

Position Description: Medical Oncologist

Business area: Clinical
 FTE: As per Conditions of Employment
 Reports to: General Manager Cancer Care

Our Vision	Leading cancer care in Aotearoa – we bring inspiration and innovation together to positively impact the lives of New Zealanders.
Our Mission	To be the patient's choice for world class cancer care delivered by people with passion.
Our Values	<p>Excellence</p> <ul style="list-style-type: none"> • We deliver outstanding care to our patients with a focus on continuous improvement. <p>Resilience</p> <ul style="list-style-type: none"> • We are flexible and responsive to the needs of our patients and our people. <p>Collaboration</p> <ul style="list-style-type: none"> • We work in partnership with our patients, their whanau, and our staff. <p>Integrity</p> <ul style="list-style-type: none"> • We act with authenticity and to the highest standard of performance and conduct.

Position Objective:

Plan and manage assessment and treatment of patients within the Cancer Care Oncology service.

Functional Relationships:

Internal:	External:
<ul style="list-style-type: none"> • General Manager • Practice Manager • Clinical Director Medical Oncology • Clinical Director Radiation Oncology • Consultant Oncologists • Medical Oncology and Haematology Manager • Radiation Therapist Manager • Charge Nurse Cancer Care • Registered Nurses Cancer Care • Other Cancer Care staff • Other St George's staff 	<ul style="list-style-type: none"> • Clinicians • Allied health professionals • Patients and support persons • Cancer Society



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Key Areas of Accountability:

Area of Accountability	Expected Results
Professional Practice	<ul style="list-style-type: none"> • Provides comprehensive scope of clinical medical oncology care of patients • Is available to all appropriate medical surgical and oncology colleagues and other disciplines for patient consultations • Provides prompt, relevant and quality advice to patients referred for a specialist oncology opinion • Ensures patients are well informed of options available to them and promotes patient-centred care • Promotes an inter-professional model of practice • Contributes to specific tumour site R&D initiatives with appropriate local, national and international collaboration • Ensures patient records are comprehensive, accurate and up to date • Letters and reports are completed and dispatched in a timely manner • Maintains confidentiality of patient information and documentation
Interpersonal Relationships/Leadership and Teamwork	<ul style="list-style-type: none"> • Maintains approachability and an open, effective communication style. • Models St George's Cancer Care vision, values and goals. • Respects lines of authority and uses proper channels of communication. • Is open and receptive to feedback. • Establishes collaborative networks across teams for mutual benefit. • Collaborates with peers to achieve strategic goals. • Reinforces patient/client focus through education, practice, policies and/or procedures. • Recognises individual efforts in excellent patient/client focus. • Responds to the changing needs of patients/client groups and appropriately plans education and practice development initiatives to meet service need. • Empowers others to take action to resolve patient/client issues promptly • Creates a culture of patient/client focus through person-centered care. • Expresses information effectively, both orally and in writing, adjusts language and style to the recipients and considers their frame of reference.
Quality Improvement	<ul style="list-style-type: none"> • Participates actively in quality improvement activities by planning, implementing and evaluating improvements. • Initiates, participates in design and evaluates audits and applies outcomes to improve service provision. • Participates actively in Ministry of Health Certification and Accreditation process. • Documents and reports incidents accurately in accordance with hospital policy. • Participates actively in the development/review of policies and procedures.
Professional Development	<ul style="list-style-type: none"> • Maintains and continuously updates professional portfolio. • Maintains own professional development and mandatory updates. • Undertakes responsibility for meeting all the mandatory requirements of the professional body and the organisation. • Identifies own learning requirements/deficits and develops a plan in conjunction with line manager.



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Area of Accountability	Expected Results
	<ul style="list-style-type: none"> • Demonstrates and facilitates contemporary knowledge and skills. • Understands and adheres to all legislative requirements and follows St George's Hospital policies and procedures. • Participates in an annual performance appraisal and the setting of performance objectives aligned to the goals of the organisation. • Identifies own learning requirements/deficits and discusses development plan with Manager. • Attends CPR updates and familiarises self with emergency equipment. • Attends relevant study days and in-service education. • Fosters an environment conducive to learning, enquiry and research. • Participates in approved research programmes as requested.
Organisational Culture	<ul style="list-style-type: none"> • Promotes harmonious working relationships . • Understands and promotes the concept of internal and external customers (e.g. patients, colleagues and clinicians) and the need for customer focus. • Assists in facilitating positive inter-departmental relationships. • Maintains confidentiality in respect to CCC's operations, business, employees, clients and patients. • Models CCC's values • Adheres to St George's policies and procedures.
Cultural safety and Te Tiriti o Waitangi To promote cultural awareness within St George's Hospital	<ul style="list-style-type: none"> • Understands and has knowledge of the Te Tiriti o Waitangi and its implications for health. • Collaborates with colleagues regarding the integration of Te Tiriti principles of partnership, protection and participation in practice • Displays a willingness to work positively with organisational strategies to improve outcomes for Māori • Promotes an awareness of cultural differences amongst staff and patients (e.g. beliefs, gender, sexual orientation or disability) and the impact that beliefs and values have on practice
Health & Safety To ensure a safe working environment	<ul style="list-style-type: none"> • Complies, as far as is reasonably able, with any reasonable instruction that is given to allow St George's to comply with legislated Health and Safety at Work requirements • Cooperates with any reasonable policy or procedure relating to health or safety at the workplace • Ensures compliance with hospital security requirements and is vigilant in all matters of security • Participates in Health and Safety training as required by St George's
Organisational effectiveness To contribute to the cost effectiveness and changing needs of the hospital business	<ul style="list-style-type: none"> • Sets appropriate priorities for workload. • Looks for ways and means to actively and effectively promote cost effectiveness. • Accurately completes cost accounting documents as appropriate. • Ensures department remains within budget and provides rationale for exceptions.



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Other Duties	<ul style="list-style-type: none"> • Undertakes other duties as requested from time to time • Performs such duties in a timely, accurate manner and in accordance with St George's Hospital policies and procedures. • Participates in the on-call roster as required
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Qualifications, Experience and Personal Qualities

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Specialist qualification in medical oncology • Be registered as a medical practitioner with the Medical Council of New Zealand (MCNZ) or be eligible to apply for provisional vocational registration with MCNZ • Hold a current Fellowship of the Royal Australasian College of Physicians • Must hold an up-to-date Annual Practising Certificate at all times 	<ul style="list-style-type: none"> •
Experience & Knowledge	<ul style="list-style-type: none"> • Must have depth of experience and current knowledge of all Oncology specialities 	<ul style="list-style-type: none"> • Research experience
Personal Attributes	<ul style="list-style-type: none"> • Demonstrated commitment to high quality patient care • Good organisational skills • Effective interpersonal skills and be able to work as part of a small team. • Highly motivated and be able to work without supervision. • Able to work effectively and efficiently under occasional periods of pressure. • Good oral and written communication skills. • The ability to successfully train technical people in new techniques • Prepared to work flexible hours. • Innovative and have the ability to do research and development. • Appreciate the need for sensitivity when dealing with patients and their relatives. 	

Agreed by:

Signed: _____ **Date:** _____
Employee

Signed: _____ **Date:** _____
General Manager