

Eastern Health

POSITION DESCRIPTION

| | |
|--------------------------------|---|
| Position Title: | Breast Screen Radiologist (Reading and Assessment) |
| Award Classification: | At the appropriate classification rate commensurate with level of experience in accordance with the Medical Specialists (Victoria Public Health Sector) (AMA Victoria/ ASMOF) (Single Interest Employers) Enterprise Agreement 2022 – 2026 or its successor |
| Award / Agreement Name: | Medical Specialists (Victoria Public Health Sector) (AMA Victoria/ ASMOF) (Single Interest Employers) Enterprise Agreement 2022 – 2026 or its successor |
| Reports to: | Program Director MH BreastScreen |

EASTERN HEALTH – HEALTHIER TOGETHER

Eastern Health is one of Melbourne's largest metropolitan public health services. We provide a comprehensive range of high quality acute, sub-acute, palliative care, mental health, drug and alcohol, residential care, community health and statewide services to people and communities that are diverse in culture, age and socio- economic status, population and healthcare needs. *'Being part of Eastern Health is being part of a welcoming team of healthcare experts'* is achieved through Eastern Health's strategic goal of HEALTHIER TOGETHER.



1. POSITION SUMMARY

This position is responsible for the radiological component of screen reading and assessment. Maroondah BreastScreen Service screens approximately 40,000 clients per year.

2. MAJOR DUTIES AND/OR RESPONSIBILITIES

2.1 Provision of Clinical Services

- Perform screen reading as per BreastScreen protocols.
- Conduct assessment clinics within a MDT environment of recalled screen detected changes.
- Participate in setting the standards for high quality, compassionate clinical care within BreastScreen; and
- Comply with Maroondah BreastScreen's Procedure and Policy manual on data and clinical records.

2.2 Communication

- Develop effective communication with and be receptive to patient, relative and peer groups;
- Support and participate in the multi-disciplinary network;
- Provide advice to and liaise with staff from other agencies as required; and
- Ensure BreastScreen staff members are advised in a timely manner of inability to attend rostered sessions.

2.3 Quality and Clinical Review Activities (refer also to Section 6)

- Attend regular clinical review meetings to correlate Radiology and Pathology findings for all women attending assessment;
- Assist in developing and implementing clinical pathways where appropriate;
- Assist in developing protocols and guidelines where required;
- Assist in resolving patient and relative complaints;
- Ensure BreastScreen Policy and Procedures are followed;
- Maintain all required patient radiation safety systems; and
- Undertake regular audits of work.

2.4 Education, Research and Professional Development (also refer to Section 5)

- Attend Quarterly Radiology Q Meetings;
- Review quarterly radiologist performance statistics;
- Attend other clinical meetings as directed;
- Maintain an active interest and participation in research and academic publication;
- Attend and participate in educational and teaching activities; and
- Comply with College requirements for ongoing professional education.

2.5 Efficiency

- Support the efficient utilisation of resources; and
- Work within the budgetary provisions for delivery of clinical services.

2.6 Performance Review (refer also to Section 9)

- Participate in Eastern Health's performance review system which is at least once annually.

3. SAFE PRACTICE AND ENVIRONMENT

Eastern Health is a child safe organisation, committed to promoting the wellbeing and cultural safety of Aboriginal children, children with disabilities and all children in their diversity. More information [here](#).

Occupational Health and Safety

Eastern Health is committed to provide and maintain a working environment for all staff that is safe and without risk to health. All staff are to take care of their own health and safety and the health and safety of any other person who may be affected by your acts or omissions at the workplace. Understand responsibilities and accountabilities to yourself and others in accordance with OH&S legislation and Eastern Health policies and promote a working environment that is congruent with these guidelines. This includes staff reporting of all clinical and OHS incidents and near misses, in particular those related to Occupational Violence, Manual Handling and Slips, trips and falls.

Staff are required to comply with all state legislative requirements in respect to the Occupational Health and Safety Act 2004 and the Workplace Injury Rehabilitation and Compensation (WIRC) Act 2013.

4. TRAINING AND DEVELOPMENT

Relevant, practical and timely education should direct, facilitate, enhance and support the professional growth and practice of employees in a health environment characterised by change. All programs should endeavour to promote evidence-based practice, a problem solving approach and to be competency based.

You are expected to participate in the personal development process on an annual basis.

