

Position Description: Treatment Specialist Radiation Therapist

Business area: Clinical
 FTE: As per Conditions of Employment
 Reports to: Radiation Therapy Clinical Team Leader

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:

- *To provide advanced technical expertise in radiation treatment delivery*
- *Support Treatment Specialist to coordinate day to day linac workload*
- *Provide teaching and training for staff and students in treatment delivery*

Functional Relationships:

Internal:	External:
<ul style="list-style-type: none"> • Clinical Directors • Oncologists • Physicists • Practice Manager • Nurses • Allied health team • Information technology staff • Admin team 	<ul style="list-style-type: none"> • Pacific Radiology Group • Referrers • Elekta team • Cancer Society



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Key Areas of Accountability:

Area of Accountability	Expected Results
Set and maintain the highest possible standard of patient care	<ul style="list-style-type: none"> • A focus on patient needs is expressed at all times • Ensure that our patients are provided the highest level of care: Educate, prepare and reassure patients and their families-all procedures are explained in a clear manner, and the patient receives the appropriate written information. • Liaise with relevant allied health and support services to meet the patient needs • Seek to continuously improve the patient journey.
Professional Practice	<ul style="list-style-type: none"> • Develop and maintain a high level of expertise in radiation treatment delivery • Support development initiatives for the use of MOSAIQ, MONACO, and other planning related resources • Initiate and facilitate the innovation and development of ideas and procedures • Provide contribution to performance reviews of qualified radiation therapy staff working in the CT area. • Provide technical support to ensure all radiation staff rostered to dosimetry area are performing to required levels • Ensure effective supervision of all student clinical work by a registered radiation therapist. • Develop and maintain orientation and training programmes to ensure effective training for all staff and students in 3D and VMAT planning and other pre-treatment related tasks
Interpersonal Relationships/Leadership and Teamwork	<ul style="list-style-type: none"> • Maintains approachability and an open, effective communication style. • Models St George's Hospital 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"> • Fosters co-operation across the organisation. • Is customer focused, understands and promotes the concept of internal and external customers (i.e. patients, colleagues and clinicians). • Maintains confidentiality in respect to St George's operations, business, employees, clients and patients. • 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 o Waitangi principles of partnership, protection, participation and self-determination with Māori. • Displays a willingness to work positively with organisational strategies to improve patient 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	<ul style="list-style-type: none"> • Ensures accidents and untoward incidents occurring in the department are reported. • Takes reasonable care for personal health and safety. • Takes reasonable care that own acts or omissions do not adversely affect the health and safety of other persons. • Complies, as far as is reasonably able, with any reasonable instruction that is given to allow St George's to comply with the Health and Safety at work Act 2015 • Co-operates with any reasonable policy or procedure relating to health or safety at the workplace that has been notified to workers. • Ensures compliance with hospital security requirements and is vigilant in all matters of security. • Recognises safety hazards and initiates appropriate corrective actions. • Attends fire and evacuation lectures and participates in drills as required. • Participates in Health and Safety training as mandated by St George's from time to time.
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.



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Qualifications, Experience and Personal Qualities

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Bachelor of Health Science (Radiation Therapy) or other related qualification recognised by the New Zealand Medical Radiation Technology Board (MRTB) • Registration in the Radiation Therapy Scope of Practice with the MRTB • Holds a current annual practicing certificate, with no conditions, issued by the MRTB 	
Experience & Knowledge	<ul style="list-style-type: none"> • Clinical Experience in all facets of modern radiation therapy • Extensive experience with advanced planning techniques, radiation CT procedures and familiarity with radiation veterinary practice 	
Personal Attributes	<ul style="list-style-type: none"> • Contribution • Models and shares the CCC vision, values and expectations with others • Independent worker who demonstrates the personal characteristics of professionalism, credibility, honesty and accountability • An adaptive innovative person who maintains the highest standards of personal conduct in performing all duties • Teamwork • Accepts responsibility for achieving shared goals • Able to build productive relationships based on respect and good rapport • Engages in collaborative practice with colleagues • Shares information appropriately and listens to the opinion of others to facilitate team cohesion • Work ethic • Well prepared and organised. Provides clear direction, prioritises work depending on available resources, and encourages and provides actionable feedback. • Is able to prioritise, work to deadlines and is committed to delivering successful outcomes • Willing and able to take responsibility in making decisions and to be held accountable for the results • Able to evaluate information quickly, identify key issues and formulate conclusions built on sound, practical judgement, experience, and common sense 	

Agreed by:

Signed: _____
Employee

Date: _____

Signed: _____
Hospital Manager

Date: _____