

Position Description: Radiation Oncologist

Business area: Clinical

FTE: As per Conditions of Employment

Reports to: General Manager, St George's Cancer Care

Position Objective:

Provide safe technical expertise during the implementation phase of the MR Linac including:

- 1. Development of protocols for use of the MR Linac*
- 2. Training for staff in use of the MR Linac*
- 3. Patient care*

Functional Relationships:

Internal:	External:
<ul style="list-style-type: none"> • General Manager • Practice Manager • Clinical Director Radiation Oncology • Clinical Director Medical Oncology • Consultant Oncologists • Clinical Leader Radiation Therapist • Clinical Leader Medical Oncology • Medical Physicists • Radiation Therapists • 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
Implementation of the MR Linac	<ul style="list-style-type: none"> • Develops protocols for safe use of the MR Linac • Provides training to radiation therapists and other clinical staff in safe use of the MR Linac • Builds and maintain effective relationships with key internal and external users, promoting the use of the MR Linac
Professional Practice	<ul style="list-style-type: none"> • Provides comprehensive scope of clinical radiation oncology care of patients • Is available to all appropriate medical surgical and oncology colleagues and other disciplines for patient consultations • Performs the full range of general radiation oncology duties (clinical assessment, tumour delineation, dosimetry review, on treatment review and appropriate imaging review and patient follow-up in a timely manner • 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.



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	<ul style="list-style-type: none"> • 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. • 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 • Complies with the Office of Radiation Safety's Codes of Safe Practice • Complies with the Radiation Protection legislation • Cooperates with any reasonable policy or procedure relating to health or safety at the workplace



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	<ul style="list-style-type: none"> • 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
<p>Organisational effectiveness</p> <p>To contribute to the cost effectiveness and changing needs of the hospital business</p>	<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.
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.

Qualifications, Experience and Personal Qualities

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • 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 Australia and New Zealand College of Radiologists or a similar qualification that can be registered with the Medical Council of New Zealand for the practice of Radiation Oncology • Must hold an up-to-date Annual Certificate of Registration at all times • 	<ul style="list-style-type: none"> •
Experience & Knowledge	<ul style="list-style-type: none"> • Must have current knowledge of all Oncology specialities 	<ul style="list-style-type: none"> • Use of MR Linac • 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. 	



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Agreed by:

Signed: _____ **Date:** _____
Employee

Signed: _____ **Date:** _____
Hospital Manager