5. QUALITY

As a staff member of Eastern Health staff are required to comply with Eastern Health performance standards and participate in continuous monitoring and improvement as part of your role. You are also required to comply with legislation, professional standards and accreditation standards.

As a staff member employed by Eastern Health services you must have and maintain the appropriate skills and knowledge required to fulfil your role and responsibilities within the organisation. In addition, you must ensure that you practice within the specifications of this position description, and where applicable within the agreed scope of practice.

You are responsible for ensuring safe high quality care in your work. This will include complying with best practice standards, identifying and reporting any variance to expected standards and minimising the risk of adverse outcomes and patient harm. In addition, you will ensure that service and care is consistent with the EH approach to patient and family centered care.

6. CONFIDENTIALITY

Any information obtained in the course of employment is confidential and should not be used for any purpose other than the performance of the duties for which the person was employed. Staff are bound by the Information Privacy Act 2000 and the Health Records Act 2000.

7. EQUAL EMPLOYMENT OPPORTUNITY

You agree to adhere to the Equal Employment Opportunity policies and practices of the Health Service. Discriminatory practices, including sexual harassment, are unlawful. The Health Service will not tolerate discriminatory behaviour and any such conduct may lead to the invoking of the Disciplinary Policy and Procedure, which may result in termination of employment.

Our commitment to Diversity, Equity & Inclusion

Eastern Health is committed to creating a diverse and inclusive environment that welcomes and values all people. We recognise that diversity is essential in ensuring Eastern Health provides the best service to its consumers.

Aboriginal and/or Torres Strait Islander peoples, people from the LGBTIQ+ community, people living with disability and those from a culturally and linguistically diverse background, are strongly encouraged to apply.

For more information, please [click here](#).

8. PERFORMANCE DEVELOPMENT

A Performance Review, that includes agreed targets, will occur three (3) months from commencement and then annually on the basis of the duties and responsibilities outlined in this position description. This is an opportunity to review personal and the allocated work unit's service performance, facilitated by the setting of objectives/goals and ongoing evaluation of performance and achievement. Objectives will be developed annually, documented, discussed and agreed with the immediate line manager, who will act as the assessor. The incumbent is expected to demonstrate and show evidence annually of on-going self and allocated work unit's service development.

9. EASTERN HEALTH'S PROMISE

Our promise to our communities, patients, consumers and staff is that we will be **HEALTHIER TOGETHER**. Bolder than a vision for the future, our promise calls us to action. We know that working together is the only way we can achieve what is necessary for a healthier future.

Our values are ones in action and are the behaviours that matter most.

- Respect for all
- Safe always
- Partnering in care
- Learning and improving everyday

Learning from the challenges of the past and looking to the future, we understand that we are building towards a more engaged, more reliable, always safe health service in partnership with our people to improve every day.

10. ATTACHMENTS

- Attachment 1 Key Selection Criteria
- Attachment 2 Key Result Areas /Key Performance Indicators
- Attachment 3 Eastern Health /Department Information

11. NOTE

Statements included in this position description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all-inclusive.

Prior to accepting any offer of employment, prospective employees will be required to read and commit to the Eastern Health Code of Conduct, including (but not limited to) issues of Occupational Health and Safety, Equal Opportunity and Confidentiality.

Healthcare workers are strongly recommended to follow COVID vaccination recommendations provided in the [Australian Immunisation handbook \(based on ATAGI advice\)](#). Seasonal vaccination against influenza is a mandatory requirement of this role and employment is conditional on this being up to date prior to employment.

Signed: _____ Date: ____/____/____
Executive Director Medical and Clinical Governance Eastern Health (or delegate)

INCUMBENT STATEMENT

I _____ (Incumbent Name) have read, understood and accepted the above Position Description and associated Attachments.

