)
- > Glenside Health Service (GHS) Psychiatric Intensive Care Unit; Inpatient Rehabilitation Services and Acute beds only
- > Adelaide Dental Hospital (ADH).

CALHN also has governance over numerous community mental health and primary health services including Prison Health Service, SA Dental Service and DonateLife SA. Of note also is governance of the Statewide Clinical Support Services (SCSS) including Imaging, Pathology and Pharmacy, responsibility of which has vacillated between CALHN and DHW over the past few years.

CALHN is one of three metropolitan LHNs and its core population is approximately 390,000 people. CALHN also provides services to patients from other SA networks, rural and remote areas, the Northern Territory, NSW (Broken Hill) and western parts of Victoria. These services usually relate to complex services such as head and neck cancer, radiation therapy, cardiac surgery, spinal surgery or rehabilitation.

CALHN's purpose is to deliver quality and sustainable healthcare. While the delivery of high-quality patient care is our number one priority, we face a significant challenge in achieving financial sustainability. A quality-assured financial recovery plan has been developed to meet these challenges. Through effective leadership and change management, the plan which is applicable to all Directorates and departments, will be implemented over the next three years.



## 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 Chief Executive Officers.

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 enabled by Enterprise System for Medical Imaging (ESMI) which includes a statewide Picture Archiving and Communications System (PACS), Radiology Information System (RIS) and voice recognition (VR).

## Values

### Statewide Clinical Support Services Values

Within SCSS our people are at the heart of what we do. We are committed to building a strong, vibrant culture and place to work, and to providing high-quality care to our patients and consumers that demonstrates our values in action. Our five core values are Integrity, Compassion, Accountability, Respect and Excellence (ICARE):

<b>Integrity:</b>	We are honest, consistent and act fairly. We make evidence-based decisions that are in the best interests of the South Australian community.
<b>Compassion:</b>	Patients and consumers are front of mind in everything we do, and we approach care for others with empathy and kindness. We provide an environment that is safe and caring and we will support each other at all times.
<b>Accountability:</b>	We take ownership of our responsibilities and actions. We own our mistakes and take proactive measures to find effective solutions. We demonstrate our values in our actions and behaviours
<b>Respect:</b>	We foster a culture that is respectful of our consumers, patients and each other. We value diversity and everyone's input and demonstrate trust in each other.
<b>Excellence:</b>	We complete and promote work of the highest standard. We challenge the normal way of doing things to ensure continuous improvement and we seek consumer input to represent the diversity of our community.

### 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.

As a public sector employee, you have a responsibility to maintain ethical behaviour and professional integrity standards. It is expected that you act in accordance with the Code of Ethics and contribute to a culture of integrity within SA Health.

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:** A/Prof Marc Agzarian

**Role Title:** Clinical Director, SAMI

**Signature:** 

**Date:** 28 March 2024

## Role Acceptance

### Incumbent Acceptance

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

**Name:**

**Signature:**

**Date:**

### Version control and change history

Version	Date from	Date to	Amendment
V1	10/01/2023		Original SCSS version.