Signed: _____ Date: ____/____/____

ATTACHMENT 1

KEY SELECTION CRITERIA

| | |
|--------------------------------|---|
| Position Title: | BreastScreen Radiologist |
| Award Classification: | At the appropriate classification rate commensurate with level of experience in accordance with the Medical Specialists (Victoria Public Health Sector) (AMA Victoria/ ASMOF) (Single Interest Employers) Enterprise Agreement 2022 – 2026 or its successor |
| Award / Agreement Name: | Medical Specialists (Victoria Public Health Sector) (AMA Victoria/ ASMOF) (Single Interest Employers) Enterprise Agreement 2022 – 2026 or its successor |
| Reports to: | Program Director MH BreastScreen |

Essential

- Registered Medical Practitioner with AHPRA
- Fellowship of RANZCR or, hold equivalent radiological qualification recognised by the College.
- Specialist recognition as a radiologist within Australia.
- Formal training and experience in mammography.
- Formal training in the radiological assessment of women with abnormal screening mammograms.
- Experience in mammographic workup, breast ultrasound, stereotactic guided core biopsy, ultrasound guided core biopsies, fine needle aspiration procedures and vacuum assisted biopsy procedures.

Desirable

- Good interpersonal skills.
- Interest and experience in teaching and research.
- Desire to improve service provision.
- Familiarity with digital imaging processes.

ATTACHMENT 2

Key Result Areas /Key Performance Indicators

| | |
|--------------------------------|---|
| Position Title: | BreastScreen Radiologist |
| Award Classification: | At the appropriate classification rate commensurate with level of experience in accordance with the Medical Specialists (Victoria Public Health Sector) (AMA Victoria/ ASMOF) (Single Interest Employers) Enterprise Agreement 2022 – 2026 or its successor |
| Award / Agreement Name: | Medical Specialists (Victoria Public Health Sector) (AMA Victoria/ ASMOF) (Single Interest Employers) Enterprise Agreement 2022 – 2026 or its successor |
| Reports to: | Program Director MH BreastScreen |

- Timely screen reading of images.
- Regular attendance at MDT meetings and quarterly radiologist review meetings.
- Individual performance based on Service NAS requirements.
- Punctuality in attendance.
- Satisfactory participation in RANZCR College CME program and documentary evidence when required.
- Professional and high standard working relationship with all staff in the Emergency Department.

ATTACHMENT 3

Eastern Health/Department/Specialty Information & additional position requirements

| | |
|--------------------------------|---|
| Position Title: | BreastScreen Radiologist |
| Award Classification: | At the appropriate classification rate commensurate with level of experience in accordance with the Medical Specialists (Victoria Public Health Sector) (AMA Victoria/ ASMOF) (Single Interest Employers) Enterprise Agreement 2022 – 2026 or its successor |
| Award / Agreement Name: | Medical Specialists (Victoria Public Health Sector) (AMA Victoria/ ASMOF) (Single Interest Employers) Enterprise Agreement 2022 – 2026 or its successor |
| Reports to: | Program Director MH BreastScreen |

| | |
|------------------------------------|--------------------|
| Department / Specialty Area | BreastScreen |
| Campus / Physical Location | Maroondah Hospital |

SPECIALTY SPECIFIC INFORMATION

Organisational Context

The BreastScreen Service provided at Ringwood East, Eastern Health, provides a screening mammography services to women in multiple centres in the leafy eastern suburbs of Melbourne with fixed screening sites in Ringwood East, Mont Albert, Boronia and Lilydale. A mobile screening service is also provided in North Eastern Victoria.

BreastScreen is an important service to our community and is part of what will be an integrated centre of excellence in breast screening, diagnosis and treatment for breast conditions for Eastern Health located adjacent to Maroondah Hospital.

This position would be based at the Ringwood East Site (located at 24 Grey Street opposite Maroondah Hospital).

Maroondah BreastScreen has a close working relationship with the Medical Imaging Department, Maroondah Hospital. Prone table stereotactic biopsies are available and undertaken at the hospital while upright stereotactic biopsies are performed on-site.

Maroondah BreastScreen recently completed the first study within Australia evaluating the use of tomosynthesis in the BreastScreen assessment setting and the Service looks forward to continuing this commitment to improving the service provided to our clients.

Aboriginal & Torres Strait Islander Candidates

Eastern Health's Aboriginal Workforce Plan 2023 – 2026 was released in February 2023. With a strong focus on cultural safety and belonging, actions included in the Workforce Plan provide practical supports for all Aboriginal and/or Torres Strait Islander staff.

An Aboriginal Employment Coordinator is available to ensure each person has culturally safe and positive employee experiences which foster belonging and access to diverse experiences and career pathways. Should you require further information regarding this position or support to complete an application, please contact the Recruitment Manager for this position or Eastern Health's Aboriginal Employment Coordinator at Aboriginal.Workforce@easternhealth.org.au

